

**PAROCHIAL CHURCH COUNCIL OF**

**ST PAUL LEAMINGTON PRIORS**

**ANNUAL REPORT**

**and**

**ACCOUNTS**

**For the year ended 31 December 2023**

## **ST PAUL'S PCC LEAMINGTON PRIORS**

### **2023 ANNUAL REPORT**

#### **Aims and Purposes**

St Paul's Church Leamington Priors Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent in the ecclesiastical parish, Rev. Jonathan Jee, to further the whole mission of the Church: pastoral, evangelistic, social and ecumenical. The PCC is also specifically responsible for the maintenance of the church building, 40 Leicester Street, and 14 Taylor Avenue.

Our purpose is, 'Following Jesus, the Way, the Truth and the Life'. These words have always been written in the stones of the building and illustrated with three sculptures on our perimeter wall (the cross, the Bible and a dove representing the Holy Spirit). They are part of the founding vicar's vision for this parish and remain just as appropriate now that we are a Mission Hub (Resource Church) for the diocese.

Our vision is (together with others) to give everyone in our area a meaningful opportunity to respond to the Good News of Jesus by Easter 2033. Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God, and demonstrating it in practical caring ways.

#### **Objectives and Activities**

The PCC is committed to providing a vibrant worshipping community into which people in the parish and beyond can be welcomed. Our services and events aim to help people to become disciples of Jesus and to grow in faith through prayer, scripture, worship, serving & fellowship.

When planning our activities each year, we consider the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through:

- Worship and prayer, learning about the gospel, and developing knowledge of and trust in Jesus as Lord.
- Provision of pastoral care, and helping people to grow as disciples
- Mission and outreach

To facilitate this work, we ensure that the fabric of the Church and other buildings are well maintained, that we have a suitable staff team, the finances are managed responsibly, and that all we do is underpinned with prayer.

#### **Achievements and Performance**

In 2023, we continued to work on our purpose, vision and values. We formalized our vision at the APCM (Annual Parochial Church Meeting). Our new vision is (together with others) to give everyone in our area a meaningful opportunity to respond to the Good News of Jesus by Easter 2033. We left the 'area' vague because it will depend on which other churches want to work with us as a Mission Hub. Over the summer, with much prayer and discussion, we developed a new set of values – 'Seeking God and serving him', 'Being humble and holy', and 'Living generously and joyfully'.

In January, the PCC also clarified what we believe. We took time to work through the issues on sexuality and marriage arising from the national LLF (Living in Love and Faith) process. We affirmed that we believe Church of England doctrine on marriage and singleness, and voted to agree with the CEEC (Church of England Evangelical Council) basis of faith, including their two additional declarations. The significant one at present is declaration 2, which says: "We acknowledge God's creation of humankind as male and female and the unchangeable standard of Christian marriage between one man and one woman as the proper place for sexual intimacy and the



basis of the family. We repent of our failures to maintain this standard and call for a renewed commitment to lifelong fidelity in marriage and abstinence for those who are not married.”

The result of all of this has been that over the last two years, we have rewritten our purpose, vision and values, and agreed a statement of faith. We are now looking forward to seeing how the vision God has given us will unfold in the years to come. As has become traditional, we held a Vision Sunday in November and a Commitment Sunday just before Advent (on the Feast of Christ the King). At these services, Jonathan explained our new vision, and encouraged us to commit to serving the Lord over the next year.

We realised that our vision is not just for St Paul’s but for our Mission Hub, and Jonathan has had conversations with other clergy in the area about being part of this. A group of around 10 incumbents have been meeting together over the year to pray and to support each other practically in working towards the vision. St Paul’s has put on various events and services that those in the Mission Hub could come to, including an evening with John McGinley in January and Paul Harcourt from New Wine in May. We are also keen to share what God has given us with any churches in need locally. For example, members of our church family have offered expertise in HR, finance, technology, safeguarding, and children and youth ministry.

For this vision to come to fruition, we need to encourage everybody to become a whole-hearted disciple of Jesus, not just a church attender. We will also need to plant many NWCs (New Worshipping Communities) to reach new people in new places in new ways. This fits in with the Diocesan vision to create 150 NWCs over the next decade. In 2024, Eleanor will be leading a Myriad Learning Pathway for small teams of laypeople looking to plant to NWCs. In our own church, we want to encourage NWCs and New Missional Communities, with a particular vision to start one in our school in 2024.

During 2023 we returned to our normal schedule, after the disruption of COVID-19. Numbers have continued to increase at all services and events, with lots of new people joining us. We estimate our regular worshipping community to be at least 500 adults, plus at least 200 children and young people. We are grateful to our tech team, whose work enables those not able to be there physically to continue joining in remotely. One of the features of St Paul’s is the large number of children and young people, and we praise God that we are genuinely an all-age church family. Alongside this, one of the delights of 2023 has been seeing an increasing number of people from different ethnic backgrounds joining us at St Paul’s so there is now more diversity in our congregation. We hope this will continue to increase.

There have been moments of great joy and also of grief for our church family this year. We have been able to celebrate new life with thanksgiving for the birth of children, as well as new seasons of life as several couples were married this year. Many baptisms and confirmations across the year were other joy-filled occasions. This year, we have mourned with those who have lost loved ones and missed them greatly. Through all these things, we remind each other that Jesus is Lord.

We started our new monthly prayer meeting in January 2023, called ‘The Source’. The idea is that we come as a church to God, who is the source of life, joy, peace and all that is good. We seek his leading and guiding in what we should do, and draw strength from him to do it.

Ascension Day 2023 was the 150<sup>th</sup> anniversary of the laying of our foundation stone (the foundation stone was laid on Ascension Day 1873 and the first service was on Ascension Day 1874). We celebrated this with a ‘Firm Foundations’ weekend which included a prayer evening, a family fun day at the church school, 13 baptisms at our Sunday services, and the first performance of the new St Paul’s gospel choir. We are looking forward to celebrating our 150<sup>th</sup> anniversary in 2024.



*The Source prayer meeting*



*Baptism candidates*



As a church, we are part of Coventry Diocese and Warwick and Leamington Deanery. Jonathan is Area Dean of Warwick & Leamington, involved in other roles in the diocese, and at the national level, he is a member of General Synod. As a diocese, we lost both our Bishops this year. Bishop John retired and Bishop Christopher moved on to become Dean of Windsor. We had a wonderful confirmation service with Bishop Christopher, just before he left, with 18 people confirmed and a joyful outpouring of the Holy Spirit. At this service, Bishop Christopher expressed his appreciation for the life of St Paul's and the impact it has on the diocese. He also announced that he had made Jonathan an Honorary Canon of Coventry Cathedral.

As always, there were many other highlights this year, including wonderful services at Easter and Christmas, the Kings Chamber Orchestra concert in December, and camping together at the New Wine United festival in summer.

There is more on finances later in this report but in this introductory section, we want to acknowledge how grateful we are to the Lord for providing for our needs. At the start of the year, we looked to be facing a deficit of £116k and by the end of the year, this turned out to be just £13k. We also want to extend our heartfelt thanks to all those who have given generously to the hardship fund, which we use to support those in financial need. This year, use of the fund has included contributions towards heating costs over winter, and grants for summer outings to those otherwise unable to go on holiday. It is a privilege to be able to care for each other in this way.

The next section lists the various groups and activities connected to the church. All of them are only possible because of the hard work of our amazing church family and we are very grateful for the time, prayer and energy that our church members give to each ministry. Only the Lord fully knows all that is going on, but the next section gives a few more details about much of it.

