



St Mark's Church

LEAMINGTON SPA

St Mark's Church
New Milverton
Leamington Spa

Annual trustees report of the Parochial Church Council,
review of the year and financial statements
for the year ended 31 December 2021

ST MARK'S CHURCH NEW MILVERTON

**Registered as a charity: THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST
MARK'S, NEW MILVERTON**

Charity Registration No: 1128485

The principal office of the charity is:
St. Mark's Church, St Marks Road, Leamington Spa, Warwickshire, CV32 6DL

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ANNUAL REPORT of the PAROCHIAL CHURCH COUNCIL - 2021

Structure, Governance and Management

St Mark's Church is part of the Deanery of Warwick and Leamington and the Diocese of Coventry within the Church of England.

The PCC is registered with the Charities Commission - Registered Charity Number 1128485.

PCC members are trustees of the charity. The PCC members who served from 1 January 2021 until the date of approval of this report were:

<i>Vicar & Chair</i>	Revd. Joanna Parker	
<i>Curates</i>	Heather Elson, Ruth Smith (until October 2021)	
<i>Churchwardens</i>	David Calvert (until May 2021), Marcella King	
<i>Deanery Synod</i>	David Calvert, Jeremy Clack, Sarah Lee	
<i>PCC Lay Chair</i>	Jeremy Clack	
<i>Treasurer</i>	Vacant. Acting Treasurer – Amanda di Giovanni	
<i>Reader representative</i>	Marie Calvert	
<i>Elected Members</i>	Tracy Bevan	Rob Lockyer
	Andrew Cooper (from May 2021)	Matty McArthur
	Tom di Giovanni (until May 2021)	Liz McEvoy
	Charlie Evans (from May 2021)	Dan Munday
	Pam Griffin-Booth	Hannah Reese (until May 2021)
	Andrew Lee	Alastair Watt

Trustees are PCC members appointed at the APCM or co-opted under “Parochial Church Council Powers Measure (1956) as Amended and Church Representation Rules”, which is the governing document of the charity.

The trustees are aware of and have complied with the guidance on public benefit published by the Commission in exercising their powers and duties.

The PCC met seven times during the year to deal with ongoing matters for which they have responsibility.

Other relevant people were:

<i>Secretary to the PCC</i>	Sue Turner
<i>Bankers</i>	HSBC PO Box 88 Leamington Spa CV32 4BU
<i>Independent Examiner</i>	Ian Salvin, BSc (Econ) GMCA, Leamington Spa
<i>Architect</i>	Steven Matthews of Brown Matthews Architects

Connected Charities

The parish has two connected charities: The Church Society (The Christchurch Fund) and St. Mark's Gilbert Scott Trust. Details are contained in Notes 13 & 14 to the accounts.

Objectives and activities

2021 was another difficult year due to the Covid-19 virus. The restrictions that started in March 2020 continued at some level throughout the year and up to the time of writing this report. The church's aim was to maintain or modify relevant activities in order to meet our objectives.

The PCC of St Mark's has the responsibility of cooperating with the Vicar in promoting in the parish the whole mission of the Church: pastoral, evangelistic, social and ecumenical. The PCC also has maintenance responsibilities for the church building and hall complex, along with oversight of the finances.

The parish seeks to play a full part in the life of the Diocese, and supports its work through the parish share. The Diocese supports St Mark's through the provision of the vicar and their housing. The parish is also committed to supporting the activities of the Warwick and Leamington Deanery.

Mission Statement and Values

The church's mission statement during 2021 was founded upon Jesus' great commandment and His great commission – John 13:34, Matthew 28:18-20: Our mission is to be a community of believers in Jesus Christ who are devoted to loving God, loving others, making disciples.

During 2022, the vision statement was renewed and this is discussed further in the section on the challenges of 2022 later in this report.

The vision statement expresses the heart of the church and is lived out through Sunday worship and through the Small Groups, to which all church members are encouraged to belong.

The values of the church are centred on the eight essential qualities of healthy churches identified by Natural Church Development and promoted by the diocese: loving relationships, holistic small groups, inspiring worship, gift-based ministry, needs-based outreach, functional structures, passionate spirituality and empowering leadership.

