

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN

England & Wales · Charity number 266600

Details

Other names	GERMAN-SPEAKING EVANGELICAL LUTHERAN SYNOD IN GREAT BRITAIN, GERMAN-SPEAKING EVANGELICAL LUTHERAN SYNOD IN THE UNITED KINGDOM, SYNOD OF GERMAN-SPEAKING EVANGELICAL LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN, COUNCIL FOR GERMAN CHURCH WORK, EVANGELISCHE SYNODE DEUTSCHER SPRACHE IN GROSSBRITANNIEN
Status	Registered
Legal form	Other
Registered	1976-03-09
Register	View on the Charity Commission register

Contact

Address	Council for German Church Work 10 Sandwich Street London WC1H 9PL
Phone	0775 239 3208
Email	office@ev-synode.org.uk
Website	www.ev-synode.org.uk

Activities

Objects: TO ADVANCE THE PROTESTANT CHRISTIAN RELIGION.

Activities: The Synod is established to advance the protestant Christian religion, in particular among German-speakers in Great Britain. It fosters solidarity between Congregations and a common approach to questions of Christian faith and life. The Synod provides Congregations with ministers, advice, training and oversight.

Classification

- **How:** Acts As An Umbrella Or Resource Body
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNITED KINGDOM
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£510,936	£524,098	£1,685,934	9
2023-12-31	£479,899	£487,191	-	-
2022-12-31	£456,190	£468,617	-	-
2021-12-31	£452,399	£464,604	-	-
2020-12-31	£323,749	£347,645	-	-

Trustees

Name	Role	Appointed
Rev Silke Halfmann	Chair	2023-12-04
Dr BRIGITTE JURACK		2021-04-24
Hildegard O'Kane		2024-04-20
JOCHEN Frank HOFFMANN		2024-04-20
Rev Kerstin Othmer		2024-04-20

Accounts

Charity registration number 266600 (England and Wales)

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN**

COUNCIL FOR GERMAN CHURCH WORK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024



**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	Dr Brigitte Jurack Lutz Lemmer Rev S Halfmann Mr J Hoffmann H O’Kane Rev K Othmer	(Appointed 20 April 2024) (Appointed 20 April 2024) (Appointed 20 April 2024)
-----------------	--	---

Charity number (England and Wales) 266600

Principal address 10 Sandwich Street
London
WC1H 9BL

Independent examiner John Caladine FCCA CTA FCIE
Caladine Limited
Chantry House
22 Upperton Road
Eastbourne
East Sussex
BN21 1BF

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK CONTENTS

	Page
Trustees' report	1 - 5
Independent examiner's report	6
Statement of financial activities	7
Statement of financial position	8
Notes to the financial statements	9 - 24

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Synod's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Objectives and activities

The Synod is established to advance the protestant Christian religion, amongst German Speakers in Great Britain. In achieving this object, the Synod fosters solidarity between its member congregations and a common approach to questions of Christian faith and life. It attends to the ecclesiastical and social life of the congregations and concerns itself with the maintenance of Christian life.

The Synod provides the congregations with ministers, advice, training, and oversight so that they can provide public benefits in accordance with their charitable objectives and their agreements with the Synod.

Public benefit

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

Achievements and performance

Ministry

The Synod is responsible for providing and organising effective German-speaking Protestant ministry in Great Britain. It supports the member congregations by employing pastors and pastoral assistants for German worship and pastoral care when needed, even where there is no organised congregation.

At the end of 2024 seven pastors were employed, who worked with 16 congregations supporting about 30 places of worship.

Quality Management

The Synod supports the member congregations by visitation and training. A visitation to a congregation sets in motion a process of reflection; whether their activities match their objectives and whether improvement is possible. Volunteer training enables them to lead worship, to offer worship for children, to lead the congregation and to manage its finances. This supports good governance and develops the skills of the current and future lay community, helping to ensure the long-term continuity of the congregations.

Administrative Support to Congregations

The Synod supports the member congregations by giving advice, examining their finances and legal documents, and providing them with templates for their day-to-day work. The Synod holds a Grade A Sponsorship License for the UK Visa Immigration Sponsorship Scheme and assists new pastors with the visa application process. The Synod arranges an annual meeting for the Treasurers of the congregations to discuss financial matters, share best practices and gain a better understanding of the financial needs across the Synod.

Financial Support to Congregations

The Synod supports the member congregations by giving grants. It gives support grants towards the church work, supports children's groups, specific projects and outings, partly pays for repairs to the rectories inhabited by the pastors and supports congregations in deficit.

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Networking between Congregations

The Synod Assembly is held each spring as the Synods annual general meeting to provide opportunities for trustees of the congregations throughout Great Britain to share their ideas for congregational work and to discuss matters of Christian faith. In addition, a successful weekend retreat was held in Norfolk in October 2024.

Representation

The Synod represents German speaking Protestants at the German Embassy, at the General Assembly of Evangelische Kirche in Deutschland (EKD) and in several ecumenical organisations throughout Great Britain and in Europe. It delivers a presentation about the German-speaking church work in Great Britain at the Deutscher Evangelischer Kirchentag in Germany.

Administrative Support to Congregations

The Synod supports the member congregations by giving advice, examining their finances and legal documents, and providing them with templates for their day-to-day work. The Synod holds a Grade A Sponsorship Licence for the UK Visa Immigration Sponsorship Scheme.

Financial Support to Congregations

The Synod supports the member congregations by giving grants. It gives support grants towards the church work, supports children's groups, specific projects and outings, partly pays for repairs to the manses occupied by the pastors and supports congregations in deficit. The Synod further supports member congregations by applying to the Kaiser Wilhelm II Fund for grants which are then distributed to the Congregations.

Networking between Congregations

The Synod Assembly held each spring as the Synods annual general meeting, and the Church Treasurers' day usually held each winter provide opportunities for trustees of the congregations throughout great Britain to share their ideas for congregational work and to discuss matters of Christian faith.

Representation

The Synod represents German speaking Protestants at the German Embassy, at the General Assembly of Evangelische Kirche in Deutschland (EKD) and in several ecumenical organisations throughout Great Britain and in Europe. It delivers a presentation about the German-speaking church work in Great Britain at the Deutsch Evangelische Kirchentag in German.

Financial review

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next year and for the foreseeable future.

Income

The Synod has effectively 4 sources of income.

Congregation Contributions

The Synod's income derives for the largest part from contributions by the congregations of £304,000 or 59% (2023: £320,424 or 66%). The Synod Assembly determines the contribution to be paid by each congregation. The amount for 2024 was increased to £60,000 (2023: £58,000) to move closer to a balanced budget.

Grants and donations

The Trustees are most grateful for grants and donations received in 2024. In 2024 a grant of £75,000 was made by the Schroder 1905 Trust (Registered Charity Number 1117748) for a variety of activities aimed at creating an active community life.

Furthermore, the Synod received a legacy in 2024 of £14,556 (2023: nil).

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Dividends and Interest Income

Net income from investments in 2024 amounted to £44,532 (2023: £42,795), the majority of which was derived from dividends with £4,158 (2023: £3,298) being interest income.

Other financial contributions

In 2024 a financial contribution of £68,449 (2023: £43,435) towards the costs of the pastoral assistants from the congregations in London-West was received.

Expenditure

Salaries

Salaries of the pastors represent the largest part of the Synod's expenditure of £380,584 or 73% (2023: £382,378, or 78%) The employment costs of most pastors are denominated in Euros and are therefore impacted by fluctuating currency exchange rates.

Financial support to the Congregations

In 2024 the Synod provided financial support to the Congregations at a total amount of £48,783 (2023: £35,160).

In 2024 the Synod incurred total expenses of £82,843 (2023: £62,352) to provide administrative support to the congregations. The majority of these costs were borne by salaries for the administrative and financial support staff totalling £43,146 (2023: £38,329). The balance was spent on such items as legal fees, insurance, accounting support, costs for the independent examiner and other administrative items.

Changes in financial position

During the financial year 2024 net assets saw an overall increase of 2% mainly as a result of unrealised gains on investments. The value of the Synod's net assets as at 31/12/2024 increased from £1,655,139 to £1,685,934 as a result of favourable capital markets.

Result

In 2024, the Synod had a net surplus of £30,795 (2023: surplus of £83,855). The Synod's unrestricted funds increased by £111,393 (2023: increased by £28,469).

The Synod received no grants or other income from central or local government.

Reserves policy

In 2024, the unrestricted funds (reserves) stood at £948,892 (2023: £837,501).

The Synod's policy for holding reserves is to keep the liquid amount of unrestricted funds at least equal to 24 months of operating expenditures, less the direct costs of ministry, to safeguard the continuity of operations. In the Trustees' judgement, the adequate minimum amount to be held as liquid General Reserves for this purpose remains set at £200,000.

At the end of 2024, the amount kept in current accounts and cash-equivalent fixed term accounts with banking institutions located in the UK and in Germany was £251,697 (2023: £246,869).

Restricted Funds

- The Salary Savings Funds is an income fund holding the unspent part of the congregations' Synod fees for covering the costs of ministry. The fund had already been exhausted to £0 as of 31/12/2024.
- The Congregation Support Fund is an income fund holding donations given in past years by the EKD and similar bodies for supporting the congregations that make up the Synod in ways to be decided by the trustees. The fund decreased by £1,442 in 2024 and stands at £194,470 on 31/12/2024 (31/12/2023: £195,912).

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

- The Congregation Shortfall Fund (formerly called Grant Retained in Germany Fund) is an income fund holding donations given in past years by the EKD for covering the salaries of pastors and for supporting the congregations that make up the Synod. This fund was retained entirely in Germany before 2017. The value of this fund decreased by £79,154 in 2024 and stands at £542,571 on 31/12/2024 (31/12/2023: £621,726).

Investment Policy and Objectives

The Synod's investment policy, as defined by the Trustees in consultation with the Synod's finance committee, permits investing all restricted and unrestricted funds of the Synod, except Page 9 of 31 Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain its liquid General Reserves, in ethical, diversified multi-asset funds with balanced risk exposure and to transfer investments within the Congregation Shortfall Fund that are held in Germany to the UK. The trustees are satisfied that the investment policy continues to be suitable for generating increased return on the Synod's invested funds.

Policies for the payment of Staff

The remuneration of the pastors posted to employment by the Synod in the UK under its agreement with the EKD is set by the EKD in accordance with its worldwide procedures. Trustees who are also employed as pastors have therefore no role in setting their own remuneration. The salaries of non-EKD pastors, pastoral assistants and of the office staff are set by the trustees.

Risk Management

The trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity. The trustees are satisfied that adequate processes and control procedures are in place to mitigate the charity's exposure to these risks.

Employer's liability, public liability, personal injury, property and legal protection insurance policies are in place.

Structure, governance and management

The Synod is an unincorporated ecclesiastical charitable association governed by its Constitution ("Synodalordnung") of 12 May 1973 as last amended by the Synod Assembly on 29 April 2023.

Governing Body

The governing body of the Synod is the Synod Assembly. It consists of the trustees, the pastors-in-office of the pastoral regions, one delegate from each congregation (with a minimum of three delegates from each pastoral region) and up to seven extraordinary members appointed in accordance with the Constitution. The Synod Assembly meets ordinarily once a year.

The Synod Assembly elects the Synod's trustees and confirms the appointment of the treasurer if the treasurer is not a trustee. The Synod Assembly decides on the statutes of the Synod, sets its budget and its members' contributions and receives the annual accounts.

Trustees

The Synod Council is the executive organ of the Synod and its elected members are the trustees of the charity. The Synod Council is responsible for the Synod affairs and has all required powers for this purpose unless they are allocated to the Synod Assembly by the Constitution.

Trustees are elected under the terms of the Constitution. Elections take place every three years at the Synod Assembly. Trustees may be re-elected. The trustees act within the Synod's mandate and are accountable to the Synod Assembly. They report to the annual meeting of the Synod Assembly. The trustees are voting members of the Synod Assembly.

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees are inducted into their responsibilities and duties on the basis of Charity Commission publications. They are provided with copies of the Charity's governing document and have equal right to information about the Charity's business. They are familiar with the philosophy, history and objectives of the charity. Ongoing trustee development takes place as required.

Trustees have considered the Commission's guidance on public benefit, and particularly the specific guidance on charities for the advancement of religion.

Lead Trustee for Finance

The lead trustee for finance has delegated responsibility for internal controls.

Administrator

Transactions are performed by the Financial Administrator, who is employed by the Synod at its office, under the "four eyes" principle.

Trustees

The Trustees who served during the year and up to the date of signature of the financial statements were:

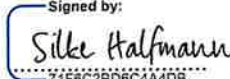
Rev Verena Jantzen	(Resigned 21 April 2024)
Dr Brigitte Jurack	
Pastor Kai Thierbach	(Resigned 21 April 2024)
Dr Michaela Scheuermann-Freestone	(Resigned 21 April 2024)
Lutz Lemmer	
Rev S Halfmann	
Mr J Hoffmann	(Appointed 20 April 2024)
H O'Kane	(Appointed 20 April 2024)
Rev K Othmer	(Appointed 20 April 2024)

Funds held as custodian trustee

The Synod acts as Custodian Trustee for the German Seafarer's Mission (DSM), by holding funds and dealing with transactions on their behalf.

These monies, whilst temporarily under the control of the Synod, are not the property of the Synod and have therefore been excluded from the accounts. The total balance held on DSM's behalf at 31/12/2024 was £5,188.

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

Signed by:

71F8C2BD6C4A4DB...
Rev S Halfmann
Trustee

29 May 2025
Date:

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
INDEPENDENT EXAMINER'S REPORT**

**TO THE TRUSTEES OF SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED
AND UNITED CONGREGATIONS IN GREAT BRITAIN**

I report to the Trustees on my examination of the financial statements of Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain (the Synod) for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the Synod you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the Synod's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the Synod's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

- 1 accounting records were not kept in respect of the Synod as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

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

John Caladine FCCA CTA FCIE

Caladine Limited
Chantry House
22 Upperton Road
Eastbourne
East Sussex
BN21 1BF

Date: 11 June 2025

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	89,556	-	89,556	70,000	-	70,000
Charitable activities	4	112,524	264,324	376,848	1,295	365,809	367,104
Investments	5	21,016	23,516	44,532	19,725	23,071	42,796
Total income		223,096	287,840	510,936	91,020	388,880	479,900
Expenditure on:							
Charitable activities	6	129,730	394,368	524,098	101,251	385,942	487,193
Total expenditure		129,730	394,368	524,098	101,251	385,942	487,193
Net gains/(losses) on investments	11	20,224	27,928	48,152	39,233	54,179	93,412
Net income/(expenditure)		113,590	(78,600)	34,990	29,002	57,117	86,119
Other recognised gains and losses:							
Other losses	13	(2,197)	(1,998)	(4,195)	(533)	(1,731)	(2,264)
Net movement in funds	8	111,393	(80,598)	30,795	28,469	55,386	83,855
Reconciliation of funds:							
Fund balances at 1 January 2024		837,499	817,640	1,655,139	809,030	762,254	1,571,284
Fund balances at 31 December 2024		948,892	737,042	1,685,934	837,499	817,640	1,655,139

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

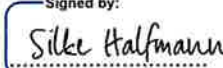
**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
STATEMENT OF FINANCIAL POSITION**

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Property, plant and equipment	14		1,144		1,716
Investments	15		1,421,121		1,451,046
			<u>1,422,265</u>		<u>1,452,762</u>
Current assets					
Trade and other receivables	16	77		10,625	
Cash at bank and in hand		301,976		246,869	
		<u>302,053</u>		<u>257,494</u>	
Current liabilities	17	(38,384)		(55,117)	
Net current assets			<u>263,669</u>		<u>202,377</u>
Total assets less current liabilities			<u>1,685,934</u>		<u>1,655,139</u>
The funds of the Synod					
Restricted income funds	19		737,042		817,640
Unrestricted funds	20		948,892		837,499
			<u>1,685,934</u>		<u>1,655,139</u>

09/06/2025

The financial statements were approved by the Trustees on

Signed by:

 71E8C28D6C4A4DB...
 Rev S Halfmann
 Trustee

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 Accounting policies

Charity information

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain is an unincorporated charity, governed by its Constitution.

1.1 Accounting convention

Accounts have been prepared on accruals basis in accordance with the rules applicable to non-company registered charities with a gross income of over £250,000.

As a public benefit entity under FRS102, the charity has prepared the financial statements in accordance with the Charities SORP (FRS102) effective 1 January 2015.

The financial statements have been prepared under the historical cost convention.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

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

1.2 Going concern

All income and expenditure have arisen from continuing activities.

Having taken all available information into account, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next 12 months as well as for the foreseeable future and thus are satisfied that there are no material uncertainties about the charity's ability to continue as a going concern.

1.3 Charitable funds

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

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

1.4 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. Contractual income is recognised once the service has been provided.

Gifts in kind are accounted for at a reasonable estimate of their fair values to the charity at the amount realised on sale. Donated services are included in income and expenditure where the benefit to the charity is reasonably quantifiable, measurable and material at the estimated value to the charity, with exception of volunteer help which is not included in the accounts.

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 Accounting policies (Continued)

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

1.5 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 a specific heading, they have been allocated to activities on a basis consistent with the use of resources.

1.6 Property, plant and equipment

A tangible fixed asset is capitalised if its initial cost is at least £500.

Fixed asset investments are measured initially at cost and revalued at the end of the reporting period to their fair value. The value of investment funds is based on the unit bid price. For investments listed or traded on a recognised exchange, fair value is the market value. If the fair value cannot be measured reliably, including for social investments, revaluation is based on cost less impairment.

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

Computers	Linear over four years
-----------	------------------------

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

1.7 Non-current investments

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

1.8 Impairment of non-current assets

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

1.9 Cash and cash equivalents

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 Accounting policies (Continued)

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Taxation

The charity is exempt from tax on its charitable activities.

1.12 Employee benefits

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

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

1.13 Retirement benefits

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 Accounting policies (Continued)

1.14 Foreign exchange

Assets and liabilities in foreign currencies are translated into sterling at the middle market spot rate as published by the Bank of England for the balance sheet date.