### **Activities this year have included:**

#### *Services*



*Carols by Candlelight*

We have four regular services each week. On a Sunday at 8am, around 15-20 people gather for a quiet service with Holy Communion. At 10:30am, our service is attended by around 250 adults and 100 children and young people. There are various groups in the morning for children aged up to 14 to learn about Jesus, pray, play games and do craft activities. Our evening service at 6:30pm is attended by around 70-90 adults. Finally, our mid-week congregation of around 40-50 people meets on Wednesdays at 11am for a service followed by a time of fellowship over coffee and cake.

Over Christmas, we welcomed many hundreds of people through our doors to various special services including a Service of Light, two Christingles, Alternative Carols, and Carols by Candlelight. We also held a Longest Night service which gave those who have been bereaved a dedicated time to remember their loved ones.

At Easter, we celebrated Good Friday and Easter Sunday with all-age services at church, the latter attended by 470 people from the church family and also the local community. We also held a sunrise service on Easter Sunday, praising God together on Campion Hill.

We held a baby loss awareness service for the first time this year, a small event which was particularly appreciated by those who attended.



*Easter Sunday Sunrise service*



## Teaching

Throughout the year (excluding a short interlude over December) we have been teaching from Luke's gospel - making our way through the book one section at a time, and on track to finish at Easter 2024. By not missing any part out, we have covered stories from Scripture not preached on often, as well as the very familiar passages. During 2023, we welcomed several guest speakers to our services, including Andy Robinson from Living Out, Paul Harcourt from New Wine, and John McGinley, author of 'The Church of Tomorrow'.

## Children

Our children's ministry has continued to thrive. On Sundays, our children's groups (Wrigglers (0-2s), Movers (2-4s), Shine Out and Soak Up (4-8s) and Interact (9-11s)) have had a quick tour through Luke's Gospel, the Psalms and Jesus as Healer. Each week we have Bible stories, games, crafts and prayer time. Midweek groups include our immensely popular Tiddlies Praise for preschoolers, Thursday Club Juniors for school years 4, 5 and 6, and Hoppers and Bouncers, a creche run during Oasis. Children in these groups are introduced to Jesus in creative ways. As ever, a huge thanks to all our wonderful volunteers, without whom we could not provide such great activities for the children.



*Ready for Tiddlies summer party*

St Paul's are privileged to have a great relationship with our church school, and throughout 2023 we led weekly assemblies at the school and termly school services in the church building. A particular highlight was being involved in the school prayer week in May, across which hundreds of children participated in worship through creative prayer stations at church. Jan Pringle was elected as Chair of Governors in September, taking over from Richard Coxon. Many thanks to Jan, Richard and all the governors at St Paul's School for their wise leadership and openness to partnering with us in ministry there.

Two events which are always much anticipated are the Dads and Kids camping trip in June and the Light Party in October. This year, over 100 Dads and children enjoyed a weekend of camping, adventure, friendship-building and worship time. Many thanks to all those who helped make this happen. The light party was also incredibly popular, and provided families from church and the local community a fun and hope-filled opportunity to celebrate Jesus being the light of the world.

We are, as ever, hugely blessed by and grateful for the team who lead the children's ministry here. Thank you to Katy Traynar, Lydia Yelder, James Yelder and Lizzie Timlin for all their love and hard work towards enriching the lives of children at St Paul's.

## Youth



*St Paul's young people at Basecamp*

It is a joy to have a large cohort of young people in the youth at St Paul's. Our weekly youth groups include Engage on a Sunday morning (school years 7-9), as well as our midweek evening groups - Thursday Club (school years 7-9) and The Hub (school years 10-13).

At the beginning of February was the first Basecamp since 2019 – a weekend away run by Thrive Youth Ministries for young people from many different churches in the area. We took 33 young people from St Paul's and it was a really significant weekend for the young people to grow in their faith.

To celebrate Easter, the Hub went out for a meal to Pizza Express and there was a real joy in being together for the evening. We also went bowling with





*Youth laser quest social in church*

the year 9's to welcome them into the Hub. The first Hub back after Easter was entirely led by young people, including some of them sharing part of their testimonies.

Another highlight this year was a social for the Hub and Thursday Club where we set up laser quest in the church building and had a huge amount of fun. In October, we took five girls to the Orchard Women's Conference in Birmingham. Many of the young people helped out at the light party for primary-aged children. This was followed by a great time at the Light After-Party, celebrating with 48 young people, many of whom brought their friends.

Many thanks to all those who volunteer at the youth groups, and to our staff – Lizzie Russell, James Yelder and Christina Parry - who organise not only the weekly events but so much behind the scenes too as they mentor many of the young people and leaders. The PCC would particularly like to extend a heartfelt thank you to Lizzie for her excellent leadership as Youth Minister – creating a safe and welcoming environment where young people can have fun, make friends, and be encouraged in faith and discipleship.

### *Students*

One of the longer-term effects of Covid has been that our student numbers are much lower than they used to be. This year we put on 'breathing space' - an opportunity for students to take a break from revision, and several student lunches and socials. We currently have a small but much-appreciated group of students coming to St Paul's, who we encourage to get involved in the life of the church. For example, several students volunteer in the children's and youth groups on Sundays, which we are very grateful for. Thank you to Christina, Andy, Holly and the rest of the team who lead the student ministry and invest their time and love into the students here.



*Student lunch*

### *Small Groups*

Small groups meet during the week for fellowship, worship and Bible study. They are vital to the life of the church and we encourage everyone to be part of one – we can't be a disciple on our own. We have around 15 small groups, as well as several larger fellowship groups (e.g. MIRTH and Oasis, which has 7 small groups within it) and many informal prayer groups of 3-4 people.

### *Music*



*St Paul's Orchestra at the cathedral*

We are blessed with many gifted musicians at St Paul's. One highlight this year has been to have our youth band lead us in worship several times. It has been wonderful to have our younger people lead us in praising God! Thank you to Ross for all his investment in and work with the youth bands.

Eleanor started two new music groups this year – St Paul's Orchestra, and 'Shine' gospel choir. It has been a delight to be led in worship by each at various services across the year. The orchestra also played for the Bishop's final service at the Cathedral, which was particularly exciting for the youth



taking part. Both the orchestra and the gospel choir plan to continue next year, and we are excited to see how God uses these two communities and their music in the future.

A huge thanks to all those who are involved in our Sunday worship bands, Christmas choir, gospel choir and orchestra. We are so grateful for each one of you.

### *Worship and Tech*

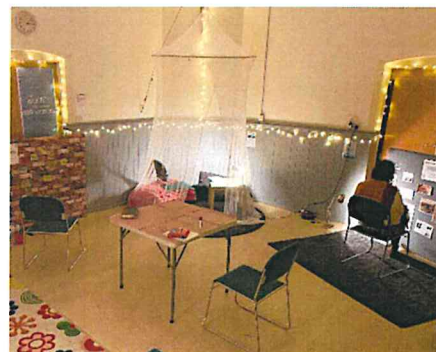
The PCC are hugely grateful to Lars for all his work overseeing and upgrading our worship and tech, and for the team who enable the worship and livestreaming to happen. The live stream is particularly a blessing to the house-bound members of our church family, who can join in with us online. The technical team has been growing with a few more volunteers joining us, taking our numbers to over 15, who regularly help support all the services and events at St Paul's. We are constantly trying to improve what we do and overcome the inevitable technical challenges that do appear!

Filming and documenting all that we do as a church in our 150th year has been a real eye-opener, as to all the great things that happen in our community life and the personal faith stories that people have.