The church is a member of the Inclusive Church Network, a network of churches which have a vision that celebrates and affirms every person and does not discriminate. (www.inclusive-church.org)

Premises

The church is a Grade II* listed building. A quinquennial inspection was carried out in March 2020. There are a number of items that need attention in the short term, and over the next few years.

Essential preventative and maintenance work is carried out as required including safety testing and servicing for various systems. Work has been carried out to the trees around the church as recommended by a survey. The water heater in the church kitchen was replaced.

Some of the hall rooms are not part of the listing. As well as use by the church groups, the rooms in the hall complex are available for hire by community groups on a fair commercial basis.

The church is also available for use or hire by others, and has been used by other organisations for a number of concerts.

Steven Matthews of Brown Matthews Architects was engaged in 2017 as church architect.

Legal

We believe that we conform to all legal requirements such as those related to finance, health and safety, kitchen standards, employment, GDPR etc.

REVIEW OF THE YEAR - 2021

Weekly worship

We started the year with the main morning service online at 10.30 or 10.15. The majority were pre-recorded, with a small number live by Zoom. The services were immediately followed by a Zoom 'coffee meet', as similar as possible to our normal Sunday.

Following the relaxation of the rules in June 2021 we adopted a new normal pattern of services, two principal services of worship on Sundays and one on a Thursday morning.

- the Sunday 10am service is relatively informal in character, within a framework of appropriate liturgy. Children are part of the services, with groups also meeting separately during most services. This service includes a monthly Holy Communion. The service takes place in the church and is livestreamed to the church's YouTube channel.
- the Sunday 6.30pm service takes place in the church hall and is more informal, with banded worship and opportunities for informal prayer and sharing.
- the Thursday 10.30 am service is a Common Worship service of Holy Communion or Morning Worship held in the church with hymns and liturgy.

The evening service paused for a short while during the autumn due to COVID concerns but the Sunday and Thursday morning services have continued to be held, with appropriate restrictions and social distancing in place.

Other services

We held services for all the major festival days including Holy Week, Easter and Christmas although some were held on Zoom and those held in person required restrictions and social distancing.

Electoral roll and church attendance

At the 2021 Annual Parochial Church Meeting the electoral roll was 150 (2020: 146).

As previously mentioned, the country started 2021 in a Covid lockdown, with more freedom available later. We are therefore unable to present attendance numbers in the usual format, but the following is a summary of 'attendance' at church services in 2021.

Morning service

Until June, the morning service was primarily provided by pre-recorded service on YouTube. The average number of viewings was 142. A viewing has an unknown number of people watching. It includes any incomplete viewings and potential repeats. We also had a pet service, and the Easter day service by Zoom, with approximately 50 screens in use.

For most weeks, a separate children's YouTube service was provided, with a highly variable number of viewings, averaging 25, again with unknown number of participants.

From 27 June a service was held in church, socially distanced. Average attendance was 67 adults and 14 under 16's. Additionally, a strategic decision was made to widen the inclusive nature of our services by livestreaming the morning service. This was achieved thanks to very generous donations after a specific fundraising drive. The streamed services are also available at any time later. An average of 85 viewings was recorded.

Evening service

Until 2 May, services were held via Zoom, with unrecorded attendance. For the rest of the year, except August, the service was held in person, with average attendance of 12.

Midweek service

Until Easter, a zoom service was held (including with telephone links), with unrecorded attendance. Since Easter, a Thursday morning service has been held in the church with average attendance of 13.

Christmas

Services around Christmas were disrupted by a wave of Covid. The Carol service was held outside and Christingle took the form of open access to the church. The best estimate of the total attendance at the nativity service, Carol service, Christmas Eve and Christmas day event and services is 640 adults and 320 children.

Small Groups

There are nine currently active adult Small Groups; they generally meet weekly. For most of the year, the groups have continued by the use of Zoom meetings, though we note that some do not have the technology or resources to use this. We believe that all church members not in a group, or not attending, have been contacted regularly by telephone during the lockdown periods.