Transaction amounts in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction based on the middle market spot rate as published by the Bank of England unless the actual transaction rate can be identified.

Exchange differences are taken into account in arriving at the operating result.

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	75,000	70,000
Legacies	14,556	-
	<u>89,556</u>	<u>70,000</u>
Donations and gifts		
The Schroders 1905 Trust	75,000	70,000
	<u>75,000</u>	<u>70,000</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Charitable Activities						
Ministry Synod Fees	108,000	196,000	304,000	-	320,424	320,424
Pastoral Assistance Refunds	125	68,324	68,449	-	43,435	43,435
Provision of Admin Support Services to DSM	-	-	-	-	1,950	1,950
Other Services	4,399	-	4,399	1,295	-	1,295
	<u>112,524</u>	<u>264,324</u>	<u>376,848</u>	<u>1,295</u>	<u>365,809</u>	<u>367,104</u>

5 Income from investments

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from listed investments	16,858	23,516	40,374	16,426	23,071	39,497
Interest receivable	4,158	-	4,158	3,299	-	3,299
	<u>21,016</u>	<u>23,516</u>	<u>44,532</u>	<u>19,725</u>	<u>23,071</u>	<u>42,796</u>

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

6 Expenditure on charitable activities		Ministry		Quality management		Admin support to congregation		Financial support to congregation		Networking Representation		Total	
		2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
		£	£	£	£	£	£	£	£	£	£	£	£
	Direct costs												
	Staff costs	353,842	-	-	-	-	-	-	-	-	-	353,842	
	Relocation	26,744	-	-	-	-	-	-	-	-	-	26,744	
	IT services and equipment	-	-	-	-	3,234	-	-	-	-	-	3,234	
	Lay training	1,234	-	-	-	-	-	-	-	-	-	1,234	
	ACAT / NVCO / ThirtyOneEight	-	-	-	-	484	-	-	-	-	-	484	
	Support for pastoral assistants	-	-	-	-	-	-	3,200	-	-	-	3,200	
	Maintenance	-	-	-	-	-	-	10,333	-	-	-	10,333	
	Congregation work	-	-	-	-	-	-	35,250	-	-	-	35,250	
	Ecumenical	-	-	-	-	-	-	-	-	-	947	947	
	Visitation	-	-	789	-	-	-	-	-	-	-	789	
	Other representation	-	-	-	-	-	-	-	-	-	2,288	2,288	
		<u>381,820</u>	<u>789</u>	<u>3,718</u>	<u>48,783</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>3,235</u>	<u>438,345</u>		
	Share of support and governance costs (see note 7)												
	Support	40,064	4,952	4,952	5,055					4,952		64,927	
	Governance	6,681	61	61	61					183		20,826	
		<u>428,565</u>	<u>5,802</u>	<u>8,731</u>	<u>53,899</u>	<u>18,731</u>	<u>8,370</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>524,098</u>		
	Analysis by fund												
	Unrestricted funds	47,980	5,802	8,731	40,116	18,731	8,370	-	-	-	-	129,730	
	Restricted funds	380,585	-	-	13,783	-	-	-	-	-	-	394,368	

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

6 Expenditure on charitable activities (Continued)

Previous year:	Ministry	Quality management	Admin support to congregation	Financial support to congregation	Networking	Representation	Total
	2023 £	2023 £	2023 £	2023 £	2023 £	2023 £	2023 £
Direct costs							
Staff costs	382,378	-	-	-	-	-	382,378
Relocation	1	-	-	-	-	-	1
Lay training	2,276	-	-	-	-	-	2,276
ACAT / NVCO / ThirtyOneEight	-	-	143	-	-	-	143
Support for pastoral assistants	-	-	145	-	-	-	145
Maintenance	-	-	-	564	-	-	564
Budget / special support	-	-	-	4,387	-	-	4,387
Congregation work	-	-	-	30,209	-	-	30,209
Ecumenical	-	-	-	-	-	1,580	1,580
Other representation	-	-	-	-	-	3,158	3,158
	<u>384,655</u>	<u>-</u>	<u>288</u>	<u>35,160</u>	<u>-</u>	<u>4,738</u>	<u>424,841</u>
Share of support and governance costs (see note 7)							
Support	26,290	4,265	4,389	4,265	4,265	4,265	47,739
Governance	<u>1,795</u>	<u>78</u>	<u>78</u>	<u>78</u>	<u>12,394</u>	<u>190</u>	<u>14,613</u>
	<u>412,740</u>	<u>4,343</u>	<u>4,755</u>	<u>39,503</u>	<u>16,659</u>	<u>9,193</u>	<u>487,193</u>
Analysis by fund							
Unrestricted funds	30,362	4,343	4,755	35,939	16,659	9,193	101,251
Restricted funds	<u>382,378</u>	<u>-</u>	<u>-</u>	<u>3,564</u>	<u>-</u>	<u>-</u>	<u>385,942</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

6	Expenditure on charitable activities (Continued)	412,740	4,343	4,755	39,503	16,659	9,193	487,193
----------	---	---------	-------	-------	--------	--------	-------	---------

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

7 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	49,420	38,377
Depreciation	572	572
Office costs	196	1,270
Insurance	1,817	1,237
Legal fees	5,220	480
Bank charges	214	124
HR services	2,593	472
Payroll processing	756	3,438
Telephone	567	188
Office equipment	-	68
Other administrative costs	3,970	1,512
Governance costs	20,428	14,614
	<u>85,753</u>	<u>62,352</u>

Analysed between:

Ministry	46,745	28,085
Quality management	5,013	4,343
Admin support to congregation	5,013	4,467
Financial support to congregation	5,116	4,343
Networking	18,731	16,659
Representation	5,135	4,455
	<u>85,753</u>	<u>62,352</u>

	2024	2023
	£	£
Governance costs comprise:		
Independent examination fees	2,640	-
Accountancy	2,742	1,517
Synod assembly	13,718	12,316
Sponsorship licence	717	220
Synod council	611	561
	<u>20,428</u>	<u>14,614</u>

8 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	2,640	-
Depreciation of owned property, plant and equipment	<u>572</u>	<u>572</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

9 Trustees

The Trustees do not receive any remuneration for their services as trustees. In the reporting period, the following Trustees were employed by the Synod as pastors and received salaries for their non-trustee services in the Congregations of their Pastoral Region, or were reimbursed the following expenses:

Trustee remuneration	2024	2023
Pastor Thierbach	63,321	63,346
Pastor Halfmann	61,288	60,192
Pastor Klehn	-	50,584
Pastor Jantzen	-	29,984
Total	124,609	204,106

Trustee expenses	2024	2023
Pastor Jantzen	830	1,105
Pastor Klehn	-	499
Pastor Thierbach	42	270
Brigitte Jurack	82	192
Pastor Halfmann	205	-
Jochen Hoffman	8	-
Total	1,166	2,066

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	9	11
	<u>9</u>	<u>11</u>
Employment costs	2024 £	2023 £
Wages and salaries	388,144	411,814
Social security costs	7,910	6,385
Other pension costs	7,208	2,556
	<u>403,262</u>	<u>420,755</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

10 Employees (Continued)

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

	2024 Number	2023 Number
£60,000 - £70,000	2	2

11 Gains and losses on investments

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Gains/(losses) arising on:						
Revaluation of investments	20,224	27,928	48,152	39,233	54,179	93,412

12 Taxation

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

13 Other gains and losses

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Gains/(losses) upon:						
Foreign exchange	2,197	1,998	4,195	533	1,731	2,264

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

14 Property, plant and equipment

	Computers £
Cost	
At 1 January 2024	3,923
At 31 December 2024	3,923
Depreciation and impairment	
At 1 January 2024	2,207
Depreciation charged in the year	572
At 31 December 2024	2,779
Carrying amount	
At 31 December 2024	1,144
At 31 December 2023	1,716

15 Fixed asset investments

	Listed investments £	Unlisted investments £	Total £
Cost or valuation			
At 1 January 2024 & 31 December 2024	1,372,968	78,078	1,451,046
Carrying amount			
At 31 December 2024	1,372,968	78,078	1,451,046
At 31 December 2023	1,372,968	78,078	1,451,046

16 Trade and other receivables

	2024 £	2023 £
Amounts falling due within one year:		
Trade receivables	-	10,625
Other receivables	77	-
	77	10,625

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

17 Current liabilities

	2024	2023
	£	£
Other taxation and social security	8,446	7,195
Other payables	25,528	47,922
Accruals and deferred income	4,410	-
	<u>38,384</u>	<u>55,117</u>

18 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>7,208</u>	<u>2,556</u>

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

19 Restricted funds

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

	At 1 January 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2024
	£	£	£	£	£	£
Salary Savings Fund	-	264,324	(380,584)	116,260	-	-
Congregation Support Fund	195,913	5,599	(13,784)	-	6,741	194,469
Congregation Shortfall Fund	621,727	17,917	-	(116,260)	19,189	542,573
	<u>817,640</u>	<u>287,840</u>	<u>(394,368)</u>	<u>-</u>	<u>25,930</u>	<u>737,042</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2024

19 Restricted funds (Continued)

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2023
	£	£	£	£	£	£
Salary Savings Fund	-	365,809	(382,378)	16,569	-	-
Congregation Support Fund	180,924	5,475	(3,564)	-	13,078	195,913
Congregation Shortfall Fund	581,330	17,596	-	(16,569)	39,370	621,727
	<u>762,254</u>	<u>388,880</u>	<u>(385,942)</u>	<u>-</u>	<u>52,448</u>	<u>817,640</u>

Included within the Revaluations, gain and losses above is £5,204 on the Salary Savings Fund which is foreign exchange movements.

20 Unrestricted funds

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

	At 1 January 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2024
	£	£	£	£	£	£
Income Generation Fund	637,501	-	-	(637,501)	-	-
Organisational Change & Restructuring Fund	-	-	(6,274)	100,000	-	93,726
General funds	<u>199,998</u>	<u>223,096</u>	<u>(123,456)</u>	<u>537,501</u>	<u>18,027</u>	<u>855,166</u>
	<u>837,499</u>	<u>223,096</u>	<u>(129,730)</u>	<u>-</u>	<u>18,027</u>	<u>948,892</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

20 Unrestricted funds (Continued)

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2023
	£	£	£	£	£	£
Income Generation Fund	178,017	-	-	-	-	178,017
General funds	631,013	91,020	(101,251)	-	38,700	659,482
	<u>809,030</u>	<u>91,020</u>	<u>(101,251)</u>	<u>-</u>	<u>38,700</u>	<u>837,499</u>

21 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Property, plant and equipment	1,144	-	1,144
Investments	684,079	737,042	1,421,121
Current assets/(liabilities)	263,669	-	263,669
	<u>948,892</u>	<u>737,042</u>	<u>1,685,934</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Property, plant and equipment	1,716	-	1,716
Investments	633,406	817,640	1,451,046
Current assets/(liabilities)	202,377	-	202,377
	<u>837,499</u>	<u>817,640</u>	<u>1,655,139</u>

22 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

Accounts

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN**

COUNCIL FOR GERMAN CHURCH WORK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	Rev Verena Jantzen Rev Lars Klehn (until 19.10.2023) Rev Silke Halfmann (from 19.10.2023) Dr Brigitte Jurack Pastor Kai Thierbach Dr Michaela Scheuermann-Freestone Lutz Lemmer
Treasurer	Dr. Christoph Reimnitz
Charity number	266600
Principal address	10 Sandwich Street London WC1H 9BL
Independent examiner	Tilesh Patel The SME Clinic 7 Stratford Place London W1C 1AY

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK**

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK CONTENTS

	Page
Trustees' report	1 - 4
Independent examiner's report	5
Statement of financial activities	6
Statement of financial position	7
Notes to the financial statements	8 - 21

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report and financial statements for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Synod's governing documents, the Charities Act 2011 and "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).

Objectives and activities

The Synod is established to advance the protestant Christian religion, amongst German Speakers in Great Britain. In achieving this object, the Synod fosters solidarity between its member congregations and a common approach to questions of Christian faith and life. It attends to the ecclesiastical and social life of the congregations and concerns itself with the maintenance of Christian life.

The Synod provides the congregations with ministers, advice, training, and oversight so that they can provide public benefits in accordance with their charitable objectives and their agreements with the Synod.

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

Achievements and performance

The Synod is responsible for providing and organising effective German-speaking Protestant ministry in Great Britain. It supports the member congregations by employing pastors and pastoral assistants for German worship and pastoral care when needed, even where there is no organised congregation.

The Synod support to its member congregations includes visitations and training.

Furthermore, the Synod supports the member congregations by giving advice, examining their finances and legal documents, and providing them with templates for their day-to-day work. In 2022 the Synod was awarded a Grade A Sponsorship Licence for the UK Visa Immigration Sponsorship Scheme.

The Synod supports the member congregations by giving grants towards the church work, to support children's groups, and in support of specific projects and outings. It also makes contributions towards the cost of repairs of the rectories occupied by the pastors.

At the beginning of 2023 eight pastors were employed, who worked with 18 congregations supporting about 30 places of worship.

The Synod employs two administrative staff, one as Synod Administrator with specific responsibility for the day-to-day operations of the office and a Finance Administrator responsible for the administering all financial affairs including regular payments and keeping the Synods bookkeeping up to date. Both roles are part time and limited to 18 and 15 hours of work per week respectively. Following the resignation of the Finance Administrator in late 2022 a new Finance Administrator started in the role as per March 27, 2023.

Quality Management

The Synod supports the member congregations by visitation and training. A visitation to a congregation sets in motion a process of reflection; whether their activities match their objectives and whether improvement is possible. Volunteer training enables them to lead worship, to offer worship for children, to lead the congregation and to manage its finances. This supports good governance and develops the skills of the current and future lay community, helping to ensure the long-term continuity of the congregations.

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN

COUNCIL FOR GERMAN CHURCH WORK

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Administrative Support to Congregations

The Synod supports the member congregations by giving advice, examining their finances and legal documents, and providing them with templates for their day-to-day work. The Synod holds a Grade A Sponsorship License for the UK Visa Immigration Sponsorship Scheme and assists new pastors with the visa application process. The Synod arranges an annual meeting for the Treasurers of the congregations to discuss financial matters, share best practices and gain a better understanding of the financial needs across the Synod.

Financial Support to Congregations

The Synod supports the member congregations by giving grants. It gives support grants towards the church work, supports children's groups, specific projects and outings, partly pays for repairs to the rectories inhabited by the pastors and supports congregations in deficit. The Synod further supports member congregations by applying to the Kaiser Wilhelm II Fund for grants which are then distributed to the Congregations.

Networking between Congregations

The Synod Assembly held each spring as the Synods annual general meeting, and the Church Treasurers' day usually held each winter provide opportunities for trustees of the congregations throughout great Britain to share their ideas for congregational work and to discuss matters of Christian faith.

Representation

The Synod represents German speaking Protestants at the German Embassy, at the General Assembly of Evangelische Kirche in Deutschland (EKD) and in several ecumenical organisations throughout Great Britain and in Europe. It delivers a presentation about the German-speaking church work in Great Britain at the Deutsch Evangelische Kirchentag in Germany.

Financial review

During fiscal 2023 the Synod moved from its legacy accounting system 'Banana' to a more contemporary accounting software 'Quickbooks' to facilitate incoming and outgoing bookings and create greater financial transparency.

Income

The Synod has effectively 4 sources of income.

Congregation Contributions

The Synod's income derives for the largest part from contributions by the congregations of £317,424 or 66% (2022: £345,000 or 76%). However, an amount of £3,000 was written off as irrecoverable. The Synod Assembly determines the contribution to be paid by each congregation. The amount for 2022 was increased to £58,000 from £57,500 in 2022 to move closer to a balanced budget.

Grants and donations

Grants to congregations are made from donations and grants made to the Synod. In 2023 the highest grant ever, of £70,000 was made by the Kaiser Wilhelm II Fund (Registered Charity Number 1117748) for a variety of activities aimed at creating an active community life. The Synod submitted a grant application to the Kaiser Wilhelm II Fund in April 2023 which was reviewed during a (virtual) meeting with representatives of the fund.

Dividends and Interest Income

Net income from investments in 2023 amounted to £42,795 (2022: £39,719), the majority of which was derived from dividends, with £3,298 (2022: £828) being interest income.

Other financial contributions

In 2023 a financial reimbursement of £43,435 (2022: £18,171) towards the costs of the pastoral assistant from London-West was received.

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

EXPENDITURE

Salaries

Salaries of the pastors represent the largest part of the Synod's expenditure of £382,378 or 78% (2022: £351,756, or 75%) The employment costs of pastors are denominated in Euros and are therefore impacted by fluctuating currency exchange rates.

Financial support to the Congregations

In 2023 the Synod provided financial support to the Congregations at a total amount of £39,627 (2022: £46,826).

Administrative support costs

In 2023 the Synod incurred total expenses of £62,351 (2022: £55,136) to provide administrative support to the congregations. The majority of these costs were borne by salaries for the administrative and financial support staff totalling £38,377 (2022: £42,924). The balance was spent on such items as legal fees, insurance, accounting support, costs for the independent examiner and other administrative items.

Changes in financial position

During the financial year 2023 net assets saw an overall increase of 5.3% mainly as a result of unrealised gains on investments. The value of the Synod's net assets as at 31/12/2023 increased from £1,571,284 to £1,655,139 which is an increase of £83,855 as a result of recovery in capital markets.

Seafarer's Mission

The Synod processes payment of salaries for the UK-based staff of the German Seafarer's Mission (Deutsche Seemannsmission e.V.- DSM), a German registered charity. It does so with funds received from the DSM in accordance with its instructions. However, the support ended as per 30 April 2023.

Restricted and unrestricted funds

In 2023, the unrestricted funds (reserves) stood at £837,501 (2021: £809,030).

In 2017, the trustees decided to designate the main part of these reserves for income generation, with the exception of the amount deemed necessary by the Trustees to be held as cash, or cash equivalent, to maintain sufficient liquidity in preparedness for unexpected events.