### *Prayer*

This year we started a new monthly prayer meeting – The Source. This usually involves worship in the round and a short reflection from the Bible, followed by plenty of time to pray in groups for St Paul's ministries, the wider world, and each other.

Throughout the year, our prayer ministry team continued to offer prayer after each of our regular Sunday services. Prayer requests range from minor everyday problems to deeply troubling situations, both of which God cares about. It has been a joy to hear testimonies of what God has done through these prayers. For example, one person said, 'I had been struggling for some time to forgive someone, and as the ladies on the prayer team that Sunday prayed for me, I felt the peace of God and knew that he would help me to heal from the hurt and to forgive the person. It was a significant moment for me and I am so grateful to the team at St Paul's for their prayer.'



*Prayer room for 24hours of prayer*

As part of our 'Firm Foundations' celebrations in May, we held 24 hours of continuous prayer in the church building, where we praised God for all he has done through St Paul's so far, and prayed for our local area.

### *Alpha*



*Alpha groups in discussion*

2023 had two fruitful Alphas with over 70 guests and about 30 team. Over the year we saw both new seekers, as well as Christians wanting to shore up their foundations, asking the tough questions and exploring faith. We have seen lots of guests grow a new faith or deepen the one they already had, while other guests simply found it welcoming and interesting. It's been particularly exciting to see guests being baptised and choosing to become more involved in church life.

Alongside the Alpha course, we have a thriving missional community - the Alpha community - which is a place for ongoing discipleship and mission. Within this community, we encourage each person to join a prayer triplet,

to deepen faith through doing the Christian Foundations course, prayer and other meet-ups. We also meet regularly as a whole missional community of around 40 people, where we have a heart for the ongoing community of Alpha and helping people integrate into the wider church family as well as praying for Alpha and mission.

### *Cake and Craft*



*Cake and Craft projects*

During 2023 we continued to have a faithful group of about 20 ladies at our Saturday morning Cake and Craft meetings. They mainly brought their own crochet, knitting, sewing, cross stitch or other crafts, sharing tips and encouraging each other. We also had demonstrations including a hanging paper jewel. A highlight of 2023 was the 10th anniversary of Cake & Craft in October when a celebratory lunch followed the usual session. In November, we were grateful to the ladies who helped with the annual preparations for Create for Christmas.

### *Mustard Seed Fellowship*

One of the highlights of 2023 has been the start of the Mustard Seed Fellowship – a community of Cantonese-speaking Christians from Hong Kong who joined St Paul's. Having started as just a few families meeting for food and Bible study after the morning service, the group has grown to around 30 people. We had the joy of confirming seven of them in October. We are hugely grateful for Emen and Larry's prayerful leadership of the group, and are looking forward to the start of Cantonese Alpha in early 2024.



*The Mustard Seed Fellowship in church*

### *MIRTH*



*MIRTH outing*

This year, Tim Wagg handed over the leadership of MIRTH to Terry Salter. We are immensely grateful for Tim's faithful leadership of the group since he started it many years ago. Across the year, and under both leadership teams, MIRTH has remained true to its purpose of enriching the lives of retired men. The tried and tested formula of 3 monthly opportunities for men to come together continued; usually consisting of a pub lunch and walk, a Bible study, and a unique main monthly event. The main meetings this year included a visit to The National Memorial Arboretum and a tour of the RSC in Stratford.

One key change in the last year was the introduction of a dedicated MIRTH website, kindly built by Zak Dunstone. This has greatly improved communication and also streamlined admin by allowing us to take card payments. A great example of this was the first MIRTH Xtra event "Curry with Gian" where over 60 men of all ages came together for a great evening to eat and hear Gian's testimony.

### *Eco Group*

As well as giving everyone in the church specific ideas about how to be more sustainable in our everyday lives, the Eco Group has also been involved in encouraging the pursuit of adding solar panels to the church. We are



now actively investigating whether we can put solar panels on the south roof, which would make a huge difference to our carbon footprint. The PCC is very grateful for Jason Garrett's leadership of the Eco Group over the last few years. At the end of 2023, he handed over to David and Angela McKay who will take the group forward.

### *Oasis*

Oasis is our midweek women's ministry – a group that meets on Thursday mornings to worship and listen to a talk together, followed by discussion and prayer in smaller groups. Across 2023, Oasis reached over 60 women. They looked at the 'I Am' sayings of Jesus, as well as a term on serving, and a term looking at prayer. In the summer, they had a wonderful garden party.

There were some changes in the senior team this year, with Julia Essex and Joy Hattersley moving on after 7 years of service to concentrate on ministry at Holy Trinity, and Liz Lewis joining the team. Many thanks to Caroline Castle and the rest of the leadership team for all their hard work behind the scenes, as well as to everyone who volunteers in the kitchen and Hoppers and Bouncers.

### *Community*

In January, we opened up church as a warm space after school, though this did not prove to be much used and so was stopped in February. However, we do have lots of activities going on which provide some sort of 'warm space' most days of the week.

We re-started our Foodbank Café early in 2023. On Thursday afternoons in the lounge, alongside the Foodbank at St Paul's, we provide hot and cold drinks, a range of cakes and snacks, and clothes for young children, for whoever wants to drop in. We get Foodbank users - including those who don't have a voucher that day, local residents, refugees and asylum seekers, and other people who come because they like the warmth of our welcome and the way we are happy to listen to them. Whether we're in the kitchen serving, or sitting at a table chatting, we feel privileged to be able to share the love of Jesus with them in this way. The team would welcome others from St Paul's who would like to be blessed through this ministry.

Throughout the year on Monday mornings, our Renew Wellbeing café continued to provide an open space where people from the community can come to enjoy free hot drinks and homemade cake, play a board game, do a craft activity, or have a chat with one of our friendly volunteers. We have several people who regularly come along, as well as others who drop in. There is a sense of welcome and community which makes the morning special, and guests also have the chance to join in a time of prayer if they would like to. For some who come along it is a unique and important weekly chance to chat and make friends and we are so grateful to the volunteers who make it possible to provide this care. The PCC would particularly like to thank Andy Lockyer for all his work getting the café up and running.

In summer, we put on a community barbeque in the church garden, providing free hot food, drinks and games for anyone in the local area who wanted to join in. Lots of church families and several other people from the area came along.

A particular highlight this year came at Christmas when we ran pub Carols at the Somerville Arms and carol singing at Kennedy Square, both of which provided a great opportunity for us to engage with people in the area who don't usually come to church.



*Community BBQ in the church garden*

## *Courses*

Across 2023, we offered a range of courses to support people through many different walks and seasons of life. These included Securely Single, written by Eleanor Jeans, which helps single Christians discuss and address the positives and negatives of the single life and encourages all to be content in every and any circumstance. This ran online and was appreciated by many who attended.

We ran the HTB Marriage Prep course for couples who were engaged this year. The Marriage Course also ran in the spring term and was attended by 18 couples of all ages. Restored Lives helps people recover from relationship breakdown by supporting people and their children through separation or divorce. Kevin and Sarah Roe took a small group through this course in the autumn term.

Retiring Well is a course for those approaching retirement and for those who have finished full-time work in the last year. Retirement is a time of significant change for people and this course provides a helpful space to think and talk through the transition with others. Jan and Graeme Pringle ran a pilot course in the Autumn term and it was well-received by the group of 10 who took part.

The Bible Course is an excellent eight-week course which looks at the overarching story of the Bible and how key events, books and characters fit together. In the summer term, we had a large group go through this together in church, some of whom had just finished Alpha and others who had been following Jesus for decades.