The groups are at the heart of church life and a great strength of St Mark's with 70 church members regularly attending them. Each group is led by one or two leaders and the group structure includes a co-ordinator to support, encourage and equip the leaders and group members.

Small groups are an important place for building relationships, for pastoral care, and for encouraging and supporting each other in our Christian journey. They are also a channel to bring new people to faith. The vision is that each group will experience growth and multiply, i.e., growing both spiritually and numerically, recognizing that small groups are indispensable to healthy church life.

Prayer

Prayer, both personal and corporate, continues to be essential to the life of the church. We have made a particular effort to encourage members to request prayer if needed through the office, the vicar, and by regular periods of the church being open.

Baptisms, Marriages and Funerals

As a Church of England parish, the church is available for parish residents and church members for the main life events. During most of 2021, opportunities, and attendances were limited.

Nevertheless, 1 marriage service was held, with 6 baptisms or thanksgivings. 4 funerals were held in the church with an additional 5 full funeral services conducted elsewhere, mainly at the crematorium.

Church Development Plan

Early in 2019, we asked all members of the congregation for their ideas and hope for the future that could be put into a 5 year development plan. A priority plan was put together but has been largely on hold throughout 2020 and 2021. A series of smaller priorities were identified enabling the church to move forward as much as possible during 2021 in the circumstances:

Priority 1 - To gradually rebuild a collective sense of 'belonging', through providing different opportunities for people to reconnect in community with one another, sensitive to need, anxieties, desire and capacity.

Priority 2 - To review the church vision statement.

Priority 3 - To review how we meet spiritual need through the fullness of collective worship, including digitally.

Priority 4 - To reconfigure church services in order to be in a position to achieve priorities 1 – 3.

The church leadership intend to revisit and reprioritise the action plan in the light of potential changes and expectations after the pandemic and lockdowns are over.

The priorities for 2022 are noted in the section about the challenges of 2022 later in this report.

Young people

Ros Davies is our Children and Families worker. She has continued to be available to coordinate any school related activities, and the running of children's activities.

Schools

The parish of New Milverton contains two (non church) primary schools, a Roman Catholic secondary school and Royal Leamington Spa College. The Children and Families Worker has worked with Milverton and Brookhurst School on a regular basis when possible. Support on wellbeing of children has been offered by appropriate means. The schools came into the church for Experience Christmas and Harvest Festival.

Children

The children's work is an integral part of the church's ministry.

Sunday morning groups were available from June for children and young people up to School Year 9, with typically 15 to 20 children attending weekly. Toddlers, held weekly, attracts about 25 families. We hold occasional extra children's activities, such as the Christmas tree decoration. We also held a number of Summer fun days in the school holidays, primarily aimed at those who do not normally attend St Mark's.

Youth

Pathfinders is available for children from year 6, initially held via Zoom and after June in the Upper Room during the 10am Sunday service on 3 weeks out of 4.

Uniformed Organisations

A range of uniformed organisations are attached to the church; Rainbows, Brownies, Beavers, Cubs and Scouts number over 100 children in total. The groups normally meet on the church's premises when the lockdown regulations have allowed this. The Guides have not met during the pandemic but hope to re-establish a group in due course.

Outreach and Community support

This has been another different year in terms of outreach and community support due to the pandemic. When possible, we have been a visible presence in our community, especially through our local schools.

Through our online service, and latterly livestreaming our Sunday morning service, we have reached people in new and unexpected ways. Whilst we missed Sundays in church, we have grown as a worshipping community and are determined to continue our online presence, believing it is part of our vision as a church to be more inclusive of all people.

At various times during the year we have tried new initiatives: Fire Pit Gatherings, Messy Church, Remembering Wall, stones and tree messages. We have kept in close contact with our local schools and have developed a wellbeing initiative for children who have struggled during the pandemic which works with small groups of children in school or one to one. We have continued

with school assemblies and visits to church. We have also worked with the schools in giving hampers and food vouchers to families in need.

The church has been open every week before the Thursday morning service for private prayer and refreshments.

Festivals have been celebrated with creative initiatives for everyone to join in with.