Reserves

The Synod's policy for holding reserves is to keep the liquid amount of unrestricted funds at least equal to 24 months of operating expenditure, less the direct costs of ministry, to safeguard the continuity of operations. In the Trustees' judgment, the adequate minimum amount to be held as liquid General Reserves for this purpose remains set at £200,000.

At the end of 2023, the amount kept in current accounts and cash-equivalent fixed term accounts with banking institutions located in the UK and in Germany was £246,869 (2021: £222,182).

In 2023, the Synod had a net surplus of £83,855 (2022: deficit of £179,628). The Synod's unrestricted funds increased by £28,469 (2022: decreased by £102,110).

The Synod received no grants or other income from central or local government.

Structure, governance and management

The Synod is a Trust, governed by its Constitution.

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
TRUSTEES' REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees who served during the year and up to the date of signature of the financial statements were:

Rev Verena Jantzen
Rev Lars Klehn (until 19.10.2023)
Rev Silke Halfmann (from 19.10.2023)
Dr Brigitte Jurack
Rev Kai Thierbach
Dr Michaela Scheuermann-Freestone
Lutz Lemmer

Funds held as custodian trustee

The Synod acts as Custodian Trustee for the German Seafarer's Mission (DSM), by holding funds and dealing with transactions on their behalf.

These monies, whilst temporarily under the control of the Synod, are not the property of the Synod and have therefore been excluded from the accounts. The total balance held on DSM's behalf at 31/12/2023 was £45,470.

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


Rev Verena Jantzen
Trustee

Date: 20/04/24

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
INDEPENDENT EXAMINER'S REPORT**

**TO THE TRUSTEES OF SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED
AND UNITED CONGREGATIONS IN GREAT BRITAIN**

I report to the Trustees on my examination of the financial statements of Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain (the Synod) for the year ended 31 December 2023.

Responsibilities and basis of report

As the Trustees of the Synod you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Synod's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Synod's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the Synod as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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



Tishesh Patel

The SME Clinic
7 Stratford Place
London
W1C 1AY

Dated: 20/04/2024

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
<u>Income from:</u>							
Donations and legacies	3	70,000	-	70,000	50,300	-	50,300
Charitable activities	4	1,295	365,809	367,104	8,291	357,880	366,171
Investments	5	19,724	23,071	42,795	17,524	22,195	39,719
Total Income		91,019	388,880	479,899	76,115	380,075	456,190
<u>Expenditure on:</u>							
Charitable activities	6	101,249	385,942	487,191	101,902	366,715	468,617
Net gains/(losses) on investments	10	39,233	54,179	93,412	(72,692)	(99,714)	(172,406)
Net incoming/(outgoing) resources before transfers		29,003	57,117	86,120	(98,479)	(86,354)	(184,833)
Gross transfers between funds	18	-	-	-	(3,631)	3,631	-
Net incoming/(outgoing) resources		29,003	57,117	86,120	(102,110)	(82,723)	(184,833)
<u>Other recognised gains and losses</u>							
Other gains or losses	11	(534)	(1,731)	(2,265)	-	5,205	5,205
Net movement in funds		28,469	55,386	83,855	(102,110)	(77,518)	(179,628)
Fund balances at 1 January 2023		809,030	762,254	1,571,284	911,140	839,772	1,750,912
Fund balances at 31 December 2023		837,499	817,640	1,655,139	809,030	762,254	1,571,284

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
STATEMENT OF FINANCIAL POSITION**

AS AT 31 DECEMBER 2023

		2023		2022	
	Notes	£	£	£	£
Fixed Assets					
Property, plant and equipment	12		1,716		1
Investments	13		1,451,046		1,359,364
			<u>1,452,762</u>		<u>1,359,365</u>
Current Assets					
Trade and other receivables	15	10,625		-	
Cash at bank and in hand		246,869		222,182	
		<u>257,494</u>		<u>222,182</u>	
Current Liabilities	16	(55,117)		(10,263)	
Net current assets			202,377		211,919
Total assets less current liabilities			<u>1,655,139</u>		<u>1,571,284</u>
Income Funds					
Restricted funds	18		817,638		762,254
Unrestricted funds					
Designated funds:					
Income Generation Fund	19	637,501		609,030	
General Unrestricted Fund		200,000		200,000	
		<u>837,501</u>		<u>809,030</u>	
Fund balances at 31 December 2023			<u>1,655,139</u>		<u>1,571,284</u>

The financial statements were approved by the Trustees on

.....
Rev Verena Jantzen
Trustee

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN

COUNCIL FOR GERMAN CHURCH WORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Charity information

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain is an unincorporated charity, governed by its Constitution.

1.1 Accounting convention

Accounts have been prepared on accruals basis in accordance with the rules applicable to non-company registered charities with a gross income of over £250,000.

As a public benefit entity under FRS102, the charity has prepared the financial statements in accordance with the Charities SORP (FRS102) effective 1 January 2015.

The financial statements have been prepared under the historical cost convention.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

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

1.2 Going concern

All income and expenditure have arisen from continuing activities.

Having taken all available information into account, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next 12 months as well as for the foreseeable future and thus are satisfied that there are no material uncertainties about the charity's ability to continue as a going concern.

1.3 Charitable funds

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

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

1.4 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. Contractual income is recognised once the service has been provided.

Gifts in kind are accounted for at a reasonable estimate of their fair values to the charity at the amount realised on sale. Donated services are included in income and expenditure where the benefit to the charity is reasonably quantifiable, measurable and material at the estimated value to the charity, with exception of volunteer help which is not included in the accounts.

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

1 Accounting policies (Continued)

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

1.5 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 a specific heading, they have been allocated to activities on a basis consistent with the use of resources.

1.6 Property, plant and equipment

A tangible fixed asset is capitalised if its initial cost is at least £500.

Fixed asset investments are measured initially at cost and revalued at the end of the reporting period to their fair value. The value of investment funds is based on the unit bid price. For investments listed or traded on a recognised exchange, fair value is the market value. If the fair value cannot be measured reliably, including for social investments, revaluation is based on cost less impairment.

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

Plant and equipment	N/A
Computers	Linear over four years

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

1.7 Non-current investments

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

1.8 Impairment of non-current assets

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

1.9 Cash and cash equivalents

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

1 Accounting policies (Continued)

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Taxation

The charity is exempt from tax on its charitable activities.

1.12 Employee benefits

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

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

1.13 Retirement benefits

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

1 Accounting policies (Continued)

1.14 Foreign exchange

Assets and liabilities in foreign currencies are translated into sterling at the middle market spot rate as published by the Bank of England for the balance sheet date.

Transaction amounts in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction based on the middle market spot rate as published by the Bank of England unless the actual transaction rate can be identified.

Exchange differences are taken into account in arriving at the operating result.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted Funds 2023 £	Unrestricted Funds 2022 £
Donations and gifts	70,000	50,300
Donations and gifts		
Kaiser Wilhelm II Fund	70,000	50,000
Other	-	300
	<u>70,000</u>	<u>50,300</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

4 Charitable activities

	Council Activities 2023 £	Council Activities 2022 £
Ministry Synod Fees	320,424	345,000
Pastoral Assistance Refunds	43,435	18,171
Other Services	1,295	-
Provision of Admin Support Services to DSM	1,950	3,000
	<u>367,104</u>	<u>366,171</u>
Analysis by fund		
Unrestricted funds	1,295	8,291
Restrocted funds	<u>365,809</u>	<u>357,880</u>
	<u>367,104</u>	<u>366,171</u>

5 Investments

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
Income from listed investments	16,426	23,071	39,497	16,696	22,195	38,891
Interest receivable	3,298	-	3,298	828	-	828
Total Income	<u>19,724</u>	<u>23,071</u>	<u>42,795</u>	<u>17,524</u>	<u>22,195</u>	<u>39,719</u>

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

6 Charitable activities

For the year ended 31 December 2023

	Ministry 2023	Quality Management 2023	Administrative Support to Congregations 2023	Financial Support to Congregations 2023	Networking 2023	Representation 2023	Total 2023	Total 2022
	£	£	£	£	£	£		
Staff costs	382,378	-	-	-	-	-	382,378	351,756
Relocation costs	-	-	-	-	-	-	-	11,093
Lay Training	2,276	-	-	-	-	-	2,276	1,204
ACAT membership	-	-	143	-	-	-	143	133
ThirtyOneEight	-	-	145	-	-	-	145	-
Maintenance	-	-	-	564	-	-	564	14,959
Synod fee written off	-	-	-	3,000	-	-	3,000	-
Budget/special support	-	-	-	1,387	-	-	1,387	421
Congregation work	-	-	-	30,209	-	-	30,209	31,825
Ecumenical	-	-	-	-	-	1,580	1,580	1,516
Memberships	-	-	-	-	-	-	-	200
Other representation	-	-	-	-	-	3,158	3,158	374
	384,654	-	288	35,160	-	4,738	424,839	413,481
Share of support costs (note 7)	26,289	4,265	4,265	4,389	4,265	4,265	47,738	50,259
Share of governance costs (note 7)	1,795	78	78	78	12,394	190	14,613	4,877
	412,738	4,343	4,631	39,627	16,659	9,193	487,191	468,617
Analysis by fund								
Unrestricted funds	30,360	4,343	4,631	36,063	16,659	9,193	101,249	101,902
Restricted funds	382,378	-	-	3,564	-	-	385,942	366,715
	412,738	4,343	4,631	39,627	16,659	9,193	487,191	468,617

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

6 Charitable activities (Continued)

For the year ended 31 December 2022

	Ministry 2022 £	Quality Management 2022 £	Administrative Support to Congregations 2022 £	Financial Support to Congregations 2022 £	Networking 2022 £	Representation 2022 £	Total 2022
Staff costs	351,756	-	-	-	-	-	351,756
Relocation costs	11,093	-	-	-	-	-	11,093
Lay Training	1,204	-	-	-	-	-	1,204
ACAT membership	-	-	133	-	-	-	133
ThirtyOneEight	-	-	-	-	-	-	-
Maintenance	-	-	-	14,959	-	-	14,959
Synod fee written off	-	-	-	-	-	-	-
Budget/special support	421	-	-	-	-	-	421
Congregation work	-	-	-	31,825	-	-	31,825
Ecumenical	-	-	-	-	-	1,516	1,516
Memberships	-	-	-	-	-	200	200
Other representation	-	-	-	-	-	374	374
	364,474	-	133	46,784	-	2,090	413,481
Share of support costs (note 7)	25,385	4,904	4,904	5,027	4,904	5,135	50,259
Share of governance costs (note 7)	2,439	90	90	90	1,904	264	4,877
	392,298	4,994	5,127	51,901	6,808	7,489	468,617
Analysis by fund							
Unrestricted funds	40,542	4,994	5,127	36,942	6,808	7,489	101,902
Restricted funds	351,756	-	-	14,959	-	-	366,715
	392,298	4,994	5,127	51,901	6,808	7,489	468,617

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

7 Support costs

	Support Costs 2023 £	Governance Funds 2023 £	Total 2023 £	Support Costs 2022 £	Governance Funds 2022 £	Total 2022 £
Staff Costs	38,377	-	38,377	42,924	-	42,924
Depreciation	572	-	572	-	-	-
Office Costs	1,270	-	1,270	3,857	-	3,857
Insurance	1,237	-	1,237	1,267	-	1,267
Legal Fees	480	-	480	-	-	-
Bank Charges	124	-	124	122	-	122
HR Services	472	-	472	-	-	-
Payroll Processing Costs	3,438	-	3,438	864	-	864
Communication Costs	188	-	188	405	-	405
Office Equipment	68	-	68	52	-	52
Other Administrative Costs	1,512	-	1,512	768	-	768
Accountancy	-	1,517	1,517	-	2,160	2,160
Synod Assembly	-	12,316	12,316	-	1,814	1,814
Sponsorship Licence	-	220	220	-	38	38
Synod Council	-	561	561	-	865	865
Total Income	47,738	14,613	62,351	50,259	4,877	55,136

Governance costs include payments to the Independent Examiner of £840 (2022: £840)

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

8 Trustees

The Trustees do not receive any remuneration for their services as trustees. In the reporting period, the following Trustees were employed by the Synod as pastors and received salaries for their non-trustee services in the Congregations of their Pastoral Region, or were reimbursed the following expenses:

	2023	2022
	£	£
Trustee remuneration		
Pastor Thierbach	63,346	63,120
Pastor Halfmann	60,192	-
Pastor Klehn	50,584	56,860
Pastor Jantzen	29,984	27,584
	<u>204,106</u>	<u>147,564</u>
Trustee expenses		
Pastor Jantzen	1,105	1,984
Pastor Klehn	499	88
Pastor Thierbach	270	
Brigitte Jurack	82	
Lutz Lemmer	-	132
	<u>1,956</u>	<u>2,204</u>

9 Employees

The average monthly number of employees during the year was:

2023	2022
Number	Number
<u>11</u>	<u>8</u>

Employee costs	2023	2022
	£	£
Wages and salaries	399,498	386,571
Special security costs	6,385	5,701
Other pension costs	2,556	2,408
	<u>408,439</u>	<u>394,680</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

9 Employees (Continued)

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

	2023 Number	2022 Number
£60,000 - £70,000	<u>2</u>	<u>1</u>

10 Net gains/(losses) on investments

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
Revaluation of investments	<u>39,233</u>	<u>54,179</u>	<u>93,412</u>	<u>(72,692)</u>	<u>(99,714)</u>	<u>(172,406)</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

11 Other gains or losses

	Restricted Funds 2023 £	Restricted Funds 2022 £
Foreign exchange losses	(1,731)	(5,205)

12 Property, plant and equipment

	Plant and equipment £	Computers £	Total £
Cost			
At 1 January 2023	-	1,635	1,635
Additions	-	2,288	2,288
At 31 December 2023	-	3,923	3,923
Depreciation and impairment			
At 1 January 2023	-	1,635	1,635
Charge for the year	-	572	572
At 31 December 2023	-	2,207	2,207
Carrying Amount			
At 31 December 2023	-	1,716	1,716
At 31 December 2022	-	1	1

13 Fixed asset investments

	Listed investments £	Unlisted investments £	Total £
Cost or valuation			
At 1 January 2023	1,279,556	79,808	1,359,365
Valuation changes	93,412	(1,731)	91,681
At 31 December 2023	1,372,968	78,078	1,451,046
Carrying Amount			
At 31 December 2023	1,372,968	78,078	1,451,046
At 31 December 2022	1,279,556	79,808	1,359,364

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

14 Financial instruments

	2023 £	2022 £
Carrying amount of financial instruments		
Instruments measured at fair value through profit or loss	1,372,968	1,279,556

15 Trade and other receivables

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	10,625	-

16 Current liabilities

	2023 £	2022 £
Carrying amount of financial instruments		
Other taxes and social security	7,195	7,222
Accruals and deferred income		3,041
Other creditors	47,922	-
Instruments measured at fair value through profit or loss	55,117	10,263

17 Retirement benefit schemes

Defined contribution schemes

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

The charge to profit or loss in respect of defined contribution schemes was £2,556 (2022 - £2,408).

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 January 2022	Incoming resources	Resources expanded	Transfers	Revaluations, gains and losses	Balance at 1 January 2023	Incoming resources	Resources expanded	Transfers	Revaluations, gains and losses	Balance at 31 December 2023
	£	£	£	£	£	£	£	£	£	£	£
Salary Savings Fund	-	357,880	(366,715)	3,631	5,204	-	365,809	(382,378)	16,569	-	-
Congregation Support Fund	199,323	5,268	-	-	(23,667)	180,924	5,475	(3,564)	-	13,078	195,913
Congregation Shortfall Fund	640,449	16,927	-	-	(76,046)	581,330	17,596	-	(16,569)	39,370	621,727
	839,772	380,075	(366,715)	3,631	(94,509)	762,254	388,880	(385,942)	-	52,448	817,640

Included within the Revaluations, gain and losses in 2023 above is a foreign exchange loss of £1,731 (2022: loss of £5,205) on the Salary Savings Fund.

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2022	Incoming resources	Resources expanded	Transfers	Revaluations, gains and losses	Balance at 1 January 2023	Incoming resources	Resources expanded	Transfers	Revaluations, gains and losses	Balance at 31 December 2023
	£	£	£	£	£	£	£	£	£	£	£
Income Generation Fund	711,140	76,115	(101,902)	(3,631)	(72,692)	609,030	130,252	(101,249)	-	(534)	637,499

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023**

20 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances are represented by:						
Property, plant and equipment	1,716	-	1,716	1	-	1
Investments	633,405	817,640	1,451,045	597,110	762,254	1,359,364
Current assets/(liabilities)	202,378	-	202,378	211,919	-	211,920
	<u>837,499</u>	<u>817,640</u>	<u>1,655,139</u>	<u>809,030</u>	<u>762,254</u>	<u>1,571,285</u>

21 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

Accounts

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN**

COUNCIL FOR GERMAN CHURCH WORK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	Rev Verena Jantzen Rev Lars Klehn Dr Brigitte Jurack Pastor Kai Thierbach Dr Michaela Scheuermann-Freestone Lutz Lemmer
Charity number	266600
Principal address	10 Sandwich Street London WC1H 9BL
Independent examiner	Tilesh Patel The SME Clinic 7 Stratford Place London W1C 1AY

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK CONTENTS

	Page
Trustees' report	1 - 4
Independent examiner's report	5
Statement of financial activities	6
Statement of financial position	7
Notes to the financial statements	8 - 21

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN

COUNCIL FOR GERMAN CHURCH WORK

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees present their annual report and financial statements for the year ended 31 December 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Synod's [governing document], the Charities Act 2011 and "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).

Objectives and activities

The Synod is established to advance the protestant Christian religion, amongst German Speakers in Great Britain. In achieving this object, the Synod fosters solidarity between its member congregations and a common approach to questions of Christian faith and life. It attends to the ecclesiastical and social life of the congregations and concerns itself with the maintenance of Christian life.

The Synod provides the congregations with ministers, advice, training, and oversight so that they can provide public benefits in accordance with their charitable objectives and their agreements with the Synod.