Finally, over summer we hosted TasteLife as they ran an eight-session weekly group for sufferers of eating disorders, and those who care for them. It was a small but impactful course for those who attended.

## *Events*

We held several one-off events across the year. The Big Tearfund Quiz in October raised money for Tearfund; Create for Christmas in December was attended by over 100 women who made craft items and heard a powerful testimony; the Kings Chamber Orchestra performed an afternoon family concert for almost 200 people including lots of children, and an evening performance that was even more popular. All these events welcomed both church family and members of the local community through the doors.



*The Big Quiz in October to raise money for Tearfund*

## *Weddings*

One of the joys of church life is the weddings which happen in our building throughout the year. In 2023, we had seven couples get married at St Paul's. In particular, it was a delight to celebrate the weddings of those from our church family who got married here – Rod and Sarah Power, Tom and Lisa Rawlinson, Andy and Amy Nicol, and Connor and Chloe Harvey-Ward. Congratulations to the happy couples!

## *Funerals*

It is a privilege to come alongside those who have lost loved ones when we lead funeral services at church. This year held significant loss for our church family, as some dearly-loved saints died. We would especially like to gratefully remember Peter Kilgour, George Swann, John Robinson, Carolyn Harris and Angela Stephenson. They will be greatly missed until we see them again in glory.



### *New Wine*

St Paul's is part of the New Wine network of churches and we often take a group to their United summer festival. This year a group of around 50 went, and enjoyed the fellowship time and teaching thoroughly. They also celebrated Jonathan's 60<sup>th</sup> birthday.



*New Wine UNITED summer festival*

### *Mission Partners - Local*

We have continued to support our local mission partners across 2023 through prayer and giving. These are - The Well Christian Healing Centre, Leamington Spa Street Pastors, Warwick District Foodbank, Thrive Youth Ministries and Christians Against Poverty. We recognise that, alongside the financial assistance, there is scope to better support these organisations through prayer and volunteering. With this in mind, Tony O'Brien hopes to set up a Local Outreach Team in early 2024 that will look to make this happen.

### *Mission Partners – Further Afield*

We have also continued to support our global mission partners through giving money, regular prayer support, or both. In 2023, we supported: John and Hannah Williams, who serve in central Asia with Reach Beyond; Rosie and Stu Bayford, who work in Brazil with CMS; Claire Gasson, who runs an evangelistic café in Argentina; Charles Barr Johnston, who works with Spanish-speaking people in Argentina; Richard and Carolyn Davey, who are involved with the work of WEC UK; NOTDEC, a Christian orphanage in Uganda; Richard and Catherine Weston, who are involved in outreach to international students in Oxford; Betel, a charity who work to bring freedom and restoration to those suffering the effects of drug and alcohol abuse in the UK; Theresa Wilson, who works with Wycliffe Bible Translators in Papua New Guinea; Keith and Catherine Ranger, who minister amongst Chinese scholars in England; Open Doors, a charity serving persecuted Christians worldwide; Elisa Pike and Marcos Vicente, who minister in Brazil; James and Rachel Sandels, who serve with YWAM Global in Albania; and CPAS, who support local churches in mission.

In July, we held a Gift Day for some of our mission partners, with the hope of raising £42,000 so that we could provide a new, family-appropriate vehicle for the Bayfords, a minibus for the Sandels' mission work, and a borehole for NOTDEC. We are amazed by the generosity God put in people's hearts on the day, and delighted to report that just over £79k (including gift aid) was raised in total, allowing us to offer even more support than originally planned. Our mission partners are hugely grateful, with the Bayfords writing 'That's really incredible and we're blown away by people's generosity. Thank you so so much - we're deeply grateful.'



*The new borehole and solar-powered pump at NOTDEC*

### *Staff and DY Students*

The PCC gives a heartfelt thanks to each and every member of staff for the contribution they have brought to the life of the church through the year. 2023 saw some significant changes in the staff team. Jan Pringle retired in January after 9 years working for St Paul's. We are hugely grateful for the organisational skill, leadership and





*Staff at the summer social*

pastoral care she has contributed to our church family over that time. Anna Baker joined the office team in March as our Mission Hub Administrator. In April, Julie Jackson stepped down from PCC to join the staff team as our Ministry Coordinator and Parish Safeguarding Officer. Also in April, Mel Tweed retired after working for 15 years as our finance administrator. We would like to extend great thanks to Mel, for the precision and reliability with which he approached his important work.

Christina Parry, our student worker, left at the end of August to pursue further theological study. We are so grateful for all that she contributed to our student and youth ministries during her year with us, and for the

strong team and core group of students she helped to establish. Daniel Houldsworth also left at the end of summer, having completed his year as ministry assistant following his Discipleship Year. He played a key role in the redevelopment of our website and continues to contribute enormously to the tech team as a volunteer. In September, Sarah Darren joined us as our Finance Administrator.

Lydia Yelder (Children's Minister) went on maternity leave in October and James Yelder (Children/Youth Worker) has been providing maternity cover since then. The children's ministry team has continued to provide excellent events on Sundays and during the week where children and their families can meet Jesus through stories, craft and many other creative activities. We are grateful on behalf of the many families at St Paul's for them.

We were also joined by our three 2023/24 Discipleship Year students – Amy Percy, Marc Binnema and Lucy Van Brug. Amy was a student with us during her time at Warwick, and is focusing particularly on children's ministry. Marc and Lucy both joined us from the Netherlands and focus on tech and worship respectively. It has been a joy to get to know all three of them and to see their leadership and ministry developing so far.



*Andy and the DY students at Christmas*

## *Leadership*



*Some of SLT at Lead Academy*

This year has seen significant investment in our leadership at St Paul's. A major driver in the rethinking of our purpose, vision and values has been the Senior Leadership Team taking part in a Lead Academy Learning Community. This year, we have also been encouraged to think prayerfully about our mission as a church.

In March, ministry leaders from the staff team went to the New Wine Leadership Conference in Harrogate, and received helpful input on a range of subjects including Rev John McGinley on what the 'Church of Tomorrow' might look like, and Bishop Jill Duff on the importance of repentance and the place of pain in the Christian walk.

This year we established the St Paul's Leadership Community. The idea is to develop a community for those who carry responsibility in the church and to help us to stay united and healthy, as we seek the Lord together for how to carry out the vision he has given to us. The Leadership Community has met once so far for a helpful discussion on how best the group could meet this need, and is looking to work in 2024 on how we can get better at making disciples.

More information about our activities during the year is available on our website, [www.stpl.org.uk](http://www.stpl.org.uk).



## **Fabric**

We have a regular schedule of maintenance and health and safety checks, and these continued throughout the year; our Fabric and Housekeeping team worked hard to keep the church clean and well-stocked; and our Site Committee met monthly to address any issues.

In the garden, we installed a bench in memory of Mike Atkins, donated by his wife, Linden. In the main worship area, we looked at improving the lighting facility and issued a proposal to the Diocese Planning Committee who visited us to discuss it. This is now in the final phases of the process.

The quinquennial report on the building was carried out in October and concluded that overall the building is in good condition but there were several items we need to address within the next year. We are in consultation with several companies to quote for this work.

We are also keen to investigate the possibility of solar panels on our roof. The initial step will be to carry out a structural survey of the roof to ascertain whether it can take the load. This is being progressed.

Both our properties at 40 Leicester Street and 14 Taylor Avenue have new tenants and are regularly checked for issues.