The Toddler Club provides a weekly opportunity for parents, carers and toddlers to meet.

We have continued to support the local food banks with donations and have supported individual families in the parish at time of need.

Events

Although normally the church and hall are available to be hired out for special events, this has been difficult this year. St Mark's hosted a fundraising event for Brookhurst School during the summer and a Christmas Fayre was held in December. The Carice Singers held a concert during December.

Mission Support

St Mark's tithes 10% of general income and is committed to supporting the work of mission worldwide and locally through finance, information and prayer, as well as individual initiatives from within the Church – such as Operation Christmas Child, Scripture Union Bible reading notes, Night Light, Street Pastors and Foodbank.

In 2021 the organisations that received financial support are listed later in note 5.

The Group Report has more details. The mission notice board at the back of church is kept up to date with the latest news when we are open.

Pastoral Care

Strategy

Pastoral care is always a priority for the church but has been difficult in a time of isolation for many. We hope that everyone in the congregation will be involved in some way in pastoral care, especially through the Small Groups which are a key part of our pastoral care. Regular telephone calls have been made to those needing support by the clergy and other members

Safeguarding

The PCC of St Mark's is wholly committed to the safeguarding of children and vulnerable adults. The Parish Safeguarding Officer oversees the DBS certification and safeguarding training of volunteers working with children and vulnerable adults, and ensures that the church complies with diocesan safeguarding procedures and policies. The PCC continues the process of approving job descriptions for volunteer children's and pastoral assistants. Kelly White is the parish safeguarding officer.

The PCC has adopted the Diocese of Coventry's Safeguarding Policy, which complies with the guidance issued by the House of Bishops. A copy can be found on the notice boards in the church, and on our web site.

Staff, Readers and Clergy Matters

Children and Families Work Coordinator

The PCC continued to employ Ros Davies as our Children and Families Work Coordinator. She was 'on furlough' at least part of the week, for the early part of the year.

Office Administrators

The PCC seeks to maintain an office open as needed, staffed appropriately. Amanda di Giovanni held the role of office administrator until June when she became office manager. Fiona Henshaw joined the team in July as an administrator. Both roles are part-time.

Cleaner

A part time cleaner continues to clean for the hall areas. She has been on furlough for some of the year.

Readers

For much of 2021 we had three Readers licensed to the parish: Marie Calvert, Amanda di Giovanni and Dr Yvonne Warren. Yvonne moved away from the area in May.

Vicar

Rev. Joanna Parker remains as Vicar. Rev. Jo was installed as Vicar of St Mark's on 6th September 2017.

Curates

Heather Elson continued in her position as curate having joined St Marks in July 2020, and ordained in September 2020.

Ruth Smith joined us in April 2020 and was priested in September 2020. After a period of ill health, she took the decision to step down from ministry in October 2021.

The challenges of 2022

At the time of writing, the country is beginning to see a return to 'normal' life, but we are also aware that there are challenges ahead. Some members of the congregation are still fearful and some have felt deep loss and isolation. Some members are embracing our new understanding of the importance of community. We are aware that the needs of the congregation and parish will be varied and potentially quite different and are endeavouring to respond appropriately.

Partly in response to the coronavirus pandemic, the church's vision statement during 2022 became: **Belonging... Believing... Becoming... A community of believers, sharing God's love with the world. We are called by God and enabled by the Holy Spirit to grow as an inclusive, worshipping community. We seek to encourage belonging and nurture believing, together becoming followers of Jesus who share God's love with the world.**

The church development plan priorities for 2022 are:

Priority 1 - To gradually rebuild a collective sense of 'belonging', through providing different opportunities for people to reconnect in community with one another, sensitive to need, anxieties, desire and capacity.

Priority 2 - To embed and sustain the church vision statement.

Priority 3 - To develop how we meet spiritual need through the fullness of collective worship, including digitally.

Priority 4 - To assess the essential work that needs to be done on the church building, in order to prioritise and inform sources of grant funding.

We pray that God will guide us, as a church and as a nation, through this time.