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

Achievements and performance

The Synod is responsible for providing and organising effective German-speaking Protestant ministry in Great Britain. It supports the member congregations by employing pastors and pastoral assistants for German worship and pastoral care when needed, even where there is no organised congregation.

The Synod support to its member congregations includes visitations and training.

Furthermore, the Synod supports the member congregations by giving advice, examining their finances and legal documents, and providing them with templates for their day-to-day work. In 2022 the Synod was awarded a Grade A Sponsorship Licence for the UK Visa Immigration Sponsorship Scheme.

The Synod supports the member congregations by giving grants towards the church work, to support children's groups, and in support of specific projects and outings. It also makes contributions towards the cost of repairs of the rectories occupied by the pastors.

At the beginning of 2022 eight pastors were employed, who worked with 18 congregations supporting about 30 places of worship.

The Synod employs two administrative staff, one as Synod Administrator with specific responsibility for the day-to-day operations of the office and a Finance Administrator responsible for the administering all financial affairs including regular payments and keeping the Synods bookkeeping up to date. Both roles are part time and limited to 18 and 15 hours of work per week respectively. Our existing Finance Administrator handed in her resignation at the end of 2022.

Quality Management

The Synod supports the member congregations by visitation and training. A visitation to a congregation sets in motion a process of reflection; whether their activities match their objectives and whether improvement is possible. Volunteer training enables them to lead worship, to offer worship for children, to lead the congregation and to manage its finances. This supports good governance and develops the skills of the current and future lay community, helping to ensure the long-term continuity of the congregations.

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN

COUNCIL FOR GERMAN CHURCH WORK

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Administrative Support to Congregations

The Synod supports the member congregations by giving advice, examining their finances and legal documents, and providing them with templates for their day-to-day work. The Synod holds a Grade A Sponsorship Licence for the UK Visa Immigration Sponsorship Scheme.

Financial Support to Congregations

The Synod supports the member congregations by giving grants. It gives support grants towards the church work, supports children's groups, specific projects and outings, partly pays for repairs to the manses occupied by the pastors and supports congregations in deficit. The Synod further supports member congregations by applying to the Kaiser Wilhelm II Fund for grants which are then distributed to the Congregations.

Networking between Congregations.

The Synod Assembly held each spring as the Synods annual general meeting, and the Church Treasurers' day usually held each winter provide opportunities for trustees of the congregations throughout Great Britain to share their ideas for congregational work and to discuss matters of Christian faith.

Representation

The Synod represents German speaking Protestants at the German Embassy, at the General Assembly of Evangelische Kirche in Deutschland (EKD) and in several ecumenical organisations throughout Great Britain and in Europe. It delivers a presentation about the German-speaking church work in Great Britain at the Deutsch Evangelische Kirchentag in German.

Financial review

Income

The Synod has effectively 4 sources of income.

Congregation Contributions

The Synod's income derives for the largest part from contributions by the congregations of £345,000 or 76% (2021: £312,000 or 69%). The Synod Assembly determines the contribution to be paid by each congregation. The amount for 2022 was increased to £57,500 from £52,000 in 2021 to move closer to a balanced budget.

Grants and donations

Grants to congregations are made from donations and grants made to the Synod. In 2022 a grant of £50,000 was made by the Kaiser Wilhelm II Fund (Registered Charity Number 1117748) for a variety of activities aimed at creating an active community life. The Synod submits a grant application to the Kaiser Wilhelm II Fund in April which is being reviewed during a (virtual) meeting with representatives of the fund.

Dividends and Interest Income

Net income from investments in 2022 amounted to £39,719 (2021: £37,198). The majority of derived from dividends with £828 (2021: £20) being interest income.

Other financial contributions

In 2022 a financial reimbursement of £18,171 (2021: £40,201) towards the costs of the pastoral assistant from London-West was received.

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

EXPENDITURE

Salaries

Salaries of the pastors represent the largest part of the Synod's expenditure of £351,756 or 75% (2021: £373,027, or 80%) The employment costs of pastors are denominated in Euros and are therefore impacted by fluctuating currency exchange rates.

Financial support to the Congregations

In 2022 the Synod provided financial support to the Congregations at a total amount of £51,901 (2021: £46,826).

Administrative support costs

In 2022 the Synod incurred total expenses of £55,136 (2021: £47,606) to provide administrative support to the congregations. The majority of these costs were borne by salaries for the administrative and financial support staff totalling £42,924 (2021: £38,974). The balance was spent on such items as legal fees, insurance, costs for the independent examiner and other administrative items.

Changes in financial position

During the financial year 2022 net assets saw an overall decrease of 10.0% mainly as a result of unrealised losses on investments. The value of the Synod's net assets as at 31/12/2022 decreased from £1,750,912 to £1,571,284 which is a decrease of £179,628 as a result of weak capital markets.

Seafarer's Mission

The Synod processes payment of salaries for the UK-based staff of the German Seafarer's Mission (Deutsche Seemannsmission e.V.- DSM), a German registered charity. It does so with funds received from the DSM in accordance with its instructions.

In 2022, the unrestricted funds (reserves) stood at £809,030 (2021: £911,140).

In 2017, the trustees decided to designate the main part of these reserves for income generation, with the exception of the amount deemed necessary by the Trustees to be held as cash, or cash equivalent, to maintain sufficient liquidity in preparedness for unexpected events.

The Synod's policy for holding reserves is to keep the liquid amount of unrestricted funds at least equal to 24 months of operating expenditure, less the direct costs of ministry, to safeguard the continuity of operations. In the Trustees' judgment, the adequate minimum amount to be held as liquid General Reserves for this purpose remains set at £200,000.

At the end of 2022, the amount kept in current accounts and cash-equivalent fixed term accounts with banking institutions located in the UK and in Germany was £222,182 (2021: £232,700).

In 2022, the Synod had a net deficit of £179,628 (2021: surplus of £145,039). The Synod's unrestricted funds decreased by £102,110 (2021: increased by £67,285).

The Synod received no grants or other income from central or local government.

Structure, governance and management

The Synod is a Trust, governed by its Constitution.

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
TRUSTEES' REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees who served during the year and up to the date of signature of the financial statements were:

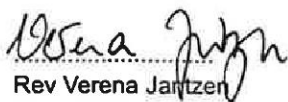
Rev Verena Jantzen
Rev Lars Klehn
Dr Brigitte Jurack
Pastor Kai Thierbach
Dr Michaela Scheuermann-Freestone
Lutz Lemmer

Funds held as custodian trustee

The Synod acts as Custodian Trustee for the German Seafarer's Mission (DSM), by holding funds and dealing with transactions on their behalf.

These monies, whilst temporarily under the control of the Synod, are not the property of the Synod and have therefore been excluded from the accounts. The total balance held on DSM's behalf at 31/12/2022 was £47,138.

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


.....
Rev Verena Jantzen

Trustee

Date: 29/04/23
.....

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK**

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED
AND UNITED CONGREGATIONS IN GREAT BRITAIN**

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 December 2022 set out on pages 6 to 21.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the ICAEW.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Tish Patel BA FCA
THESMECLINIC LIMITED
7 Stratford Place
London W1C 1AY

Date: 29 APRIL 2023

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	50,300	-	50,300	63,000	-	63,000
Charitable activities	4	8,291	357,880	366,171	11,652	340,549	352,201
Investments	5	17,524	22,195	39,719	15,368	21,830	37,198
Total income		76,115	380,075	456,190	90,020	362,379	452,399
Expenditure on:							
Charitable activities	6	101,902	366,715	468,617	89,659	374,945	464,604
Net gains/(losses) on investments	10	(72,692)	(99,714)	(172,406)	66,924	97,169	164,093
Net (outgoing)/incoming resources before transfers		(98,479)	(86,354)	(184,833)	67,285	84,603	151,888
Gross transfers between funds	18	(3,631)	3,631	-	-	-	-
Net (outgoing)/incoming resources		(102,110)	(82,723)	(184,833)	67,285	84,603	151,888
Other recognised gains and losses							
Other gains or losses	11	-	5,205	5,205	-	(6,849)	(6,849)
Net movement in funds		(102,110)	(77,518)	(179,628)	67,285	77,754	145,039
Fund balances at 1 January 2022		911,140	839,772	1,750,912	843,855	762,018	1,605,873
Fund balances at 31 December 2022		809,030	762,254	1,571,284	911,140	839,772	1,750,912

The statement of financial activities includes all gains and losses recognised in the year.

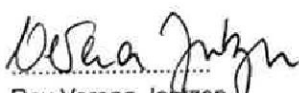
All income and expenditure derive from continuing activities.

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
STATEMENT OF FINANCIAL POSITION**

AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Property, plant and equipment	12		1		2
Investments	13		1,359,364		1,527,548
			1,359,365		1,527,550
Current assets					
Trade and other receivables	15	-		11,464	
Cash at bank and in hand		222,182		232,700	
		222,182		244,164	
Current liabilities	16	(10,263)		(20,802)	
Net current assets			211,919		223,362
Total assets less current liabilities			1,571,284		1,750,912
Income funds					
Restricted funds	18		762,254		839,772
<u>Unrestricted funds</u>					
Designated funds:					
Income Generation Fund	19	609,030		711,140	
General unrestricted funds		200,000		200,000	
			809,030		911,140
			1,571,284		1,750,912

The financial statements were approved by the Trustees on 29/04/23


Rev Verena Jantzen
Trustee

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 Accounting policies

Charity information

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain is an unincorporated charity, governed by its Constitution.

1.1 Accounting convention

Accounts have been prepared on accruals basis in accordance with the rules applicable to non-company registered charities with a gross income of over £250,000.

As a public benefit entity under FRS102, the charity has prepared the financial statements in accordance with the Charities SORP (FRS102) effective 1 January 2015.

The financial statements have been prepared under the historical cost convention.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

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

1.2 Going concern

All income and expenditure have arisen from continuing activities.

Having taken all available information into account, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next 12 months as well as for the foreseeable future and thus are satisfied that there are no material uncertainties about the charity's ability to continue as a going concern.

1.3 Charitable funds

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

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

1.4 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. Contractual income is recognised once the service has been provided.

Gifts in kind are accounted for at a reasonable estimate of their fair values to the charity at the amount realised on sale. Donated services are included in income and expenditure where the benefit to the charity is reasonably quantifiable, measurable and material at the estimated value to the charity, with exception of volunteer help which is not included in the accounts.

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 Accounting policies (Continued)

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

1.5 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 a specific heading, they have been allocated to activities on a basis consistent with the use of resources.

1.6 Property, plant and equipment

A tangible fixed asset is capitalised if its initial cost is at least £500.

Fixed asset investments are measured initially at cost and revalued at the end of the reporting period to their fair value. The value of investment funds is based on the unit bid price. For investments listed or traded on a recognised exchange, fair value is the market value. If the fair value cannot be measured reliably, including for social investments, revaluation is based on cost less impairment.

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

Plant and equipment	N/A
Computers	Linear over four years

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

1.7 Non-current investments

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

1.8 Impairment of non-current assets

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

1.9 Cash and cash equivalents

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 Accounting policies (Continued)

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Taxation

The charity is exempt from tax on its charitable activities.

1.12 Employee benefits

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

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

1.13 Retirement benefits

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

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 Accounting policies (Continued)

1.14 Foreign exchange

Assets and liabilities in foreign currencies are translated into sterling at the middle market spot rate as published by the Bank of England for the balance sheet date.

Transaction amounts in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction based on the middle market spot rate as published by the Bank of England unless the actual transaction rate can be identified.

Exchange differences are taken into account in arriving at the operating result.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	50,300	63,000
	<u>50,300</u>	<u>63,000</u>
Donations and gifts		
Kaiser Wilhelm II Fund	50,000	-
Other	300	63,000
	<u>50,300</u>	<u>63,000</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

4 Charitable activities

	Council activities 2022 £	Council activities 2021 £
Ministry Synod fee	345,000	312,000
Pastoral Assistance refunds	18,171	40,201
Provision of admin support services to DSM	3,000	-
	<u>366,171</u>	<u>352,201</u>
Analysis by fund		
Unrestricted funds	8,291	11,652
Restricted funds	<u>357,880</u>	<u>340,549</u>
	<u>366,171</u>	<u>352,201</u>

5 Investments

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from listed investments	16,696	22,195	38,891	15,348	21,830	37,178
Interest receivable	828	-	828	20	-	20
	<u>17,524</u>	<u>22,195</u>	<u>39,719</u>	<u>15,368</u>	<u>21,830</u>	<u>37,198</u>

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

6 Charitable activities	Ministry	Quality Management	Administrative Support to Congregations	Financial Support to Congregations	Networking	Representation	Total 2022	Total 2021
	2022	2022	2022	2022	2022	2022	£	£
	£	£	£	£	£	£		
Staff costs	351,756	-	-	-	-	-	351,756	373,027
Relocation costs	11,093	-	-	-	-	-	11,093	-
Lay training	1,204	-	-	-	-	-	1,204	-
ACAT membership	-	-	133	-	-	-	133	124
Maintenance	-	-	-	14,959	-	-	14,959	1,920
Budget support	421	-	-	-	-	-	421	-
Congregation work	-	-	-	31,825	-	-	31,825	40,668
Ecumenical	-	-	-	-	-	1,516	1,516	709
Memberships	-	-	-	-	-	200	200	550
Other representation	-	-	-	-	-	374	374	-
	364,474	-	133	46,784	-	2,090	413,481	416,998
Share of support costs (see note 7)	25,385	4,904	4,904	5,027	4,904	5,135	50,259	46,051
Share of governance costs (see note 7)	2,439	90	90	90	1,904	264	4,877	1,555
	392,298	4,994	5,127	51,901	6,808	7,489	468,617	464,604
Analysis by fund								
Unrestricted funds	40,542	4,994	5,127	36,942	6,808	7,489	101,902	89,659
Restricted funds	351,756	-	-	14,959	-	-	366,715	374,945
	392,298	4,994	5,127	51,901	6,808	7,489	468,617	464,604

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

6 Charitable activities (Continued)

For the year ended 31 December 2021

	Ministry £	Quality Management £	Administrative Support to Congregations £	Financial Support to Congregations £	Networking £	Representation £	Total 2021 £
Staff costs	373,027	-	-	-	-	-	373,027
ACAT membership	-	-	124	-	-	-	124
Maintenance	-	-	-	1,920	-	-	1,920
Congregation work	-	-	-	40,668	-	-	40,668
Ecumenical	-	-	-	-	-	709	709
Memberships	-	-	-	-	-	550	550
	373,027	-	124	42,588	-	1,259	416,998
Share of support costs (see note 7)	24,987	4,174	4,174	4,174	4,174	4,368	46,051
Share of governance costs (see note 7)	1,137	64	64	64	144	82	1,555
	399,151	4,238	4,362	46,826	4,318	5,709	464,604
Analysis by fund							
Unrestricted funds	26,126	4,238	4,362	44,906	4,318	5,709	89,659
Restricted funds	373,025	-	-	1,920	-	-	374,945
	399,151	4,238	4,362	46,826	4,318	5,709	464,604

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

7 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	42,924	-	42,924	38,974	-	38,974
Depreciation	-	-	-	409	-	409
Office costs	3,857	-	3,857	372	-	372
Insurance	1,267	-	1,267	1,256	-	1,256
Legal fees	-	-	-	3,386	-	3,386
Bank charges	122	-	122	136	-	136
Payroll processing fees	864	-	864	864	-	864
Communication costs	405	-	405	397	-	397
Office equipment	52	-	52	-	-	-
Other administration costs	768	-	768	257	-	257
Accountancy	-	2,160	2,160	-	840	840
Synod Assembly	-	1,814	1,814	-	80	80
Sponsorship License	-	38	38	-	536	536
Synod Council	-	865	865	-	99	99
	<u>50,259</u>	<u>4,877</u>	<u>55,136</u>	<u>46,051</u>	<u>1,555</u>	<u>47,606</u>
<u>Analysed between</u>						
Charitable activities	<u>50,259</u>	<u>4,877</u>	<u>55,136</u>	<u>46,051</u>	<u>1,555</u>	<u>47,606</u>

Governance costs includes payments to the Independent Examiners of £840 (2021: £840).

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

8 Trustees

The Trustees do not receive any remuneration for their services as trustees. In the reporting period, the following Trustees were employed by the Synod as pastors and received salaries for their non-trustee services in the Congregations of their Pastoral Region, or were reimbursed the following expenses:

Trustee remuneration	2022	2021
Pastor Cramer (until 25/4/2021)	-	8,592
Pastor Jantzen	27,584	27,573
Pastor Rapp (until 25/4/2021)	-	19,046
Pastor Klehn (from 25/4/2021)	56,860	37,661
Pastor Thierbach (from 25/4/2021)	63,120	36,297
Total	147,565	129,169

Trustee expenses	2022	2021
Pastor Jantzen	1,984	-
Pastor Klehn (from 25/4/2021)	88	-
Lutz Lemmer (from 21/4/2018)	132	-
Total	2,204	-

9 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	8	9
	<u>8</u>	<u>9</u>
Employment costs	2022 £	2021 £
Wages and salaries	386,571	401,352
Social security costs	5,701	8,559
Other pension costs	2,408	2,090
	<u>394,680</u>	<u>412,001</u>

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

9 Employees (Continued)

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

	2022 Number	2021 Number
£60,000 - £70,000	1	-

10 Net gains/(losses) on investments

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022 £	2022 £	2022 £	2021 £	2021 £	2021 £
Revaluation of investments	(72,692)	(99,714)	(172,406)	66,924	97,169	164,093

11 Other gains or losses

	Restricted funds	Restricted funds
	2022 £	2021 £
Foreign exchange gains	(5,205)	6,849

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2022

12 Property, plant and equipment

	Plant and equipment	Computers	Total
	£	£	£
Cost			
At 1 January 2022	1	1,635	1,636
Disposals	(1)	-	(1)
At 31 December 2022	-	1,635	1,635
Depreciation and impairment			
At 1 January 2022	-	1,634	1,634
At 31 December 2022	-	1,634	1,634
Carrying amount			
At 31 December 2022	-	1	1
At 31 December 2021	1	1	2

13 Fixed asset investments

	Listed investments	Unlisted investments	Total
	£	£	£
Cost or valuation			
At 1 January 2022	1,451,962	75,586	1,527,548
Valuation changes	(172,406)	4,222	(168,184)
At 31 December 2022	1,279,556	79,808	1,359,364
Carrying amount			
At 31 December 2022	1,279,556	79,808	1,359,364
At 31 December 2021	1,451,962	75,586	1,527,548

14 Financial instruments

	2022	2021
	£	£
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	1,279,556	1,451,962

15 Trade and other receivables

	2022	2021
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	-	11,464

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022**

16 Current liabilities

	2022	2021
	£	£
Other taxation and social security	7,222	5,989
Accruals and deferred income	3,041	14,813
	<u>10,263</u>	<u>20,802</u>

17 Retirement benefit schemes

Defined contribution schemes

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

The charge to profit or loss in respect of defined contribution schemes was £2,408 (2021 - £2,090).

SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 January 2021	Movement in funds			Balance at 1 January 2022	Movement in funds			Balance at 31 December 2022
	£	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses
	£	£	£	£	£	£	£	£	£
Salary Savings Fund	-	300,348	(332,826)	32,478	-	357,880	(366,715)	3,631	5,204
Congregation Support Fund	174,175	-	(1,920)	-	27,068	5,268	-	-	(23,667)
Congregation Shortfall Fund	587,843	62,031	(40,199)	(32,478)	63,252	16,927	-	-	180,924
	762,018	362,379	(374,945)	-	90,320	380,075	(366,715)	3,631	581,330
									762,254

Included within the Revaluations, gain and losses above is £5,204 on the Salary Savings Fund which is foreign exchange movements.

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2021	Movement in funds			Balance at 1 January 2022	Movement in funds			Balance at 31 December 2022
	£	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses
	£	£	£	£	£	£	£	£	£
Income Generation Fund	643,854	90,020	(89,659)	66,924	711,140	76,115	(101,902)	(3,631)	609,030
									(72,692)

**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
CONGREGATIONS IN GREAT BRITAIN
COUNCIL FOR GERMAN CHURCH WORK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2022

20 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances are represented by:						
Property, plant and equipment	1	-	1	2	-	2
Investments	597,110	762,254	1,359,364	707,611	819,937	1,527,548
Current assets/(liabilities)	211,919	-	211,920	203,527	19,835	223,362
	<u>809,030</u>	<u>762,254</u>	<u>1,571,285</u>	<u>911,140</u>	<u>839,772</u>	<u>1,750,912</u>

21 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

Accounts

REGISTERED NUMBER: 266600

**Report
and
Unaudited Financial Statements
from 1 January to 31 December 2021**

**Synod of German-speaking
Lutheran, Reformed and United Congregations
in Great Britain**

10 Sandwich Street
London WC1H 9PL

Contents of the Financial Statements for the Year Ended 31 December 2021

	<u>Page</u>
Report of the Trustees	3 to 13
Objectives and Activities	3 to 4
Achievements and Performance	5 to 6
Financial Review	7 to 10
Structure, Governance and Management	11 to 12
Reference and Administrative Detail	12 to 13
Events since the End of the Year	13
Trustees' Declaration	13
Independent Examiner's Report	14
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Financial Statements	17 to 31

Report of the Trustees for the Year Ended 31 December 2021

The trustees present their report with the financial statements of the Charity for the year ended 31 December 2021.

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 2015).

The Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain

The Synod is an ecclesiastical community of congregations bound by their Articles of Faith in full preaching and Eucharistic fellowship. It unites German-speaking congregations of the Lutheran, Reformed and United denominations. The proclamation of the Gospel is based exclusively on the teaching of Jesus Christ as witnessed by the Holy Scripture in the Old and in the New Testament and re-stated by the Articles of Faith of the German Reformation.

1 - OBJECTIVES AND ACTIVITIES

The Synod is established to advance the protestant Christian religion, amongst German speakers in Great Britain. In achieving this object, the Synod fosters solidarity between its member congregations and a common approach to questions of Christian faith and life. It attends to the ecclesiastical and social life of the congregations and concerns itself with the maintenance of Christian life.

The Synod provides the congregations with ministers, advice, training, and oversight so that they can provide public benefits in accordance with their charitable objectives and their agreements with the Synod.

MINISTRY

The Synod is responsible for providing and organising effective German-speaking Protestant ministry in Great Britain. It supports the member congregations by employing pastors and pastoral assistants for German worship and pastoral care. It provides German worship and pastoral care when needed, even where there is no organised congregation.

QUALITY MANAGEMENT

The Synod supports the member congregations by visitation and training. A visitation to a congregation sets in motion a process of reflection; whether their activities match their objectives and whether improvement is possible.

Volunteers' training enables them to lead worship, to offer worship for children, to lead the congregation and to manage its finances. This supports good governance and develops the skills of the current and future lay community, helping to ensure the long-term continuity of the congregations.

ADMINISTRATIVE SUPPORT TO CONGREGATIONS

The Synod supports the member congregations by giving advice, examining their finances and legal documents, and providing them with templates for their day-to-day work. The Synod holds a Grade A Sponsorship Licence for the UK Visa Immigration Sponsorship Scheme.

FINANCIAL SUPPORT TO CONGREGATIONS

The Synod supports the member congregations by giving grants. It gives support grants towards the church work, supports children's groups, specific projects and outings, partly pays for repairs to the manse occupied by the pastors and supports congregations in deficit.

NETWORKING BETWEEN CONGREGATIONS

The Synod Assembly held each spring as the Synod's annual general meeting, and the Church Treasurers' Day usually held each winter provide opportunities for trustees of the congregations throughout Great Britain to share their ideas for congregational work and to discuss matters of Christian faith.

REPRESENTATION

The Synod represents German-speaking Protestants at the German Embassy, at the General Assembly of *Evangelische Kirche in Deutschland* (EKD) and in several ecumenical organisations throughout Great Britain and in Europe. It delivers a presentation about the German-speaking church work in Great Britain at the *Deutsche Evangelische Kirchentag* in German

2 - ACHIEVEMENT AND PERFORMANCE

MINISTRY

At the beginning of 2021 eight pastors were employed, who worked with 18 congregations, with about 50 places of worship, divided into six pastoral regions: London-East, London-West; East Anglia; South and West England and Wales; North-England and East Midlands; Scotland and North East England. Four of the pastoral regions had a single pastor whilst two have married couples, both of whom share the role working part-time. One deacon (Diakon) was employed as a pastoral assistant in London-West.

In 2022 the pastor of London-East will return to Germany; his successor will begin her ministry in August 2022. Although most church life took place online the various congregations within the Synod have come closer together in celebrating nationwide virtual services and enjoying other events on ZOOM.

QUALITY MANAGEMENT

The pastors continue to have their regular meetings online twice a month. The exchange and mutual support throughout the year has increased continually as meetings are held with much higher frequency than before the pandemic.

Training Sessions for volunteers have taken place online.

The ministers conference in Malmö/Sweden organised for ministers of German Speaking Congregations in the North, West and East of Europe in 2021 had to be held via ZOOM and will resume in person in 2022 in Malmö/Sweden. The ministers conference for German Speaking Congregations worldwide will take place in Bad Boll/ Germany in 2022. ZOOM-sessions with the EKD have taken place on a regular basis.

The previously vacant subcommittee on legal affairs and church constitutions has taken up its work and provides guidance relating to questions about safeguarding as well as general questions of legal nature.

The newly appointed treasurer has taken on his role in April 2021.

ADMINISTRATIVE SUPPORT TO CONGREGATIONS

The budgetary control committee examined the finances of the congregations. The Synod financed the group membership of the treasurers at the Association of Church Accountants & Treasurers (ACAT).

FINANCIAL SUPPORT TO CONGREGATIONS

The Synod provided support grants to 17 congregations, 11 children's groups and Saturday schools. It also gave grants towards the cost of events as well as contributions to the costs of public relations such as newsletters. Since many congregations have to rely on lettings

for their income a special grant was given to meet these losses due to Lockdown cancellations.

REPRESENTATION

Representatives of Synod kept in touch with officials from the German Embassy, participated in ecumenical online-meetings throughout the country, attended a Church Leaders CTE Dinner in Lambeth Palace, participated in the online-meetings of the British Committee of the German Protestant Kirchentag. The EKD Assembly in Germany was also held online but without guests.

3 - FINANCIAL REVIEW

FINANCIAL POSITION

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next year and for the foreseeable future.

INCOME AND EXPENDITURE

Ministry

A major part of the Synod's expenditure consists of the salaries of the pastors who are employed on fixed-term contracts, usually for six years. The Synod's income derives for the largest part from contributions by the congregations, as set by the Synod Assembly enabling the provision of pastors to the congregations by the Synod.

This annual Synod fee, paid in advance by the congregations, must be used to cover the costs for the ministry including allocated overhead costs. Any unspent amounts of the annual fee are accumulated in the Salary Savings Fund, which is restricted to use for ministry. For covering ministry costs more than income from the Synod fee, the Synod can draw on the Salary Savings Fund and the Congregation Shortfall Fund (formerly known as Grants Retained in Germany Fund).

The employment costs of pastors posted to the UK in the framework of the Synod's contractual agreement with the German Protestant Church (EKD) are denominated in Euros and are therefore affected by changing currency exchange rates. In 2021, the direct costs of pastors' salaries amounted to £333k. Since April 2019 the annual Synod's fee amounts to £52k per pastoral region (i.e., £312k in total). An overall review of the Synod fee as core part of the Synod's financial concept for future years is being considered for 2022.

Financial Support to Congregations

Grants to congregations were paid from donations and grants income, above all the generous grant of £63,000 by the Kaiser Wilhelm II Fund (Registered Charity Number 1117748), and from the restricted Congregation Support Fund. The Synod is grateful to the Kaiser Wilhelm II Fund.

Other Income and Expenditure

All other costs of the Synod's charitable activities, including all governance and management overheads (support costs) allocated to the direct costs of charitable activities (including ministry and financial support to congregations), were paid by the Synod from its unrestricted funds. These expenses have been covered by investment income and additional voluntary income raised in 2021 and in preceding years.

In 2021, the Synod's unrestricted funds resulted in a net operational outflow from the Synod's unrestricted funds at the amount of £89,735. This includes £3,386 spent by the Synod from its unrestricted funds on legal fees for the employment tribunal proceedings relating to ministry. This amount is excluded from calculating the congregations' contribution for Synod tasks.

To support the Synod's long-term ability to fulfil its core objective, the Synod Assembly approved in April 2017 that an amount equal to a set percentage of the Synod's net operational outflow in the year can be transferred from the restricted Salary Savings Fund, which holds the congregations' Synod fee, to the Synod's unrestricted funds at the end of the reporting year.

The amount of this congregation contribution to the Synod's unrestricted funds in the year ended is agreed by the Synod Assembly in its meeting following the end of the year as a set percentage of the net operational outflow from the Synod's unrestricted funds in the year ended in accordance with the Trustees' financial report as presented to the Synod Assembly for approval.

The percentage has been set by the Synod Assembly at 50% for 2021 and will increase in equal steps from 2022 (60%) to 2026 (100%). Under this rule, the amount of the congregation contribution in 2021 to be approved by the Synod Assembly in April 2022 with the Trustees' annual financial report is £11,652.

Investment

Net income from investment in 2021 amounts to £ 37,198 (2020: 36,067). Due to the steadfast market conditions in 2021, the result for the year 2021 shows a net gain from investment of £157,244 compared to £78,602 net gain from investment in 2020.

Under the Synod's investment policy and reserves policy, invested funds are intended to remain invested over the long term for income generation.

Result

In 2021, the Synod had a net gain of £145,040, after a net gain of £54,706 in the previous year 2020.

The Synod's unrestricted funds increased by £67,286 after having increased by £26,397 in the previous year 2020.

The Synod received no grants or other income from central or local government.

RESERVES

At 31/12/2021, the unrestricted funds (reserves) stood at £911,140 (at 31/12/2020: £843,854).

In 2017, the trustees decided to designate the main part of these reserves for income generation, with exception of the amount deemed necessary by the Trustees to be held as

cash, or cash equivalent, to maintain sufficient liquidity in preparedness for unexpected events.

The Synod's policy for holding reserves is to keep the liquid amount of unrestricted funds at least equal to 24 months of operating expenditure, less the direct costs of ministry, to safeguard the continuity of operations. In the Trustees' judgment, the adequate minimum amount to be held as liquid General Reserves for this purpose remains set at £200,000.

At the end of 2021, the amount kept in current accounts and cash-equivalent fixed-term accounts with banking institutions located in the UK and in Germany was £232,700.

RESTRICTED FUNDS

- The Salary Savings Fund is an income fund holding the unspent part of the congregations' Synod fees for covering the costs of ministry. The fund had already been exhausted to £0 as of 31/12/2018.
- The Congregation Support Fund is an income fund holding donations given in past years by the EKD and similar bodies for supporting the congregations that make up the Synod in ways to be decided by the Trustees. The fund increased by £25,148 in 2021 and stands at £199,323 on 31/12/2021 (31/12/2020: £174,175).
- The Congregation Shortfall Fund (formerly called Grants Retained in Germany Fund) is an income fund holding donations given in past years by the EKD for covering the salaries of pastors and for supporting the congregations that make up the Synod. This fund was retained entirely in Germany before 2017. The value of this fund increased by £52,606 in 2021 and stands at £640,449 on 31/12/2021 (31/12/2020: £587,843).

INVESTMENT POLICY AND OBJECTIVES

The Synod's investment policy, as defined by the Trustees in consultation with the Synod's finance committee, permits investing all restricted and unrestricted funds of the Synod, except its liquid General Reserves, in ethical, diversified multi-asset funds with balanced risk exposure.

The trustees are satisfied that the investment policy continues to be suitable for generating increased return on the Synod's invested funds.

POLICIES FOR THE PAYMENT OF THE STAFF

The remuneration of the pastors posted to employment by the Synod in the UK under its agreement with the EKD is set by the EKD in accordance with its worldwide procedures.

Trustees employed as pastors posted to employment have therefore no role in setting their own remuneration.

Similarly, when the Synod employs pastors not posted to employment by the EKD, the remuneration will be according to the salary set by the Synod council in 2021 and will be

subject to the employment rules of the Synod. In the event of non-posted pastors being elected as trustees to the Synod council, these pastors will not have a role in setting any changes in the salary to avoid any conflict of interest.

The salaries of pastoral assistants and of the office staff are set by the trustees.

SEAMEN'S MISSION

The Synod processes the salary payments for the UK-based staff of the German Seamen's Mission (Deutsche Seemannsmission e.V.- DSM), a German registered charity, from the funds of the DSM in accordance with the DSM's instructions.

RISK MANAGEMENT

The trustees have assessed the major risks to which the Charity is exposed, those related to the operations and finances of the Charity. The Trustees are satisfied that adequate processes and control procedures are in place to mitigate the charity's exposure to these risks. The pandemic and its consequences through restrictions and lockdowns have not endangered the Synod's standing or its finances.

Employer's liability, public liability, personal injury, property, and legal protection insurance policies are in place.

4 - STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The Synod is an unincorporated ecclesiastical charitable association governed by its Constitution ("Synodalordnung") of 12 May 1973 as last amended by the Synod Assembly on 24 October 2021.

GOVERNING BODY

The governing body of the Synod is the Synod Assembly. It consists of the trustees, the pastors-in-office of the pastoral regions, one delegate from each congregation (with a minimum of three delegates from each pastoral region) and up to seven extraordinary members appointed in accordance with the Constitution. The Synod Assembly meets ordinarily once a year.

The Synod Assembly elects the Synod's trustees and confirms the appointment of the treasurer if the treasurer is not a trustee. The Synod Assembly decides on the statutes of the Synod, sets its budget and its members' contributions, and receives the annual accounts.

TRUSTEES

The Synod Council is the executive organ of the Synod, and its elected members are the trustees of the charity. The Synod Council is responsible for the Synod affairs and has all required powers for this purpose unless they are allocated to the Synod Assembly by the Constitution.

The trustees are elected under the terms of the Constitution. Elections take place every three years at the Synod Assembly. Trustees may be re-elected. The trustees act within the Synod's mandate and are accountable to the Synod Assembly. They report to the annual meeting of the Synod Assembly. The trustees are voting members of the Synod Assembly.

The trustees are inducted into their responsibilities and duties based on Charity Commission publications. They are provided with copies of the Charity's governing document and have equal right to information about the Charity's business. They are familiar with the philosophy, history and objectives of the charity. Ongoing trustee development takes place as required.

Trustees have considered the Commission's guidance on public benefit and the specific guidance on charities for the advancement of religion.

TREASURER

The treasurer has delegated responsibility for internal controls. The treasurer is a non-voting member of the Synod Council, but not a trustee, and reports to the Synod Assembly. In March 2020 the Synod Assembly decided that the treasurer is qua appointment an extraordinary member of the Assembly.

ADMINISTRATOR

Transactions are performed by the Financial Administrator, who is employed by the Synod at its office, under the "four eyes" principle.

5 - REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity number:	266600 (England and Wales)
Name of the Charity:	Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Other Names used:	Council for German Church Work Synod of German-speaking Protestant Congregations in Great Britain
Principal address:	Council for German Church Work 10 Sandwich Street London WC1H 9PL
Trustees:	Mrs D Cramer, Pastor (Senior/Chair until 25/4/2021) Mrs V Jantzen, Pastor (Senior/Chair from 25/4/2021) Mr L Lemmer Mr B Rapp, Pastor (Secretary until 25/4/2021) Mr L Klehn, Pastor (Secretary from 25/4/2021) Mr K Thierbach, Pastor (from 25/4/2021) Mrs Dr M Scheuermann-Freestone Mrs. Dr B Jurack (from 25/4/2021)
Treasurer:	Mr Dr Christoph Reimnitz (from 25/4/2021)
Independent Examiner:	Mr Tilesh Patel BA FCA The SME Clinic 7 Stratford Place London, W1C 1AY

7 - EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements. No such information is reportable for the year ended 31 December 2021.