## **Financial Overview**

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

We were facing a potential deficit of £116k at the start of 2023, as our expenditure was set to increase by ten to twenty percent—partly due to increased ministry activity and partly due to increasing costs across the board—and our regular income had remained static for some time, partly because we wanted to avoid asking our members to increase their donations in light of the years of economic uncertainty around COVID and the increased cost of living. However, we are grateful to God for continuing to provide unexpected sources of income so that, even though our expenditure levels were as high as anticipated, we finished the year showing just a £13k deficit. Taking into account the operating surplus in 2022 of £30k and the previous years' modest surpluses, the church maintains a solid financial position.

Our cash reserves currently stand at £208k. In 2017, the PCC decided to split our reserves into 3 pots:

- Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £110k).
- Around £60k is in a Properties fund. The PCC owns 40 Leicester Street which was used at various points to house New Wine Discipleship Year students (no income), to house a Ministry Assistant (rental income received), to house a church member (rental income received), and as a location for some of our Sunday morning children's groups. The PCC also owns a local house which was bought in 2017 and is rented out, either on the open market or privately to a church member. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.
- The remainder of the reserves is used for a 'Resourcing Ministry' fund which resources new initiatives or staffing posts for mission and ministry.

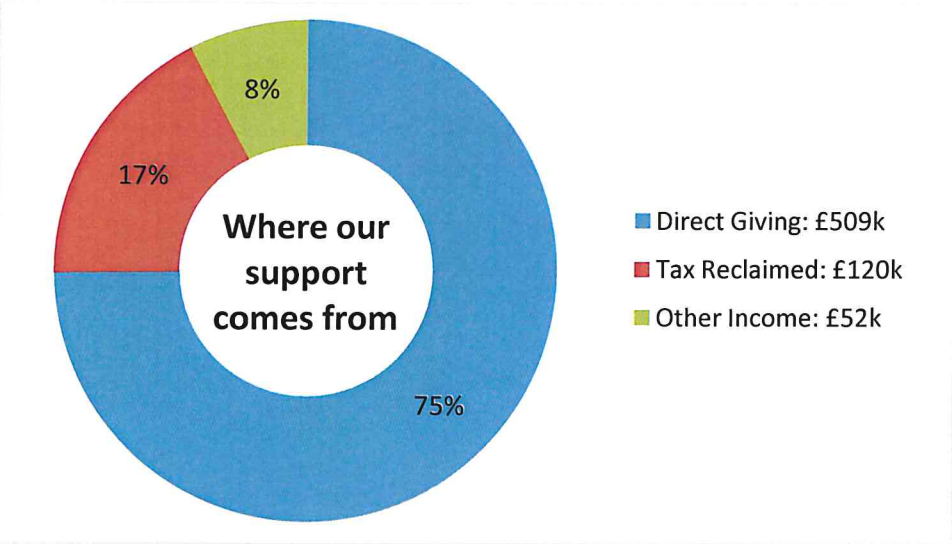
The PCC, Standing Committee, and Finance Committee monitor our financial position throughout the year.

## **Income**

The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving, and we are extremely grateful to all those who give so generously.

2023 was a strong year for our Gift Aid claims, as we had a major push on getting new Gift Aid declarations and were able to submit backdated claims for some long-term donors who had not previously setup a declaration—this resulted in £16k of backdated Gift Aid claims and an increase on our monthly claims.

Other income is from lettings and rental income, wedding and funeral fees, events, grants, and trips.



*Expenditure*

Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Clergy stipends are provided by the diocese via the Parish Share.

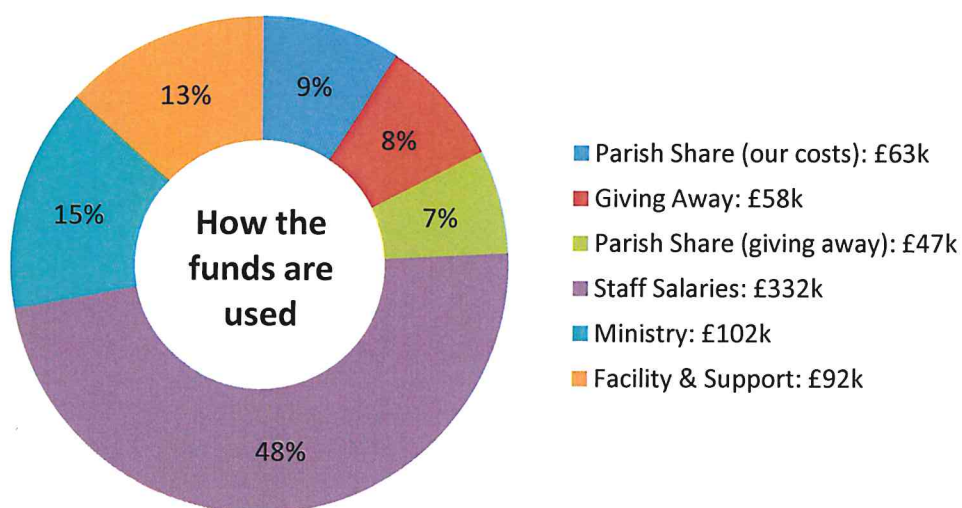
The ministry costs include all the costs of our children’s and youth work, adult discipleship, outreach, community work, leadership development and training. This year, we also held some additional ministry events to celebrate the 150<sup>th</sup> anniversary since the laying of our foundation stone.

Facility and Governance costs include the costs of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to give away at least 10% of the previous year’s unrestricted income to our mission partners and to ministries in the town beyond our own church (in 2023 this equated to 8% of the total expenditure, which you can see on the pie chart on the next page).

The Parish Share is our share of the costs of ministry in the diocese, including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years.





### *Restricted Funds*

As well as the unrestricted income and expenditure which make up the day-to-day running of the church and its ministries, we manage a number of restricted funds for the benefit of church members and for those in our sphere of influence.

The Hardship Fund has been generously provided by church members for the benefit of those facing financial hardship. £11k was donated to the fund during 2023 and £19k was distributed in the form of grants and loans—most notably in the form of regular fuel grants given to a number of families during the winter months.

This year we also held a Mission Partner Gift Day for three primary partners based in Albania, Brazil and Uganda, with any leftover money being distributed by the Global Outreach Team. We were overwhelmed by the generosity of our church members, with the initial target of £42k being smashed by a Gift Day which raised £80k.

Full details of the independently examined accounts are in the appendix to this report.

### **Administrative Information**

St Paul's Church is located on Leicester Street, Leamington Spa and is part of the Diocese of Coventry within the Church of England. The correspondence address is St Paul's Church, Leicester Street, Leamington Spa, CV32 4TE. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity.

PCC members who served from 1 January 2023 until the date this report was approved are:

Simon Brown	Deanery Synod
Joy Caws	
Charles Crow (Churchwarden)	Deanery Synod (to 26/03/2023)
Carolyn Davey (Churchwarden)	
Zak Dunstone (Treasurer)	Deanery Synod (from 26/03/2023)
Tim Filby (from 26/03/2023)	
James Gaade (to 26/03/2023)	
Julie Jackson (to 17/04/2023)	
Eleanor Jeans (Associate Vicar)	Deanery Synod
Jonathan Jee (Vicar and Chair)	Deanery Synod, Diocesan Synod, and General Synod
Rani Joshi (from 26/03/2023)	Deanery Synod (from 26/03/2023)
Judith Linnell	Deanery Synod (to 26/03/2023)

Gillian McKellar	
Faith Munaawa (from 26/03/2023)	
Graeme Pringle (Associate Minister)	Deanery Synod and Diocesan Synod
Andrew Rolls	Deanery Synod
Daniel Rogers	
Andy Ruffhead (Curate)	Deanery Synod
Alicia Sampson	Deanery Synod (from 26/03/2023)
Carolyn Stone (from 26/03/2023)	
Timothy Traynar	
Becky Whales (to 26/03/2023)	
James Yelder (from 26/03/2023)	

*Charity name*

The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors

*Registered Charity number*

1130329

*Charity's principal address*

St Paul's Church, Leicester Street, Leamington Spa, Warwickshire, CV32 4TE

*Bank*

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

*Independent Examiner*

M D Spafford of LDP Luckmans, 1110 Elliot Court, Herald Avenue, Coventry Business Park, Coventry, CV5 6UB

**Structure, governance and management**

*Type of governing document*

Parochial Church Council Powers Measure (1956) as amended and church representation rules How the charity is constituted: A corporate body established by the Church of England.