FINANCIAL REVIEW - 2021

Unrestricted Funds

General

In 2021 the income of £149.6k covered expenditure of £153.5k, resulting in a deficit for the year of £3.8k (2020: Surplus £3.2k). Total planned giving was £118.5k (2020: £122.8k), thanks to our very generous congregation.

No legacies were received (2020: £7.0k)

Income from trading activities (which includes premises letting and concerts) stood at £21.9k (2020: £15.4k)

Expenditure on general funds amounted to £143.2k for 2021 (2020: £127.2). Our Diocesan parish share was as £68.0k (2020: £68.0k). Staff costs were £40.9k (2020: £39.3k). Premises and maintenance expenditure in 2021 was £9.1k compared with £9.0k in 2020.

During the year the church was committed to pay £10.2k (2020: £14.8k) in tithes. The total tithe paid represented 10% of total income received in the year (measured on a cash rather than accruals basis) adjusted by an excess amount paid to the Diocese.

Designated

We received £7.4k for the livestreaming equipment in the church, and have spent so far £5.7k.

A further £1.5k was spent on other funds

Restricted Funds

In restricted funds expenditure exceeded income by £2.5k. Most of this related to depreciation on equipment in the kitchen.

Balance Sheet

At 31 December 2021, total cash and short-term deposit balances stood at a £117.9k (2020: £118.0k). The church has total net assets of £285.0k (2020: £291.1k). A reduction mostly due to net payments from the general and restricted funds.

Reserves

During 2021 it cost around £11.7k per month to keep the church going, not allowing for any major repair work. The reserves in the unrestricted fund stand at £51.0k (2020: £53.9k), representing approximately 5 month's expenditure. The PCC believes that this is an acceptable level of reserves which will act as a buffer for any unforeseen events. It is also in line with good accounting practice.

Further information

A separate informal report detailing additional information on activities within the church is presented at the Annual Parochial Church Meeting.

INDEPENDENT EXAMINER'S REPORT

I report on the accounts of the church for the year ended 31 December 2021, which are set out on the following pages.

Respective responsibilities of trustees and examiner

The church's trustees are responsible for the preparation of the accounts. The church's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

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

Independent examiner's statement

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

- which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Acthave not been met; or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: I Salvin

Ian Salvin BSc(Econ), CGMA

Dated: 31 March 2022

DETAILED ACCOUNTS

Statement of Financial Activities at 31 December 2021

	Note	2021			Total funds £	2020 Total funds £
		Unrestricted Funds £	Designated fund £	Restricted funds £		
Income from:						
Donations and legacies		118,545	7,407	385	126,337	132,174
Other trading activities		21,881	-	-	21,881	15,353
Other income		9,183	-	-	9,183	12,931
Total income	2	149,609	7,407	385	157,401	160,458
Expenditure on:						
Charitable activities	3	143,205	7,242	2,784	153,231	152,819
Missionary and charitable giving	5	10,246	-	76	10,322	14,763
Total expenditure		153,451	7,242	2,860	163,553	167,582
Net movement of funds:		(3,842)	165	(2,475)	(6,152)	(7,124)
Reconciliation of funds:						
Total funds brought forward		54,850	63,412	172,872	291,134	298,258
Total funds carried forward:		51,008	63,577	170,397	284,982	291,134

Balance sheet as at 31 December 2021

	Note	2021			2020
		Unrestricted funds	Designated fund	Restricted funds	Total funds
Fixed assets:					
Tangible assets	6	2,481	-	165,167	167,648
Current assets:					
Debtors	7	2,335	-	-	2,335
Investments	8	28,260	63,750	5,230	97,240
Cash at bank and in hand		20,667	-	-	20,667
Total current assets		51,262	63,750	5,230	120,242
Liabilities:					
Creditors falling due within one year	9	2,735	173	-	2,908
Net current assets		48,527	63,577	5,230	117,334
Total net assets		51,008	63,577	170,397	284,982
The funds of the charity:					
Unrestricted funds	10	51,008	63,577	-	114,585
Restricted funds		-	-	170,397	170,397
Total charity funds		51,008	63,577	170,397	291,134

The notes on the following pages form part of these financial statements.