8 – TRUSTEES' DECLARATION

The trustees approved the trustees' report above on 29 March 2022

Signed by order on behalf of the charity's trustees



06.05.2022

Verena Jantzen, Pastor

Date

Senior and Chair of the Board of Trustees

Independent Examiner's Report to the Trustees of

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain

I report on the accounts for the year ended 31 December 2020 set out on pages sixteen to thirty.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Member of the ICAEW.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

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

Independent examiner's statement

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

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

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare accounts which accord with the accounting records, comply with the methods and principles of the 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 2015)

have not been met; or

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



Tish Patel BA FCA

THESMECLINIC LIMITED

7 Stratford Place

London W1C 1AY

Date: 31.10.2022...

Statement of Financial Activities For the Year Ended 31 December 2021

(Note 2)

	<u>Year ended 31/12/2021</u>			<u>Year ended</u> <u>31/12/2020</u>	
	£			£	
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds (Note 14)	
INCOME	90,020	362,379	452,399	323,749	Note 1
Donations	63,000	0	63,000	55,070	Note 3
Charitable Activities	11,652	340,549	352,201	231,032	
Ministry (Synod Fee)	11,652	300,348	312,000	219,138	
Pastoral Assistance Refunds	0	40,201	40,201	11,754	
Other	0	0	0	140	
Investment Income	15,368	21,830	37,198	36,067	Note 4
Other	0	0	0	1,580	
EXPENDITURE	89,657	374,947	464,604	347,645	
Charitable Activities	89,657	374,947	401,070	347,645	Note 5
Ministry	26,123	374,947	4,238	273,841	
Quality Management	4,238	0	4,362	4,397	
Admin Support to Congregations	4,362	0	44,906	4,161	
Financial Support to Congregations	44,906	0	4,318	55,827	
Networking	4,318	0	5,711	4,037	
Representation	5,711	0	401,070	5,382	
Net Gains/Losses on					
Investments	66,924	90,321	157,244	78,602	Note 13
NET INCOME	67,286	77,754	145,040	54,706	Note 20
RECONCILIATION OF FUNDS					
Total Funds Brought Forward	843,854	762,018	1,605,872	1,551,166	
Total Funds Carried Forward	911,140	839,771	1,750,912	1,605,872	

Balance Sheet

At 31 December 2021

(Note 2)

	<u>31/12/2021</u>			<u>31/12/2020</u>	
		£		£	
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds	
FIXED ASSETS	707,613	819,937	1,527,550	1,369,229	
Tangible Assets	2	0	2	410	Note 15
Investments	707,611	819,937	1,527,548	1,368,819	Note 16
CURRENT ASSETS	224,329	19,835	244,164	281,511	
Debtors (Amounts falling due within one year)	11,464	0	11,464	7,650	Note 17
Cash at bank and in hand	212,865	19,835	232,700	273,861	
LIABILITIES	(20,802)	0	(20,802)	(44,868)	
Creditors (Amounts falling due within one year)	(20,802)	0	(20,802)	(44,868)	Note 18
NET CURRENT ASSETS	203,527	19,835	223,362	236,643	
NET ASSETS	911,140	839,772	1,750,912	1,605,872	
FUNDS			1,750,912	1,605,872	Note 20
Unrestricted Funds			911,140	843,854	
Restricted Funds			839,772	762,018	

The financial statements were approved by the Board of Trustees on 29.03.2022 and were signed on its behalf by:



.....
Pastor V Jantzen -Trustee-

Notes to the Financial Statements

For the Year Ended 31 December 2021

1 - CONTINUING OPERATIONS

All income and expenditure have arisen from continuing activities.

Having taken all available information into account, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next 12 months and thereafter for the foreseeable future. The trustees are satisfied that there are no material uncertainties about the charity's ability to continue as a going concern.

The operational result (income less expenditure) is (£12,205) in 2021. 2020: (£23,896).

2 - ACCOUNTING POLICIES

BASIS FOR PREPARING THE FINANCIAL STATEMENTS

Accounts have been prepared on accruals basis in accordance with the rules applicable to non-company registered charities with a gross income of over £250,000.

As a public benefit entity under FRS102, the charity has prepared the financial statements in accordance with the Charities SORP (FRS102) effective 1 January 2015.

The financial statements have been prepared under the historical cost convention.

FRS102 REDUCED DISCLOSURE EXEMPTION

The charity has taken advantage of the following disclosure exemption in preparing these financial statements as permitted by FRS102:

The requirements of Section 7 (Statement of Cash Flows)

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. Contractual income is recognised once the service has been provided.

Gifts in kind are accounted for at a reasonable estimate of their fair values to the charity at the amount realised on sale. Donated services are included in income and expenditure where the benefit to the charity is reasonably quantifiable, measurable and material at the estimated value to the charity, with exception of volunteer help which is not included in the accounts.

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 a specific heading, they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

A tangible fixed asset is capitalised if its initial cost is at least £500.

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

<u>Asset class</u>	<u>Method of depreciation</u>
Computer equipment	Linear over four years

Fixed asset investments are measured initially at cost and revalued at the end of the reporting period to their fair value. The value of investment funds is based on the unit bid price. For investments listed or traded on a recognised exchange, fair value is the market value. If the fair value cannot be measured reliably, including for social investments, revaluation is based on cost less impairment.

FINANCIAL INSTRUMENTS

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments, which are initially recognised at transaction value and subsequently measured at their settlement value.

FOREIGN CURRENCIES

Assets and liabilities in foreign currencies are translated into sterling at the middle market spot rate as published by the Bank of England for the balance sheet date.

Transaction amounts in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction based on the middle market spot rate as published by the Bank of England unless the actual transaction rate can be identified.

Exchange differences are taken into account in arriving at the operating result.

TAXATION

The charity is exempt from tax on its charitable activities

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

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 particularly restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particularly restricted purposes.

See note 20 for further explanation of the nature and purpose of each restricted fund.

VOLUNTEERS

The charity benefits from services by volunteers. The value of general volunteer help received is not recognised in the accounts.

3 – DONATIONS

	2021			2020
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Donations	0	0	0	0
Grants	63,000	0	63,000	55,070
<i>Kaiser Wilhelm II Fund</i>	63,000	0	63,000	55,070
<i>Other</i>	0	0	0	0
Total	63,000	0	63,000	55,070

4 - INVESTMENT INCOME

	2021			2020
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£ (*)
Interest	20	0	20	168
Dividends	15,348	21,830	37,178	35,899
Total	15,368	21,830	37,189	36,067

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

5 - CHARITABLE ACTIVITIES COSTS

	2021						2020
	Unrestricted Funds			Restricted Funds			Total Funds
	Direct costs	Support costs	Total	Direct costs	Support costs	Total	Total Funds
	(Note 6)	(Notes 7, 8)		(Note 6)	(Notes 7, 8)		
	£	£	£	£	£	£	£
Ministry	0	26,123	26,123	374,947	0	374,947	401,070
Quality Management	0	4,238	4,238	0	0	0	4,238
Administrative Support to Congregations	124	4,238	4,362	0	0	0	4,362
Financial Support to Congregations	40,668	4,238	44,906	0	0	0	44,906
Networking	0	4,318	4,318	0	0	0	4,318
Representation	1,259	4,452	5,711	0	0	0	5,711
Total	42,051	47,606	89,657	374,948	0	374,948	464,604

6 - DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021			2020	
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds	
	£	£	£	£	
Ministry	0	373,027	373,027	243,200	
Pastors' salaries	0	332,826	332,826	224,828	Notes 9, 10
Pastoral conference	0	0	0	0	
Pastoral assistance	0	40,201	40,201	11,754	Note 9
Relocation Costs	0	0	0	6,618	
Quality Management	0	0	0	360	
Visitation	0	0	0	0	
Lay training	0	0	0	360	
Administrative Support to Congregations	124	0	124	124	
ACAT membership	124	0	124	124	
Financial Support to Congregations	40,668	1,920	42,588	59,972	(*)
Ministry	0	0	0	0	
Maintenance	0	1,920	1,920	7,748	
Budget support	0	0	0	434	
Congregation work	40,668	0	40,668	49,090	
Rectorate PAB	0	0	0	2,700	
Representation	1,259	0	1,259	958	
Ecumenical	709	0	308	308	Note 11
Memberships	550	0	650	650	
Church Day in Germany	0	0	0	0	
Other representation	0	0	0	0	
TOTAL	42,051	374,947	416,998	304,614	

(*) The Synod does not engage in grant-making activities, Financial support is given to member congregations by the trustees from time to time under policies set by the Synod Assembly in pursuit of the Synod's charitable objects. All member congregations are registered ecclesiastical charities in their own right.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

7 – SUPPORT COSTS

	2021	2020	
	£	£	
Management	46,051	39,802	
Office salaries	38,974	32,341	Note 9
Office	372	3,300	
Insurance	1,256	1,434	
Legal fees	3,386	935	Note 19
Bank charges	136	133	
Accounting software	0	0	
Payroll processing	864	864	
Internet	194	156	
Telephone	203	211	
Office equipment	409	409	
Other administrative costs	257	19	
Governance	1,555	3,229	
Synod Assembly	80	0	
Development Committee	0	1,233	
Committees	0	0	
Sponsorship Licence	536	0	
Synod Council	99	1,156	
Independent Examination	840	840	Note 12
TOTAL	47,606	43,031	

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

8 – SUPPORT COST ALLOCATION

	Total 2021	Allocation						
		Ministry	Quality Management	Administrative Support to Congregations	Financial Support to Congregations (unrestricted)	Financial Support to Congregations (restricted)	Networking	Representation
	£	£	£	£	£	£	£	£
Office salaries	38,974	19,487	3,897	3,897	3,897	0	3,898	3,898
Office	372	186	37	37	37	0	37	38
Insurance	1,256	628	126	126	126	0	126	124
Legal fees	3,386	3,386	0	0	0	0	0	0
Bank charges	136	0	27	27	27	0	27	28
Payroll processing	864	864	0	0	0	0	0	0
Internet	194	0	0	0	0	0	0	194
Office Equipment	409	205	41	41	41	0	41	40
Other administrative costs	460	230	46	46	46	0	46	46
Synod Assembly	80	0	0	0	0	0	80	0
Development Committee	0	0	0	0	0	0	0	0
Committees	0	0	0	0	0	0	0	0
Sponsorship License	536	268	54	54	54	0	54	52
Synod Council	99	30	10	10	10	0	10	30
Independent Examination	840	840	0	0	0	0	0	0
TOTAL	47,606	26,124	4,238	4,238	4,238	0	4,319	4,449

Support costs are allocated in accordance with resource use: 50 percent to Ministry, 10 percent to each other charitable activity category. Exceptions: Legal fees and payroll processing, and Independent Examination: 100% to Ministry. Committees: 100% to Quality Management. Synod Assembly: 100% to Networking. Synod Council: 30% to Ministry and Representation, 10% to each other charitable activity category. Internet: 100% to Representation. Bank charges: For restricted funds 100% to Financial support to Congregations; for unrestricted funds 20% to each charitable activity category except Ministry.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

9 – EMPLOYEES

Average number of staff employed during the reporting period: 11

Average number of full-time equivalent employees during the reporting period: 7

No employee received emoluments in excess of £60,000.

Total staff cost in 2021: £ 412,001

Salaries	Social security	Employer pension contribution	Other benefits (*)
£401,352	£8,559	£2,090	£0

(*) Excluding sundry trivial ancillary benefits of annual value of less than £50 total per employee.

10 – TRUSTEES' REMUNERATION AND BENEFITS

The Trustees do not receive any remuneration for their services as trustees.

In the reporting period, the following Trustees were employed by the Synod as pastors and received salaries for their non-trustee services in the Congregations of their Pastoral Region:

	2021 £	2020 £
Pastor Cramer (until 25/4/21)	8,592	25,126
Pastor Jantzen	27,573	27,898
Pastor Rapp (until 25/4/21)	19,046	57,171
Pastor Klehn (from 25/4/21)	37,661	0
Pastor Thierbach (from 25/4/21)	36,297	0
TOTAL	129,169	110,195

The remuneration of pastors is set by the *Evangelische Kirche in Deutschland* (EKD) in accordance with its world-wide procedures. Pastors who are also Trustees of the Synod have no role in setting their own remuneration and benefits.

Employed pastors, including those who serve as trustees, enjoy the same trivial ancillary benefits as all employees of the Synod at an annual value of less than £50 total each.

Trustee indemnity insurance was provided by the Charity for its trustees in 2021.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

11 – TRUSTEES’ EXPENSES

One trustee claimed expenses or had expenses met by the Charity in 2021.

In 2021 properly incurred costs of £379 in carrying out trustee duties was paid by the Synod for travel and accommodation (2020: £979).

12 – INDEPENDENT EXAMINATION

Fees payable in 2021 to the independent examiner The SME Clinic Limited for services provided to the Charity:

	2021 £	2020 £
Independent Examination	840	840
Payroll Processing	864	864
TOTAL	1,604	1,604

The fee for the examination of the 2021 accounts and payroll processing is being included in this year accruals.

13 – NET GAINS ON INVESTMENTS

	2021			2020
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
Realised gains	0	0	0	0
Revaluation of investments	67,001	97,092	164,093	71,449
Exchange rate gain/(loss)	0	(6,849)	(6,849)	4,452
TOTAL	67,001	90,243	157,244	75,901

14 – PREVIOUS-YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Year ended 31/12/2020		
	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
INCOME	91,606	232,143	323,749
Donations	55,070	0	55,070
Charitable Activities	21,440	209,592	231,032
Ministry (Synod Fee)	21,300	197,838	219,138
Pastoral Assistance Refunds	0	11,754	11,754
Other	140	0	140
Investment Income (<i>see Note</i>)	13,516	22,551	36,067
Other	1,580	0	1,580
EXPENDITURE	96,263	251,382	347,645
Charitable Activities	96,263	251,382	347,645
Ministry	22,459	251,382	273,841
Quality Management	4,397	0	4,397
Administrative Support to Congregations	4,161	0	4,161
Financial Support to Congregations	55,827	0	55,827
Networking	4,037	0	4,037
Representation	5,382	0	5,382
Net Gains on Investments (<i>see Note</i>)	31,054	47,548	78,602
NET INCOME	26,397	28,309	54,706
RECONCILIATION OF FUNDS			
Total Funds Brought Forward	817,457	733,709	1,551,166
Total Funds Carried Forward	843,854	762,018	1,605,872

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

15 – TANGIBLE FIXED ASSETS

	Computer equipment £	Other plant and Machinery £	Total £
Cost			
At 1/1/2021	1,635	1	1,636
Additions	0	0	0
At 31/12/2021	1,635	1	1,636
Depreciation			
At 1/1/2021	1,225	0	1,225
Depreciation	409	0	409
At 31/12/2021	1,634	0	1,634
Net Book Value			
At 31/12/2020	410	1	411
At 31/12/2021	1	1	2

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

16 – FIXED ASSET INVESTMENTS

	Unrestricted funds				Restricted funds				Total fixed asset investments			
	Investment funds	Cash or cash equivalents	Other investments	Total unrestricted	Investment funds	Cash or cash equivalents	Other investments	Total restricted	Investment funds	Cash or cash equivalents	Other investments	TOTAL
	£	£	£	£	£	£	£	£	£	£	£	£
Value at 1/1/2021	640,610	0	0	640,610	647,259	0	80,950	728,209	1,287,869	0	80,950	1,368,819
Additions	0	0	0	0	0	0	0	0	0	0	0	0
Disposals	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0
Revaluations	67,001	0	0	67,001	97,092	0	0	97,092	164,093	0	0	164,093
Exchange rate loss	0	0	0	0	0	0	(5,364)	(5,364)	0	0	(5,364)	(5,364)
Value at 31/12/2021	707,611	0	0	640,610	744,351	0	75,586	819,937	1,451,961	0	75,586	1,527,548

The column "Other investments" relates to mixed-motive ethical social investment in pursuit of the Synod's charitable objects and the prospect of financial return.

Net Book Value

	Investment funds	Cash or cash equivalents	Other investments	Total
	£	£	£	£
At 31/12/2020	1,287,869	0	80,950	1,368,819
At 31/12/2021	1,451,961	0	75,586	1,527,548

All investments are held at fair value.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

17 – DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Prepayments and accrued income	11,464	7,650

Includes dividends in the amount of £5,550 not yet paid by the end of the financial year and £ 5,914 (2020: £ 7,650) receivables from a congregation.

18 - CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Accruals	20,802	44,868
TOTAL	20,802	44,868

19 - CONTINGENT LIABILITIES

The Synod was a party to employment tribunal litigation initiated by a former employee. The proceedings have now been finally concluded, the remaining costs of these proceedings in the year under review amounted to £3,386.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

20 - MOVEMENT IN FUNDS

	At 1/1/2021	Transfers between funds	Incoming resources	Resources expended	Net movement	At 31/12/2021	Fund Description
	£	£	£	£	£	£	
Unrestricted Funds	843,854	0	157,021	(89,735)	67,286	911,140	
General Fund	200,000	0	0	0	0	200,000	Held as liquidity reserve
Income Generation Fund	643,854	0	157,021	(89,735)	67,286	711,140	Designated by the Synod for income-generation investment
Restricted Funds	762,018	0	459,472	(381,718)	77,754	839,772	
Salary Savings Fund	0	32,478	300,348	(332,826)	0	0	Income fund holding the unspent part of the Congregations' Synod Fee for covering the direct costs of ministry. Depleted since November 2018.
Congregation Support Fund	174,175	0	27,068	(1,920)	25,148	199,323	Income fund donated by the EKD and similar bodies for supporting the Congregations that make up the Synod in ways to be decided by the Synod
Congregation Shortfall Fund	587,843	(32,478)	132,056	(46,972)	52,606	640,449	Income fund donated by the EKD for covering the salaries of pastors and for supporting the Congregations that make up the Synod.
TOTAL FUNDS	1,605,872	0	616,493	(471,453)	145,040	1,750,912	

A portion of the Congregations' Synod Fee contribution to the restricted Salary Savings Fund is treated, at an amount approved and authorised by the Synod Assembly, as unrestricted income in order to cover a set percentage of the eligible previous-year net operational loss in the Synod's unrestricted funds.

