

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)
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Charity number (England and Wales) 266600

Principal address 10 Sandwich Street
London
WC1H 9BL

Independent examiner John Caladine FCCA CTA FCIE
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SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED CONGREGATIONS IN GREAT BRITAIN COUNCIL FOR GERMAN CHURCH WORK CONTENTS

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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:

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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:

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 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
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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
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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>

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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>524,098</u>	<u>-</u>	<u>-</u>	<u>-</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					

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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
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6	Expenditure on charitable activities (Continued)	412,740	4,343	4,755	39,503	16,659	9,193	487,193
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**SYNOD OF GERMAN-SPEAKING LUTHERAN, REFORMED AND UNITED
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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>

Governance costs comprise:

	2024	2023
	£	£
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

The net movement in funds is stated after charging/(crediting):

	2024	2023
	£	£
Fees payable for the independent examination of the charity's financial statements	2,640	-
Depreciation of owned property, plant and equipment	572	572

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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>

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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

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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

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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>

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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>

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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).