Approved by the PCC and signed on its behalf:

Signed: J Parker

Joanna Parker - Vicar of St Mark's New Milverton

Dated: 10 April 2022

NOTES

1. Accounting Policies

Basis of Preparation

The financial statements are prepared under the historical cost convention and in accordance with the FRS 102 SORP. In preparing the financial statements, the PCC of St Mark's follows best practice as set out in the Statement of Recommended Practice Accounting and Reporting by Charities (SORP 2015).

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the PCC of St Mark's and which have not been designated for other purposes.

Designated funds have been set aside by the trustees for particular purposes. The aim and use of each fund is set out in the notes to the financial statements. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the PCC of St Mark's for particular purposes. The cost of raising and administering such funds are charged to the specific fund.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the PCC of St Mark's is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from letting of the premises is included in the period in which the PCC is entitled to the receipt.

Gifts in kind donated for distribution are included at valuation and are recognised when received.

Grants and legacies are accounted for when the PCC is legally entitled to the amounts due.

Interest is included when receivable by the charity.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Grants and donations are accounted for when paid, or when awarded if the award creates a binding or constructive obligation on the PCC.

Tangible fixed assets and depreciation

Consecrated and benefice property are not included in the accounts in accordance with the SORP, as it is not possible to obtain an appropriate valuation for the church building. All expenditure incurred during the year on such property, whether maintenance or improvement, is written off on purchase or acquisition.

No value is placed on the church hall complex as this is regarded as an integral part of the church.

Moveable church fittings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal, are inalienable property, and are listed in the church's inventory which can be inspected during office hours. For such furnishing acquired prior to 1 January 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements.

Other fixtures, fittings and office equipment uses within the church premises are depreciated on a straight line basis over their useful life ranging from 3 to 10 years. Individual items of equipment with a purchase price of £750 or less are written off in the year of expenditure. Assets donated to the PCC are not included with fixtures and fittings.

2. Income

	2021			2020	
	Unrestricted funds £	Designated fund £	Restricted funds £	Total funds £	Total funds £
Donations and legacies					
Planned giving:					
Tax efficient donations	90,561	5,944	100	96,605	93,622
Tax recoverable	21,448	1,463	25	22,936	23,497
Other planned giving	4,921	-	-	4,921	6,946
Total planned giving	116,930	7,407	125	124,462	124,065
Other donations					
Legacies	-	-	-	-	7,000
Events and miscellaneous	1,615	-	260	1,875	1,109
Total other donations	1,615	-	260	1,875	8,109
Total donations and legacies	118,545	7,407	385	126,337	132,174
Other trading activities					
Weddings and funeral fees	950	-	-	950	1,559
Premises letting	20,931	-	-	20,931	13,794
Total other trading activities	21,881	-	-	21,881	15,353
Furlough	9,086	-	-	9,086	-
Income from investments	97	-	-	97	97
Total other Income	9,183	-	-	9,183	12,931
Total income	149,609	7,407	385	157,401	160,458

3. Expenditure

	2021			Total funds £	2020 Total funds £
	Unrestricted funds £	Designated fund £	Restricted funds £		
Ministry					
Diocesan parish share	68,000	-	-	68,000	68,000
Clergy expenses	1,097	-	-	1,097	1,229
Outreach and mission	100	-	200	300	1,541
Teaching and pastoral	445	-	-	445	112
Worship and music	1,413	6,014	-	7,427	1,194
Youth work	768	-	-	768	1,059
Total ministry	71,823	6,014	200	78,037	73,135
Support costs					
Salaries and wages	40,936	-	-	40,936	39,271
Church running expenses	14,971	-	-	14,971	13,219
Church office	3,831	-	-	3,831	3,578
Premises maintenance and repairs	9,131	1,228	-	10,319	17,813
Equipment	-	-	-	-	84
Equipment depreciation	2,913	-	2,584	5,497	5,719
Total support costs	71,382	1,228	2,584	75,194	79,684
Total charitable activities	143,205	7,242	2,784	153,231	152,819

4. Staff costs and reimbursed expenses

During the year there were no employment or housing costs, other than those specified below. The employment costs for the vicar were paid by the Diocese. Since 1 September 2015 staff have had the option to join the Church of England Church Workers Pension Fund.