21 - RELATED PARTY DISCLOSURES

There were no related party transactions in the reporting period.

22 - EXTERNAL PURPOSES

The Synod serves as agent of the German Seamen's Mission (DSM) in the United Kingdom to administer funds of the DSM under their instruction for processed the salaries of DSM staff in the UK. Funds are held and expended on behalf of DSM. Incoming funds for this purpose are not treated as income of the Synod and their distribution is not treated as expenditure by the Synod.

In 2021, £ 10,000 was received and £34,400 paid for DSM staff salaries. At year's end, the funds held for DSM amounted to £ 10,838 (2020: £ 35,238)

Accounts

REGISTERED NUMBER: 266600

**Report
and
Unaudited Financial Statements
from 1 January to 31 December 2020**

**Synod of German-speaking
Lutheran, Reformed and United Congregations
in Great Britain**

10 Sandwich Street
London WC1H 9PL

Contents of the Financial Statements for the Year Ended 31 December 2020

	<u>Page</u>
Report of the Trustees	3 to 13
Objectives and Activities	3 to 4
Achievements and Performance	5 to 6
Financial Review	7 to 10
Structure, Governance and Management	11 to 12
Reference and Administrative Detail	12
Events since the End of the Year	13
Trustees' Declaration	13
Independent Examiner's Report	14
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Financial Statements	17 to 31

Report of the Trustees for the Year Ended 31 December 2020

The trustees present their report with the financial statements of the Charity for the year ended 31 December 2020.

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 2015).

The Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain

The Synod is an ecclesiastical community of congregations bound by their Articles of Faith in full preaching and Eucharistic fellowship. It unites German-speaking congregations of the Lutheran, Reformed and United denominations. The proclamation of the Gospel is based exclusively on the teaching of Jesus Christ as witnessed by the Holy Scripture in the Old and in the New Testament and re-stated by the Articles of Faith of the German Reformation.

1 - OBJECTIVES AND ACTIVITIES

The Synod is established to advance the protestant Christian religion, in particular amongst German speakers in Great Britain. In achieving this object the Synod fosters solidarity between its member congregations and a common approach to questions of Christian faith and life. It attends to the ecclesiastical and social life of the congregations and concerns itself with the maintenance of Christian life.

The Synod provides the congregations with ministers, advice, training and oversight so that they can provide public benefits in accordance with their charitable objectives and their agreements with the Synod.

MINISTRY

The Synod is responsible for providing and organising effective German-speaking Protestant ministry in Great Britain. It supports the member congregations by employing pastors and pastoral assistants for German worship and pastoral care. It provides German worship and pastoral care when needed, even where there is no organised congregation.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain

Notes to the Financial Statements (Continued)

QUALITY MANAGEMENT

The Synod supports the member congregations by visitation and training. A visitation to a congregation sets in motion a process of reflection; whether their activities match their objectives and whether improvement is possible.

Volunteers' training enables them to lead worship, to offer worship for children, to lead the congregation and to manage its finances. This supports good governance and develops the skills of the current and future lay community, helping to ensure the long term continuity of the congregations.

ADMINISTRATIVE SUPPORT TO CONGREGATIONS

The Synod supports the member congregations by giving advice, examining their finances and legal documents and providing them with templates for their day-to-day work.

FINANCIAL SUPPORT TO CONGREGATIONS

The Synod supports the member congregations by giving grants. It gives support grants towards the church work, supports children's groups, specific projects and outings, partly pays for repairs to the manses occupied by the pastors and supports congregations in deficit.

NETWORKING BETWEEN CONGREGATIONS

The Synod Assembly, held each spring as the Synod's annual general meeting, and the Church Treasurers' Day usually held each winter provide opportunities for trustees of the congregations throughout Great Britain to share their ideas for congregational work and to discuss matters of Christian faith.

REPRESENTATION

The Synod represents German-speaking Protestants at the German Embassy, at the General Assembly of *Evangelische Kirche in Deutschland* (EKD) and in several ecumenical organisations throughout Great Britain and in Europe. It delivers a presentation about the German-speaking church work in Great Britain at the *Deutsche Evangelische Kirchentag* in Germany.

2 - ACHIEVEMENT AND PERFORMANCE

MINISTRY

At the beginning of 2020 five pastors were employed, who worked with 18 congregations, with about 50 places of worship, divided into six pastoral regions: London-East, London-West; East Anglia; South and West England and Wales; North-England and East Midlands; Scotland and North East England. One of the pastoral region had a single pastor whilst two have married couples, both of whom share the role working part-time. Three pastoral regions were vacant. In summer 2020 three pastors from Germany were employed. All appointment procedures for all positions were carried out successfully. At the end of 2020 eight pastors were employed (two of the pastoral regions have married couples, both of whom share the role working part-time, whilst four of the pastoral regions had a single pastor). One deacon (Diakon) was employed as a pastoral assistant in London-West.

QUALITY MANAGEMENT

Trustees visited the congregations “online” in the pastoral region London East in order to discuss their objectives and activities. A diverse program took place via videoconferences in autumn after two postponements.

All training sessions for volunteers had to be cancelled due to the pandemic

All ministers’ conferences, two of which had been organised by the EKD for North, East and West Europe in Malmö, Sweden and Bad Boll, Germany, were cancelled. The third one was a two-day conference in Manchester, organised by the Synod.

The Synod's Development Committee met again in May for a one-day meeting “online” after the Synod Council had re-started the process with an external moderator in 2019. This process that was initiated in 2017 to review the strategy of the Synod and to develop guidelines and perspectives for future years will continue. The Synodal Council had prepared for a conference with external moderation in Manchester in May 2020: “Quo Vadis, Synod”. While still in nationwide lockdown the Council decided not to cancel but to use digital tools to bring people together in a videoconference instead. The result were two working groups that developed new ideas and proposals in communication and governance.

ADMINISTRATIVE SUPPORT TO CONGREGATIONS

The budgetary control committee examined the finances of the congregations. The Synod financed the group membership of the treasurers at the Association of Church Accountants & Treasurers (ACAT).

FINANCIAL SUPPORT TO CONGREGATIONS

The Synod provided support grants to 17 congregations, 11 children's groups and Saturday schools. It also gave grants towards the cost of events as well as contributions to the costs of public relations such as newsletters. Since many congregations have to rely on lettings

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

for their income a special grant was given to meet these losses due to Lockdown cancellations.

NETWORKING BETWEEN CONGREGATIONS

The Synod Assembly's focal theme in 2020 was "*Quo vadis, Synod: results and new agreements*" in connection with the Synod's conference in May.

REPRESENTATION

Representatives of Synod kept in touch with officials from the German Embassy, participated in ecumenical online-meetings throughout the country, participated in the online-meetings of the British Committee of the German Protestant Kirchentag. The EKD Assembly in Germany was also held online but without guests.

3 - FINANCIAL REVIEW

FINANCIAL POSITION

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next year and for the foreseeable future.

INCOME AND EXPENDITURE

Ministry

The major part of the Synod's expenditure consists of the salaries of the pastors who are employed on fixed-term contracts, usually for six years. The Synod's income derives for the largest part from contributions by the congregations, as set by the Synod Assembly enabling the provision of pastors to the congregations by the Synod.

This annual Synod fee, paid in advance by the congregations, has to be used to cover the costs for the ministry including allocated overhead costs. Any unspent amounts of the annual fee are accumulated in the Salary Savings Fund, which is restricted to use for ministry. For covering ministry costs in excess of income from the Synod fee, the Synod can draw on the Salary Savings Fund and the Congregation Shortfall Fund (formerly known as Grants Retained in Germany Fund).

The employment costs of pastors posted to the UK in the framework of the Synod's contractual agreement with the German Protestant Church (EKD) are denominated in Euros and are therefore affected by changing currency exchange rates. In 2020, the direct costs of pastors' salaries amounted to £225k. In April 2019, the Synod Assembly decided to reverse a decision made in 2017 to cap the total annual Synod fee payable by congregations at £50k per pastoral region (i.e. £300k in total). Hence, in 2020 the Synod Assembly took the decision again to increase the annual Synod's fee slightly to £52k per pastoral region (i.e. £312k in total). This complies with the Synod Council's proposal for a 2% increase. An overall review of the Synod fee as core part of the Synod's financial concept for future years is being considered for 2021-2022.

Financial Support to Congregations

Grants to congregations were paid from donations and grants income, above all the generous grant of £55,070 by the Kaiser Wilhelm II Fund (Registered Charity Number 1117748), and from the restricted Congregation Support Fund. The Synod is grateful to the Kaiser Wilhelm II Fund.

In 2020, one congregation was provided with financial support covered by the Congregation Shortfall Fund.

The congregation's salary deposits held by the Synod (£60k per pastoral region) were, according to a decision taken by the Synods Assembly in March 2019, repaid in full by the

end of 2019. Since then, the congregations again have to take responsibility for securing their pastors' salary.

The repayment was accomplished by the complete dissolution of the investment held by Evangelische Bank in Germany and a small portion of the investment at CCLA.

Other Income and Expenditure

All other costs of the Synod's charitable activities, including all governance and management overheads (support costs) allocated to the direct costs of charitable activities (including ministry and financial support to congregations), were paid by the Synod from its unrestricted funds. These expenses have been covered by investment income and additional voluntary income raised in 2020 and in preceding years.

In 2020, the Synod's unrestricted funds resulted in a net operational outflow from the Synod's unrestricted funds at the amount of £23,895. This includes £527 spent by the Synod from its unrestricted funds on legal fees for the employment tribunal proceedings relating to ministry. This amount is excluded from calculating the congregations' contribution for Synod tasks.

In order to support the Synod's long-term ability to fulfil its core objective, the Synod Assembly approved in April 2017 that an amount equal to a set percentage of the Synod's net operational outflow in the year can be transferred from the restricted Salary Savings Fund, which holds the congregations' Synod fee, to the Synod's unrestricted funds at the end of the reporting year.

The amount of this congregation contribution to the Synod's unrestricted funds in the year ended is agreed by the Synod Assembly in its meeting following the end of the year as a set percentage of the net operational outflow from the Synod's unrestricted funds in the year ended in accordance with the Trustees' financial report as presented to the Synod Assembly for approval.

The percentage has been set by the Synod Assembly at 40% for 2020 and will increase in equal steps from 2021 (50%) to 2026 (100%). Under this rule, the amount of the congregation contribution in 2020 to be approved by the Synod Assembly in April 2021 with the Trustees' annual financial report is £21,300.

Investment

Net income from investment in 2020 amounts to £36,067 (2019: £39,318). Due to the steadfast market conditions in 2020, the result for the year 2020 shows a net gain from investment of £78,602, compared to £217,826 net gain from investment in 2019.

Under the Synod's investment policy and reserves policy, invested funds are intended to remain invested over the long term for income generation.

Result

In 2020, the Synod had a net gain of £54,706, after a net gain of £156,292 in the previous year 2019.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

The Synod's unrestricted funds increased by £26,397 after having increased by £148,018 in the previous year 2019.

The Synod received no grants or other income from central or local government.

RESERVES

At 31/12/2020, the unrestricted funds (reserves) stood at £843,854 (at 31/12/2019: £817,457).

In 2017, the trustees decided to designate the main part of these reserves for income generation, with exception of the amount deemed necessary by the Trustees to be held as cash, or cash equivalent, to maintain sufficient liquidity in preparedness for unexpected events.

The Synod's policy for holding reserves is to keep the liquid amount of unrestricted funds at least equal to 24 months of operating expenditure, less the direct costs of ministry, in order to safeguard the continuity of operations. In the Trustees' judgment, the adequate minimum amount to be held as liquid General Reserves for this purpose remains set at £200,000.

At the end of 2020, the amount kept in current accounts and cash-equivalent fixed-term accounts with banking institutions located in the UK and in Germany was £273,861.

RESTRICTED FUNDS

- The Salary Savings Fund is an income fund holding the unspent part of the congregations' Synod fees for covering the costs of ministry. The fund had already been exhausted to £0 as of 31/12/2018.
- The Congregation Support Fund is an income fund holding donations given in past years by the EKD and similar bodies for supporting the congregations that make up the Synod in ways to be decided by the Trustees. The fund increased by £7,193 in 2020 and stands at £174,175 on 31/12/2020 (31/12/2019: £166,982).
- The Congregation Shortfall Fund (formerly called Grants Retained in Germany Fund) is an income fund holding donations given in past years by the EKD for covering the salaries of pastors and for supporting the congregations that make up the Synod. This fund was retained entirely in Germany before 2017. The value of this fund increased by £21,116 in 2020 and stands at £587,843 on 31/12/2020 (31/12/2019: £566,727).

INVESTMENT POLICY AND OBJECTIVES

The Synod's investment policy, as defined by the Trustees in consultation with the Synod's finance committee, permits investing all restricted and unrestricted funds of the Synod, except its liquid General Reserves, in ethical, diversified multi-asset funds with balanced risk exposure.

The trustees are satisfied that the investment policy continues to be suitable for generating increased return on the Synod's invested funds.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

POLICIES FOR THE PAYMENT OF THE STAFF

The remuneration of the pastors posted to employment by the Synod in the UK under its agreement with the EKD is set by the EKD in accordance with its worldwide procedures.

Trustees employed as pastors posted to employment have therefore no role in setting their own remuneration.

Similarly, when the Synod employs pastors not posted to employment by the EKD, the remuneration will be according to the salary set by the Synod council in 2020 and will be subject to the employment rules of the Synod. In the event of non-posted pastors being elected as trustees to the Synod council, these pastors will not have a role in setting any changes in the salary to avoid any conflict of interest.

The salaries of pastoral assistants and of the office staff are set by the trustees.

SEAMEN'S MISSION

The Synod processes the salary payments for the UK-based staff of the German Seamen's Mission (Deutsche Seemannsmission e.V.- DSM), a German registered charity, from the funds of the DSM in accordance with the DSM's instructions.

RISK MANAGEMENT

The trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity. The Trustees are satisfied that adequate processes and control procedures are in place to mitigate the charity's exposure to these risks. The pandemic and its consequences through restrictions and lockdowns have not endangered the Synod's standing or its finances.

Employer's liability, public liability, personal injury, property and legal protection insurance policies are in place.

4 - STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The Synod is an unincorporated ecclesiastical charitable association governed by its Constitution ("Synodalordnung") of 12 May 1973 as last amended by the Synod Assembly on 24 October 2020.

GOVERNING BODY

The governing body of the Synod is the Synod Assembly. It consists of the trustees, the pastors-in-office of the pastoral regions, one delegate from each congregation (with a minimum of three delegates from each pastoral region) and up to seven extraordinary members appointed in accordance with the Constitution. The Synod Assembly meets ordinarily once a year.

The Synod Assembly elects the Synod's trustees and confirms the appointment of the treasurer if the treasurer is not a trustee. The Synod Assembly decides on the statutes of the Synod, sets its budget and its members' contributions and receives the annual accounts.

TRUSTEES

The Synod Council is the executive organ of the Synod and its elected members are the trustees of the charity. The Synod Council is responsible for the Synod affairs and has all required powers for this purpose unless they are allocated to the Synod Assembly by the Constitution.

The trustees are elected under the terms of the Constitution. Elections take place every three years at the Synod Assembly. Trustees may be re-elected. The trustees act within the Synod's mandate and are accountable to the Synod Assembly. They report to the annual meeting of the Synod Assembly. The trustees are voting members of the Synod Assembly.

The trustees are inducted into their responsibilities and duties on the basis of Charity Commission publications. They are provided with copies of the Charity's governing document and have equal right to information about the Charity's business. They are familiar with the philosophy, history and objectives of the charity. Ongoing trustee development takes place as required.

Trustees have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion.

TREASURER

The treasurer has delegated responsibility for internal controls. The treasurer is a non-voting member of the Synod Council, but not a trustee, and reports to the Synod Assembly. On March 2019 the Synod Assembly decided that the treasurer is qua appointment an extraordinary member of the Assembly.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

ADMINISTRATOR

Transactions are performed by the Financial Administrator, who is employed by the Synod at its office, under the "four eyes" principle.

5 - REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity number:	266600 (England and Wales)
Name of the Charity:	Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Other Names used:	Council for German Church Work Synod of German-speaking Protestant Congregations in Great Britain
Principal address:	Council for German Church Work 10 Sandwich Street London WC1H 9PL
Trustees:	Mrs F Constable (until 23 October 2020) Mrs D Cramer, Pastor (Senior/Chair) Mrs V. Jantzen, Pastor Mr L Lemmer Mr B Rapp, Pastor (Secretary) Mrs Dr M Scheuermann-Freestone
Treasurer:	NN
Independent Examiner:	Mr Tilesh Patel BA FCA The SME Clinic 7 Stratford Place London, W1C 1AY

7 - EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements. No such information is reportable for the year ended 31 December 2020.