*Trustee selection and induction methods*

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are briefed on current PCC issues at the first meeting of the new PCC.

The PCC operates through a number of committees and teams, which meet between full meetings of the PCC: the Standing Committee, the GO (Global Outreach) Team, the Local Outreach Team (established January 2024), the Safeguarding Advisory Group, the Finance Committee, and the Site Committee.

The Senior Staff team, which consists of the Vicar, Associate Vicar, Curate, and Operations Manager, meets regularly and is responsible for the day-to-day decision-making in the church.

*Risk*

The PCC (often through its committees) has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis. The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at



the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

#### *Pay Policy*

Clergy are paid by the diocese. The pay of employed staff is reviewed annually by the HR Team and Standing Committee and increases are agreed by the Trustees being mindful of the Church's charitable objectives and increases in average earnings. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with national averages.

#### *Public Benefit*

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

This report was approved by the PCC on 11<sup>th</sup> March 2024  
and signed on their behalf by Rev. Jonathan Jee (PCC Chair)

A handwritten signature in black ink, appearing to read 'Jonathan Jee', with a long horizontal line extending from the end of the signature.

**PAROCHIAL CHURCH COUNCIL OF  
ST PAUL LEAMINGTON PRIORS**

**STATEMENT OF FINANCIAL ACTIVITIES  
For the year ended 31 December 2023**



**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
ST PAUL'S CHURCH LEAMINGTON PRIORS**

**Independent examiner's report to the trustees of St Paul's Church Leamington Priors**

I report to the charity trustees on my examination of the accounts of St Paul's Church Leamington Priors (the Trust) for the year ended 31 December 2023.

**Responsibilities and basis of report**

As the charity trustees of the Trust you 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 Trust's accounts carried out under section 145 of the 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**

I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, and the Association of Chartered Certified Accountants, which are listed bodies.

I have completed my examination. I confirm that no material 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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts to be reached.

*M D Spafford FCCA FCA  
L D P Luckmans  
1110 Elliott Court  
Herald Avenue  
Coventry Business Park  
Coventry  
CV5 6UB*

March 2024

**PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

**STATEMENT OF FINANCIAL ACTIVITIES**

**For the year ended 31 December 2023**

	Notes	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £
<b>INCOMING RESOURCES</b>							
Voluntary income	2(a)	636,022	91,269	727,291	631,365	26,549	657,914
Activities for generating funds	2(b)	984	-	984	899	-	899
Income from investments	2(c)	24,085	-	24,085	18,377	-	18,377
Church activities	2(d)	19,144	-	19,144	13,699	-	13,699
<b>TOTAL INCOMING RESOURCES</b>		<b>680,235</b>	<b>91,269</b>	<b>771,504</b>	<b>664,340</b>	<b>26,549</b>	<b>690,889</b>
<b>RESOURCES EXPENDED</b>							
Church activities - Grants	3(a)	58,300	87,088	145,388	56,300	46,030	102,330
Church activities - Ministry	3(b)	632,383	1,317	633,700	574,266	1,428	575,694
Governance costs	3(c)	3,502	-	3,502	3,171	-	3,171
<b>TOTAL RESOURCES EXPENDED</b>		<b>694,185</b>	<b>88,405</b>	<b>782,590</b>	<b>633,737</b>	<b>47,458</b>	<b>681,195</b>
<b>NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS</b>		<b>(13,950)</b>	<b>2,864</b>	<b>(11,086)</b>	<b>30,603</b>	<b>(20,909)</b>	<b>9,694</b>
Transfers between funds		-	-	-	(830)	830	-
<b>NET INCOMING/(OUTGOING) RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>		<b>(13,950)</b>	<b>2,864</b>	<b>(11,086)</b>	<b>29,773</b>	<b>(20,079)</b>	<b>9,694</b>
Gains on investment assets on revaluation	7, 8	991	-	991	29,598	-	29,598
<b>NET MOVEMENT IN FUNDS</b>		<b>(12,959)</b>	<b>2,864</b>	<b>(10,095)</b>	<b>59,371</b>	<b>(20,079)</b>	<b>39,292</b>
<b>Balances brought forward 1 January</b>		<b>807,262</b>	<b>43,332</b>	<b>850,594</b>	<b>747,891</b>	<b>63,411</b>	<b>811,302</b>
<b>Balances carried forward 31 December</b>		<b>794,303</b>	<b>46,196</b>	<b>840,499</b>	<b>807,262</b>	<b>43,332</b>	<b>850,594</b>

The notes on pages A6 to A13 form part of this financial statement.



**PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

**BALANCE SHEET as at 31 December 2023**

		<b>2023</b>	<b>2022</b>
	<b>Notes</b>	<b>£</b>	<b>£</b>
<b>FIXED ASSETS</b>			
Tangible fixed assets	6	267,104	268,628
Investment property	7	315,000	315,000
Other investment assets	8	12,003	11,012
		<u>594,107</u>	<u>594,640</u>
<b>CURRENT ASSETS</b>			
Debtors	9	4,679	5,905
Short term deposits		107,509	105,465
Cash at bank and in hand		148,795	159,533
		<u>260,983</u>	<u>270,903</u>
<b>CURRENT LIABILITIES</b>			
Creditors - falling due within one year	10	(14,591)	(14,949)
<b>NET CURRENT ASSETS</b>		<u>246,392</u>	<u>255,954</u>
<b>TOTAL NET ASSETS</b>		<u>840,499</u>	<u>850,594</u>
<b>FUNDS</b>			
Unrestricted	11	794,303	807,262
Restricted	11	46,196	43,332
<b>TOTAL FUNDS</b>		<u>840,499</u>	<u>850,594</u>

Approved by the Parochial Church Council and authorised for issue on 11 March 2024  
and signed on its behalf by:

Rev Jonathan Jee (Chair of PCC)

Zak Dunstone (Treasurer)

The notes on pages A6 to A13 form part of this financial statement.

**PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

**CASH FLOW STATEMENT**

**For the year ended 31 December 2023**

	<b>2023</b>		<b>2022</b>	
	£	£	£	£
<b>Net cash provided by/(used in) operating activities</b>		(32,778)		3,569
<b>Cash flows from investing activities</b>				
Dividends and interest from investments	2,778		1,683	
Rent from investments	21,307		16,694	
Purchase of:				
Tangible fixed assets for the use of the PCC	-		-	
<b>Net cash provided by/(used in) investing activities</b>		24,085		18,377
<b>Change in cash and cash equivalents in the reporting periods</b>		(8,694)		21,946
<b>Cash and cash equivalents at 1 January</b>		264,998		243,052
<b>Cash and cash equivalents at 31 December</b>		<u>256,304</u>		<u>264,998</u>
<b>Reconciliation of net income/(expenditure) before investment gains</b>				
<b>Net income before investment gains 31 December</b>		(11,086)		9,694
<b>Adjustments for:</b>				
Depreciation charges		1,524		8,260
Dividends and interest from investments		(2,778)		(1,683)
Rent from investments		(21,307)		(16,694)
Decrease/(increase) in debtors		1,226		5,360
(Decrease)/increase in creditors		(358)		(1,368)
<b>Net cash provided by/(used in) operating activities</b>		<u>(32,778)</u>		<u>3,569</u>
<b>Analysis of cash and cash equivalents</b>				
Cash in hand and at bank		148,795		159,533
Notice deposits (less than 3 months)		107,509		105,465
		<u>256,304</u>		<u>264,998</u>



# **PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

## **NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 December 2023**

### **1 ACCOUNTING POLICIES**

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair view' and 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 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared on a going concern basis under the historical cost convention except for the valuation of investment assets, which are shown at market value. Land and property assets are included at a deemed cost being their 1997 valuation. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

#### **Funds**

Restricted Funds represent donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. These funds are itemised in Note 11.

#### **Incoming Resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

##### *Voluntary income and capital sources*

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain.

Miscellaneous sales income is accounted for gross.

##### *Other income*

Rental income from the letting of church premises is accounted for when earned.

Parochial fees due to the PCC for weddings, funerals etc. are accounted for on an event by event basis.

##### *Income from investments*

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

##### *Investment gains and losses*

Realised gains or losses are recognised when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at 31 December.

#### **Resources Expended**

All resources expended are recognised once there is a legal or constructive obligation to make a payment to a third party.

# PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

### 1 ACCOUNTING POLICIES (continued)

#### *Grants*

Grants and donations are accounted for when paid over or when awarded.

In 2023, the church received £5,607 from the Diocese to support Mission Hub activities, £1,500 from the Diocese as an Energy Grant, and £115 to send a clergy member to a leadership conference.

#### *Activities directly relating to the work of the Church*

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (although not legal) liability and is shown as a creditor in the Balance Sheet.

#### *Retirement benefits*

The PCC operates a defined contribution scheme. The amount charged to the Statement of Financial Activities in respect of pension costs and other post retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

#### **Fixed Assets**

##### *Consecrated property and moveable church furnishings*

Consecrated and beneficed property is excluded from the accounts by provision 10(2) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the Church's Inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2001 have been capitalised and depreciated in the accounts over their currently anticipated useful economic life (initially over six years) on a straight line basis.

All expenditure incurred during the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of moveable church furnishings acquired before 1 January 2001 is written off.

##### *Other land and buildings*

Other land and buildings held by the PCC are included in the accounts at the 1997 valuation plus subsequent additions and improvements at cost in accordance with the transitional rules regarding the revaluation of assets. The valuation has not been updated. Buildings, including improvements to them are depreciated over 50 years from the valuation date or over their estimated useful life if that is shorter. Land is not depreciated. Expenditure on routine maintenance and repair is written off as incurred.

##### *Other fixtures, fittings and office equipment*

Equipment owned by the PCC is depreciated on a straight line basis over their estimated useful lives (between 3 and 10 years).

Individual items of equipment with a purchase price of £1,500 or less are written off in the period in which the asset is acquired.

##### *Investments*

Investments are valued at market value at 31 December.

##### *Current assets*

Amounts owing to the PCC at 31 December are shown as debtors, less provision for amounts that may prove non-collectable.

Short term deposits include cash held on deposit either with the CBF Church of England Funds or at the bank.



PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

2 INCOMING RESOURCES

	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	Unres- tricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £
2(a) <b>Voluntary income</b>						
Planned giving						
Gift Aid donations	412,824	-	412,824	361,480	-	361,480
Tax recoverable	119,540	14,596	134,136	95,965	-	95,965
Other planned giving	57,406	-	57,406	96,585	-	96,585
Other donations	38,918	9,021	47,939	57,445	18,126	75,571
Other appeals	-	67,653	67,653	-	8,423	8,423
Grants (see note 1)	7,222	-	7,222	6,125	-	6,125
Sundry	111	-	111	1,936	-	1,936
	636,022	91,269	727,291	631,365	26,549	657,914
2(b) <b>Activities for generating funds</b>						
Hall lets	984	-	984	899	-	899
2(c) <b>Income from investments</b>						
Dividends & Interest	2,778	-	2,778	1,683	-	1,683
Rent receivable	21,307	-	21,307	16,694	-	16,694
	24,085	-	24,085	18,377	-	18,377
2(d) <b>Church activities</b>						
Fees	5,555	-	5,555	2,657	-	2,657
Events	6,419	-	6,419	5,351	-	5,351
Sales	585	-	585	327	-	327
Discipleship	1,848	-	1,848	669	-	669
Outreach	644	-	644	-	-	-
Children and families	3,476	-	3,476	2,897	-	2,897
Youth and students	617	-	617	1,799	-	1,799
	-	-	-	-	-	-
	19,144	-	19,144	13,699	-	13,699
<b>TOTAL INCOMING RESOURCES</b>	680,235	91,269	771,504	664,340	26,549	690,889

**PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**For the year ended 31 December 2023**

**3 RESOURCES EXPENDED**

	<b>Unres- tricted Funds £</b>	<b>Restricted Funds £</b>	<b>TOTAL FUNDS 2023 £</b>	<b>Unres- tricted Funds £</b>	<b>Restricted Funds £</b>	<b>TOTAL FUNDS 2022 £</b>
<b>3(a) Church activities - Grants (notes 11 &amp; 13)</b>						
Overseas Mission	21,250	67,439	88,689	21,400	7,351	28,751
Church relief & development agencies	8,350	-	8,350	7,350	-	7,350
Home mission & church societies	26,700	-	26,700	24,650	-	24,650
Individuals	2,000	19,649	21,649	2,900	12,979	15,879
	58,300	87,088	145,388	56,300	46,030	102,330
<b>3(b) Church activities - Ministry</b>						
Parish share	110,000	-	110,000	105,000	-	105,000
Staff costs	331,983	-	331,983	308,937	-	308,937
Ministry	27,598	1,317	28,915	16,102	-	16,102
Discipleship	13,057	-	13,057	6,032	-	6,032
Outreach	8,116	-	8,116	6,625	-	6,625
Children and families	9,816	-	9,816	8,012	-	8,012
Youth and students	11,884	-	11,884	13,395	-	13,395
Events and short term projects	4,246	-	4,246	3,228	-	3,228
Support costs	27,135	-	27,135	31,353	1,428	32,781
Church & hall running costs	36,968	-	36,968	31,765	-	31,765
Maintenance - Church	35,886	-	35,886	6,935	-	6,935
Maintenance - Other properties	9,630	-	9,630	26,718	-	26,718
Depreciation	1,524	-	1,524	8,260	-	8,260
Fee payments	4,541	-	4,541	1,904	-	1,904
	632,383	1,317	633,700	574,266	1,428	575,694
<b>3(c) Governance costs</b>						
Independent examiner's fee	2,820	-	2,820	2,700	-	2,700
Legal and other costs	682	-	682	471	-	471
	3,502	-	3,502	3,171	-	3,171
<b>TOTAL RESOURCES EXPENDED</b>	<b>694,185</b>	<b>88,405</b>	<b>782,590</b>	<b>633,737</b>	<b>47,458</b>	<b>681,195</b>



# PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS

## NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2023

### 4 STAFF COSTS

	2023	2022
	£	£
Salaries	292,689	269,946
National insurance	13,186	16,923
Pension contributions	14,535	13,168
	<u>320,410</u>	<u>300,037</u>

The average number of staff employed was 15 (2022–13).

During the year the PCC employed the equivalent of 9.7 full time staff (2022–9.5), none of whom earned £60,000 pa or more.

### 5 TRUSTEES AND RELATED PARTIES TRANSACTIONS

The PCC had 5 members (2022–5) who each had a close family member who was also an employee of the PCC. The aggregate remuneration paid to these employees in the year amounted to £59,897 (2022–£94,249).

The PCC had 0 members (2022–1) with a related party who was paid by the PCC for work carried out for the church. The total value of this work was £0 (2022–£950).

The total amount of donations received without conditions from the trustees and related parties was £76,892 (2022–£97,486).

There were no other related party transactions made in 2023.

No expenses were claimed by Trustees/PCC members.

### 6 TANGIBLE FIXED ASSETS

	Freehold land £	Freehold buildings £	Youth equipment £	Other equipment £	Total £
<b>Gross book value</b>					
At 1 January 2023	78,000	336,766	25,546	55,283	495,595
Additions in year	-	-	-	-	-
At 31 December 2023	<u>78,000</u>	<u>336,766</u>	<u>25,546</u>	<u>55,283</u>	<u>494,070</u>
<b>Depreciation</b>					
At 1 January 2023	-	(149,184)	(25,546)	(52,237)	(226,967)
Depreciation on Disposals in year	-	-	-	-	-
Charge for year	-	-	-	(1,524)	(1,524)
At 31 December 2023	<u>-</u>	<u>(149,184)</u>	<u>(25,546)</u>	<u>(53,761)</u>	<u>(228,491)</u>
<b>Net book value</b>					
At 31 December 2022	78,000	187,582	-	3,046	268,628
At 31 December 2023	<u>78,000</u>	<u>187,582</u>	<u>-</u>	<u>1,522</u>	<u>267,104</u>

The freehold land and buildings comprises of the church hall and rooms, and 40 Leicester Street, Leamington Spa. In 1997 the church hall and rooms was revalued at £150,000 and 40 Leicester Street was revalued at £110,000. Additions and improvements have been added at cost.

**PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**For the year ended 31 December 2023**

<b>7</b>	<b>INVESTMENT PROPERTY</b>	<b>2023</b>	<b>2022</b>
		£	£
	Market value at 1 January	315,000	283,980
	Net unrealised investment gain	-	31,020
	Market value at 31 December	315,000	315,000

<b>8</b>	<b>OTHER INVESTMENT ASSETS</b>	<b>2023</b>	<b>2022</b>
		£	£
	Market value at 1 January	11,012	12,434
	Net unrealised investment gain	991	(1,422)
	Market value at 31 December	12,003	11,012

Investments is comprised of 531 shares in Central Board of Finance of the Church of England Investment Fund valued at mid market value (2022–531 shares).

<b>9</b>	<b>DEBTORS</b>	<b>2023</b>	<b>2022</b>
		£	£
	Tax recoverable	3,584	3,580
	Other debtors and prepayments	1,095	2,325
		4,679	5,905

<b>10</b>	<b>LIABILITIES</b>	<b>2023</b>	<b>2022</b>
		£	£
	Amounts falling due within one year		
	Donations committed	1,500	6,800
	Other creditors	13,091	6,985
	Deferred income	-	1,164
		14,591	14,949

**PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**For the year ended 31 December 2023**

**11 SUMMARY OF ACTIVITIES AND DETAILS OF RESTRICTED FUNDS**

	Opening balance £	Income £	Expenditure £	Investment revaluation (loss) £	Transfers £	Total movement in Year £	Closing balance £
<b>Unrestricted funds</b>							
Church activities							
General Fund	171,814	658,929	(683,032)	991	(1,700)	(24,812)	147,002
Designated funds							
Fixed assets	268,628	-	(1,524)	-	-	(1,524)	267,104
Investment Property	315,000	-	-	-	-	-	315,000
Property Fund	49,020	21,307	(9,630)	-	-	11,677	60,697
Travel Fund	2,800	-	-	-	1,700	1,700	4,500
	807,262	680,235	(694,185)	991	-	(12,959)	794,303
<b>Restricted funds</b>							
Hardship Fund	39,501	10,817	(19,117)	-	-	(8,301)	31,200
Cameo/Lunch Clubs	2,003	-	(1,317)	-	-	(1,317)	686
Specific funds	1,828	80,452	(67,970)	-	-	12,482	14,310
	43,332	91,269	(88,405)	-	-	2,864	46,196
<b>Total funds</b>	850,594	771,504	(782,590)	991	-	(10,095)	840,499

**Unrestricted funds**

General Funds: It is intended that the General funds of £147,002 be used as £110,000 to cover day-to-day cash flow (this amounts to about two months of expenditure) and the balance of £37,002 be used for resourcing future ministry.

Fixed assets represents the non-cash assets of the church, i.e., buildings and equipment.

Investment Property - see Note 7.

Property Fund to maintain the properties using rental income.

Cameo represents funds held for lunch clubs equipment.

**Restricted funds**

Lunch Clubs Legacy was bequeathed specifically to the Club for their use.

Hardship Fund represents monies to assist those in difficulty.

Specific funds represent donations and other monies received for specified purposes.

**Transfers**

£1,700 from General Fund to Travel Fund - setting aside funding for future Mission Partner travel.



**PAROCHIAL CHURCH COUNCIL OF ST PAUL LEAMINGTON PRIORS**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**For the year ended 31 December 2023**

**12 ANALYSIS OF NET ASSETS BY FUND**

	Unrestricted Funds £	Restricted Funds £	2023 Total £
Fixed assets and investments	594,107	-	594,107
Short term deposits and cash at bank	210,108	46,196	256,304
Other current assets	(9,912)	-	(9,912)
	<b>794,303</b>	<b>46,196</b>	<b>840,499</b>

**13 MISSION AND CHARITY PAYMENTS  
including Mission Appeal Fund**

**Overseas mission**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
T Wilson - Wycliffe Bible Translators	3,150	-	3,150
Barnabas Fund	-	2,094	2,094
Open Doors	1,750	-	1,750
NOTDEC	2,250	20,195	22,445
C Gasson - Nueva Vida Argentina	3,150	3,000	6,150
S & R Bayford - CMS	3,150	19,500	22,650
J & R Sandels - YWAM	3,150	22,650	25,800
J & H Williams - Reach Beyond	4,650	-	4,650
<b>TOTAL Overseas mission</b>	<b>21,250</b>	<b>67,439</b>	<b>88,689</b>

**Church relief & development agencies**

Betel	2,850	-	2,850
Leamington & Warwick Foodbank	5,500	-	5,500
<b>TOTAL Church relief &amp; dev'mnt agencies</b>	<b>8,350</b>	<b>-</b>	<b>8,350</b>

**Home mission & church societies**

CPAS	1,750	-	1,750
Well Christian Healing Centre	5,500	-	5,500
Thrive	5,500	-	5,500
St Mary's Re CAP	5,500	-	5,500
RA & CS Weston	5,700	-	5,700
New Wine	1,750	-	1,750
Warwick CU	1,000	-	1,000
<b>TOTAL Home mission &amp; church societies</b>	<b>26,700</b>	<b>-</b>	<b>26,700</b>

**Support for individuals**

Individual support	2,000	19,649	21,649
<b>TOTAL Support for individuals</b>	<b>2,000</b>	<b>19,649</b>	<b>21,649</b>
	<b>58,300</b>	<b>87,088</b>	<b>145,388</b>

The number of individuals assisted during the year was 30 (2022–36).