8 – TRUSTEES' DECLARATION

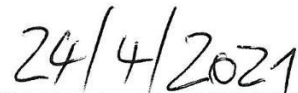
The trustees approved the Trustees' report above on 18 March 2021

Signed by order on behalf of the charity's Trustees



Diemut Cramer, Pastor

Senior and Chair of the Board of Trustees



Date

Independent Examiner's Report to the Trustees of

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain

I report on the accounts for the year ended 31 December 2020 set out on pages sixteen to thirty.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Member of the ICAEW.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

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

Independent examiner's statement

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

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

- to keep accounting records in accordance with Section 130 of the Act ; and
- to prepare accounts which accord with the accounting records, comply with the methods and principles of the 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 2015) have not been met; or

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



Tish Patel BA FCA

THESMECLINIC LIMITED

7 Stratford Place

London W1C 1AY

Date:

Statement of Financial Activities For the Year Ended 31 December 2020

(Note 2)

	<u>Year ended 31/12/2020</u>			<u>Year ended</u> <u>31/12/2019</u>	
	£			£	
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds (Note 14)	
INCOME	91,606	232,143	323,749	344,622	Note 1
Donations	55,070	0	55,070	41,000	Note 3
Charitable Activities	21,440	209,592	231,032	263,304	
Ministry (Synod Fee)	21,300	197,838	219,138	252,490	
Pastoral Assistance Refunds	0	11,754	11,754	11,642	
Other	140	0	140	172	
Investment Income	13,516	22,551	36,067	39,318	Note 4
Other	1,580	0	1,580	20	
EXPENDITURE	96,263	251,382	347,645	406,156	
Charitable Activities	96,263	251,382	347,645	406,156	Note 5
Ministry	22,459	251,382	273,841	342,273	
Quality Management	4,397	0	4,397	6,785	
Admin Support to Congregations	4,161	0	4,161	4,736	
Financial Support to Congregations	55,827	0	55,827	34,145	
Networking	4,037	0	4,037	10,519	
Representation	5,382	0	5,382	7,698	
Net Gains/Losses on Investments	31,054	47,548	78,602	217,826	Note 13
NET INCOME	26,397	28,309	54,706	156,292	Note 20
RECONCILIATION OF FUNDS					
Total Funds Brought Forward	817,457	733,709	1,551,166	1,394,874	
Total Funds Carried Forward	843,854	762,018	1,605,872	1,551,166	

Balance Sheet

At 31 December 2020

(Note 2)

	<u>31/12/2020</u>			<u>31/12/2019</u>	
	£			£	
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds	
FIXED ASSETS	641,020	728,209	1,369,229	1,293,737	
Tangible Assets	410	0	410	819	Note 15
Investments	640,610	728,209	1,368,819	1,292,918	Note 16
CURRENT ASSETS	260,270	21,241	281,511	291,834	
Debtors (Amounts falling due within one year)	7,650	0	7,650	1,889	Note 17
Cash at bank and in hand	252,620	21,241	273,861	289,945	
LIABILITIES	(44,868)	0	(44,868)	(34,405)	Note 19
Creditors (Amounts falling due within one year)	(44,868)	0	(44,868)	(34,405)	Note 18
NET CURRENT ASSETS	215,402	21,241	236,643	257,429	
NET ASSETS	856,422	749,450	1,605,872	1,551,166	
FUNDS			1,605,872	1,551,166	Note 20
Unrestricted Funds			843,854	817,457	
Restricted Funds			762,018	733,709	

The financial statements were approved by the Board of Trustees on 18.03.2021 and were signed on its behalf by:



Pastor D Cramer -Trustee-

Notes to the Financial Statements

For the Year Ended 31 December 2020

1 - CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

Having taken all available information into account, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next 12 months and thereafter for the foreseeable future. The trustees are satisfied that there are no material uncertainties about the charity's ability to continue as a going concern.

The operational result (income less expenditure) is (£24,015) in 2020. 2019: (£61,534).

2 - ACCOUNTING POLICIES

BASIS FOR PREPARING THE FINANCIAL STATEMENTS

Accounts have been prepared on accruals basis in accordance with the rules applicable to non-company registered charities with a gross income of over £250,000.

As a public benefit entity under FRS102, the charity has prepared the financial statements in accordance with the Charities SORP (FRS102) effective 1 January 2015.

The financial statements have been prepared under the historical cost convention.

FRS102 REDUCED DISCLOSURE EXEMPTION

The charity has taken advantage of the following disclosure exemption in preparing these financial statements as permitted by FRS102:

The requirements of Section 7 (Statement of Cash Flows)

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. Contractual income is recognised once the service has been provided.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

Gifts in kind are accounted for at a reasonable estimate of their fair values to the charity at the amount realised on sale. Donated services are included in income and expenditure where the benefit to the charity is reasonably quantifiable, measurable and material at the estimated value to the charity, with exception of volunteer help which is not included in the accounts.

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 a specific heading, they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

A tangible fixed asset is capitalised if its initial cost is at least £500.

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

<u>Asset class</u>	<u>Method of depreciation</u>
Computer equipment	Linear over four years

Fixed asset investments are measured initially at cost and revalued at the end of the reporting period to their fair value. The value of investment funds is based on the unit bid price. For investments listed or traded on a recognised exchange, fair value is the market value. If the fair value cannot be measured reliably, including for social investments, revaluation is based on cost less impairment.

FINANCIAL INSTRUMENTS

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments, which are initially recognised at transaction value and subsequently measured at their settlement value.

FOREIGN CURRENCIES

Assets and liabilities in foreign currencies are translated into sterling at the middle market spot rate as published by the Bank of England for the balance sheet date.

Transaction amounts in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction based on the middle market spot rate as published by the Bank of England unless the actual transaction rate can be identified.

Exchange differences are taken into account in arriving at the operating result.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

TAXATION

The charity is exempt from 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 particularly restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particularly restricted purposes.

See note 20 for further explanation of the nature and purpose of each restricted fund.

VOLUNTEERS

The charity benefits from services by volunteers. The value of general volunteer help received is not recognised in the accounts.

3 – DONATIONS

	2020			2019
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Donations	0	0	0	0
Grants	55,070	0	55,070	41,000
<i>Kaiser Wilhelm II Fund</i>	55,070	0	55,070	41,000
<i>Other</i>	0	0	0	0
Total	55,070	0	55,070	41,000

4 - INVESTMENT INCOME

	2020			2019
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£ (*)
Interest	168	0	168	390
Dividends	13,348	22,551	35,899	38,928
Total	13,516	22,551	36,067	39,318

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

5 - CHARITABLE ACTIVITIES COSTS

	2020						2019
	Unrestricted Funds			Restricted Funds			Total Funds
	Direct costs	Support costs	Total	Direct costs	Support costs	Total	Total Funds
	(Note 6)	(Notes 7, 8)		(Note 6)	(Notes 7, 8)		
	£	£	£	£	£	£	£
Ministry	0	22,459	22,459	251,382	0	251,382	273,841
Quality Management	360	4,037	4,397	0	0	0	4,397
Administrative Support to Congregations	124	4,037	4,161	0	0	0	4,161
Financial Support to Congregations	51,790	4,037	55,827	0	0	0	55,827
Networking	0	4,037	4,037	0	0	0	4,037
Representation	958	4,424	5,382	0	0	0	5,382
Total	53,232	43,031	96,263	251,382	0	251,382	347,645

6 - DIRECT COSTS OF CHARITABLE ACTIVITIES

	2020			2019	
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds	
	£	£	£	£	
Ministry	0	243,200	243,200	304,541	
Pastors' salaries	0	224,828	224,828	259,273	Notes 9, 10
Pastoral conference	0	0	0	1,766	
Pastoral assistance	0	11,754	11,754	12,842	Note 9
Relocation Costs	0	6,618	6,618	30,660	
Quality Management	360	0	360	1,950	
Visitation	0	0	0	243	
Lay training	360	0	360	1,707	
Administrative Support to Congregations	124	0	124	124	
ACAT membership	124	0	124	124	
Financial Support to Congregations	51,790	8,182	59,972	30,552	(*)
Ministry	0	0	0	0	
Maintenance	0	7,748	7,748	2,850	
Budget support	0	434	434	0	
Congregation work	49,090	0	49,090	26,496	
Investment income distribution	0	0	0	0	Note 22
Rectorate PAB	2,700	0	2,700	1,206	
Representation	958	0	958	2,901	
Ecumenical	308	0	308	853	
Memberships	650	0	650	752	
Church Day in Germany	0	0	0	1,164	
Other representation	0	0	0	132	
TOTAL	53,232	251,382	304,614	340,068	

(*) The Synod does not engage in grant-making activities, Financial support is given to member congregations by the trustees from time to time under policies set by the Synod Assembly in pursuit of the Synod's charitable objects. All member congregations are registered ecclesiastical charities in their own right.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

7 - SUPPORT COSTS

	2020	2019	
	£	£	
Management	39,802	52,048	
Office salaries	32,341	35,007	Note 9
Office	3,300	3,300	
Insurance	1,434	1,462	
Legal fees	935	8,274	
Bank charges	133	1,961	
Accounting software	0	160	
Payroll processing	864	864	
Internet	156	185	
Telephone	211	226	
Office equipment	409	409	
Other administrative costs	19	165	
Governance	3,229	14,039	
Synod Assembly	0	5,907	
Development Committee	1,233	1,394	
Committees	0	222	
Synod Council	1,156	2,611	
Treasurer	0	65	
Independent Examination	840	3,840	Note 12
TOTAL	43,031	66,087	

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

8 - SUPPORT COST ALLOCATION

	Total 2020	Allocation						
		Ministry	Quality Management	Administrative Support to Congregations	Financial Support to Congregations (unrestricted)	Financial Support to Congregations (restricted)	Networking	Representation
	£	£	£	£	£	£	£	£
Office salaries	32,341	16,170	3,234	3,234	3,234	0	3,234	3,234
Office	3,300	1,650	330	330	330	0	330	330
Insurance	1,434	717	143	143	143	0	143	145
Legal fees	935	935	0	0	0	0	0	0
Bank charges	133	0	27	27	27	0	27	25
Accounting software	0	0	0	0	0	0	0	0
Payroll processing	864	864	0	0	0	0	0	0
Internet	156	0	0	0	0	0	0	156
Other administrative costs	639	319	64	64	64	0	64	64
Synod Assembly	0	0	0	0	0	0	0	0
Development Committee	1,233	617	123	123	123	0	123	124
Committees	0	0	0	0	0	0	0	0
Synod Council	1,156	347	116	116	116	0	116	346
Treasurer	0	0	0	0	0	0	0	0
Independent Examination	840	840	0	0	0	0	0	0
TOTAL	43,031	22,459	4,037	4,037	4,037	0	4,037	4,424

Support costs are allocated in accordance with resource use: 50 percent to Ministry, 10 percent to each other charitable activity category. Exceptions: Legal fees and payroll processing: 100% to Ministry. Committees: 100% to Quality Management. Synod Assembly: 100% to Networking. Synod Council: 30% to Ministry and Representation, 10% to each other charitable activity category. Internet: 100% to Representation. Bank charges: For restricted funds 100% to Financial support to Congregations; for unrestricted funds 20% to each charitable activity category except Ministry.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

9 - EMPLOYEES

Average number of staff employed during the reporting period: 7,25

Average number of full-time equivalent employees during the reporting period: 3,4

No employee received emoluments in excess of £60,000.

Total staff cost in 2020: £307,122

Salaries	Social security	Employer pension contribution	Other benefits (*)
£256,552	£0	£410	£0

(*) Excluding sundry trivial ancillary benefits of annual value of less than £50 total per employee.

10 - TRUSTEES' REMUNERATION AND BENEFITS

The Trustees do not receive any remuneration for their services as trustees.

In the reporting period, the following Trustees were employed by the Synod as pastors and received salaries for their non-trustee services in the Congregations of their Pastoral Region:

	2020 £	2019 £
Pastor Amann (until 31/8/19)	0	32,658
Pastor Cramer	25,126	24,633
Pastor Jantzen (from 31/8/19)	27,898	9,377
Pastor Rapp	57,171	55,827
TOTAL	110,195	122,495

The remuneration of pastors is set by the *Evangelische Kirche in Deutschland* (EKD) in accordance with its world-wide procedures. Pastors who are also Trustees of the Synod have no role in setting their own remuneration and benefits.

Employed pastors, including those who serve as trustees, enjoy the same trivial ancillary benefits as all employees of the Synod at an annual value of less than £50 total each.

Trustee indemnity insurance was provided by the Charity for its trustees in 2020.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

11 - TRUSTEES' EXPENSES

Six trustees claimed expenses or had expenses met by the Charity in 2020.

In 2020 properly incurred costs of £979 in carrying out trustee duties was paid by the Synod for travel and accommodation (2019: £4,111).

12 - INDEPENDENT EXAMINATION

Fees payable in 2020 to the independent examiner The SME Clinic Limited for services provided to the Charity:

	2020 £	2019 £	
Independent Examination	840	3,840	(See note)
Payroll Processing	864	864	
TOTAL	1,604	4,704	

Note: The Independent Examiner fee paid in 2019 was for the examination of the 2018 and the 2019 accounts. The fee for the examination of the 2020 accounts is being included in this year accruals.

13 - NET GAINS ON INVESTMENTS

	2020			2019
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
Realised gains	0	0	0	62,364
Revaluation of investments	28,353	43,096	71,449	171,585
Exchange rate gain/(loss)	0	4,452	4,452	(16,123)
TOTAL	28,353	47,548	75,901	217,826

14 - PREVIOUS-YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Year ended 31/12/2019		
	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
INCOME	77,155	267,507	344,622
Donations	41,000	0	41,000
Charitable Activities	9,811	254,493	263,304
Ministry (Synod Fee)	9,639	242,851	252,490
Pastoral Assistance Refunds	0	11,642	11,642
Other	172	0	172
Investment Income (<i>see Note</i>)	26,304	13,014	39,318
EXPENDITURE	96,934	309,222	406,156
Charitable Activities	96,934	309,222	406,156
Ministry	34,882	307,391	342,273
Quality Management	6,785	0	6,785
Administrative Support to Congregations	4,736	0	4,736
Financial Support to Congregations	32,314	1,831	34,145
Networking	10,519	0	10,519
Representation	7,698	0	7,698
Net Gains on Investments (<i>see Note</i>)	167,937	49,989	217,826
NET INCOME	148,018	8,274	156,292
RECONCILIATION OF FUNDS			
Total Funds Brought Forward	669,439	725,435	1,394,873
Total Funds Carried Forward	817,457	733,709	1,551,166

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

15 - TANGIBLE FIXED ASSETS

	Computer equipment £	Other plant and Machinery £	Total £
Cost			
At 1/1/2020	1,635	1	1,636
Additions	0	0	0
At 31/12/2020	1,635	1	1,636
Depreciation			
At 1/1/2020	818	0	818
Depreciation	409	0	409
At 31/12/2020	1,227	0	1,227
Net Book Value			
At 31/12/2019	818	1	819
At 31/12/2020	409	1	410

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

16 - FIXED ASSET INVESTMENTS

	Unrestricted funds				Restricted funds				Total fixed asset investments			
	Investment funds	Cash or cash equivalents	Other investments	Total unrestricted	Investment funds	Cash or cash equivalents	Other investments	Total restricted	Investment funds	Cash or cash equivalents	Other investments	TOTAL
	£	£	£	£	£	£	£	£	£	£	£	£
Value at 1/1/2020	612,257	0	0	612,257	604,163	0.00	76,498	680,661	1,216,420	0.00	76,498	1,292,918
Additions	0	0	0	0	0	0	0	0	0	0	0	0
Disposals	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0	0	0	0	0
Revaluations	28,353	0	0	28,353	43,096	0	0	43,096	71,449	0	0	71,449
Exchange rate loss	0	0	0	0	0	0	4,452	4,452	0	0	4,452	4,452
Value at 31/12/2020	640,610	0	0	640,610	647,259	0	80,950	728,209	1,287,869	0	80,950	1,368,819

The column "Other investments" relates to mixed-motive ethical social investment in pursuit of the Synod's charitable objects and the prospect of financial return.

Net Book Value

	Investment funds	Cash or cash equivalents	Other investments	Total
	£	£	£	£
At 31/12/2019	1,215,420	0	76,498	1,292,918
At 31/12/2020	1,287,869	0	80,950	1,368,819

All investments are held at fair value.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

17 - DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Prepayments and accrued income	7,650	1,889

18 - CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Accruals	44,868	34,404
TOTAL	44,868	34,404

19 - CONTINGENT LIABILITIES

The Synod is party to Employment Tribunal litigation initiated by a former employee.

At the time of adoption of this Financial Statement, the Trustees estimate that the post-balance sheet costs of these proceedings will be around £3,386.

Synod of German-speaking Lutheran, Reformed and United Congregations in Great Britain
Notes to the Financial Statements (Continued)

20 - MOVEMENT IN FUNDS

	At 1/1/2020	Transfers between funds	Incoming resource s	Resources expended	Net movement	At 31/12/2020	Fund Description
	£	£	£	£	£	£	
Unrestricted Funds	817,457	0	122,659	(96,262)	26,397	843,854	
General Fund	200,000	0	0	0	0	200,000	Held as liquidity reserve
Income Generation Fund	617,457	0	122,659	(96,262)	26,397	643,854	Designated by the Synod for income-generation investment
Restricted Funds	733,709	0	300,992	(272,683)	28,309	733,709	
Salary Savings Fund	0	33,609	219,138	(252,747)	0	0	Income fund holding the unspent part of the Congregations' Synod Fee for covering the direct costs of ministry. Depleted since November 2018.
Congregation Support Fund	166,982	0	14,941	(7,748)	7,193	174,175	Income fund donated by the EKD and similar bodies for supporting the Congregations that make up the Synod in ways to be decided by the Synod
Congregation Shortfall Fund	566,727	(33,609)	66,913	(12,188)	21,116	587,843	Income fund donated by the EKD for covering the salaries of pastors and for supporting the Congregations that make up the Synod.
TOTAL FUNDS	1,551,166	0	423,651	(368,945)	54,706	1,605,872	

A portion of the Congregations' Synod Fee contribution to the restricted Salary Savings Fund is treated, at an amount approved and authorised by the Synod Assembly, as unrestricted income in order to cover a set percentage of the eligible previous-year net operational loss in the Synod's unrestricted funds.

21 - RELATED PARTY DISCLOSURES

There were no related party transactions in the reporting period.

22 - DEPOSITS BY CONGREGATIONS

In the past Deposits have been made by Congregations in order to retain a pastor in their pastoral region. These congregation's salary deposits held by the Synod were, according to a decision taken by the Synods Assembly in March 2019, repaid in full by the end of the year 2019.

23 - EXTERNAL PURPOSES

The Synod serves as agent of the German Seamen's Mission (DSM) in the United Kingdom to administer funds of the DSM under their instruction for processed the salaries of DSM staff in the UK. Funds are held and expended on behalf of DSM. Incoming funds for this purpose are not treated as income of the Synod and their distribution is not treated as expenditure by the Synod.

In 2020, £ 66,000 was received and £65,150 paid for DSM staff salaries. The Synod received £140 to cover its expenses for this service provided in furtherance of the Synod's own charitable objects. At year end, the funds held for DSM amounted to £ 35,238 (2019: £26,288).