On average during 2021 the PCC employed 1 full time and 3 part time people, who each earned less than £60,000 per annum. No members of the PCC received a salary whilst a member of the PCC.

No lay PCC members were reimbursed for personal (travel/subsistence) expenses (2020 £0).

The PCC received a furlough grant of £9,086 (2020 £12,834)

	2021			2020
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Salaries and wages (including cleaner)	40,437	-	40,437	37,848
Employers pension contributions	499	-	499	713
Redundancy payment	-	-	-	710
Total staff costs	40,936	-	40,936	39,271

Average number of employees in the year

	2021	2020
Pastoral	1	1
Administration	1	1

5. Missionary and charitable giving

During the year the church was committed to pay £10.2k (2020: £14.8k) in tithes. The total tithe paid represented 10% of total income received in the year (measured on a cash rather than accruals basis) adjusted by an excess amount paid to the Diocese.

	2021			2020
	Tithe £	Restricted £	Total funds £	Total funds £
Overseas				
Church Mission Society	250	-	250	1,500
CORD	750	-	750	1,125
Open doors	1,000	-	1,000	1,600
TEAR Fund	1,000	-	1,000	1,175
World Vision	500	-	500	-
Total overseas	3,500	-	3,500	5,400
Home				
A Rocha UK	125	-	125	100
Bible Society	-	-	-	500
Children's Society	1,000	76	1,076	-
Christians Against Poverty	4,000	-	4,000	4,200
Church Pastoral Aid Society	1,500	-	1,500	2,000
CPAS Falcon Camps	300	-	300	-
Crossteach	300	-	300	750
Helping Hands	500	-	500	500
Inclusive Church	200	-	200	-
Leamington Street Pastors	300	-	300	250
Nightlite (All Saints PCC)	200	-	200	-
Royal British Legion	50	-	50	21
Thrive Youth	800	-	800	750
Warwick District Foodbank	300	-	300	500
Warwick Young Carers	200	-	200	-
Owing at 1 January 2021	(3029)	-	(3029)	(3237)
Owing at 31 December 2021	-	-	-	3,029
Total home	6,746	76	6,822	9,363
Total donations	10,246	76	10,322	14,763

6. Tangible fixed assets

A flat in Brookhurst Court was donated to the PCC in 2012 and is shown at valuation when donated. As it is not being sold, it has not been revalued.

	Freehold Property*	Equipment	Fixtures and fittings	Total
	£	£	£	£
Cost				
At 1 January and 31 December 2021	160,000	37,037	22,029	219,066
Depreciation				
At 1 January 2021	-	25,900	20,019	45,919
Charge for year	-	3,489	2,010	5,499
At 31 December 2021	-	29,389	22,029	51,418
Net book value				
At 1 January 2021	160,000	11,137	2,010	173,147
At 31 December 2021	160,000	7,648	-	167,648

7. Debtors

	2021			2020
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Income tax recoverable	1,334	-	1,334	4,155
Prepayments	653	-	653	594
Accrued income	-	-	-	104
Other debtors	348	-	348	943
Total debtors	2,335	-	2,335	5,796

8. Current asset investments

This consist of cash held in a no notice Scottish Widows charities account.

9. Creditors

	2021			2020
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Accruals	1,565	173	1,738	946
Tithes	-	-	-	3,029
PAYE & NI	1,170	-	1,170	1,041
Total creditors	2,735	173	2,908	5,016

10. Funds

	Balance 2020 £	Incoming resources £	Resources expended £	Balance 2021 £	Net in funds £
Restricted fabric funds					
Upper Room refurbishment	4,227	-	-	4,227	-
Organ	1,001	260	-	1,261	260
Total	5,228	260	-	5,488	260
Restricted special funds					
East window protection	2,782	125	-	2,907	125
Food Hampers	357	-	(200)	157	(200)
Dishwasher/Oven	4,429	-	(2,584)	1,845	(2,584)
Total	7,568	125	(2,784)	4,909	(2,659)
Mission Partnership		-	(76)	-	(76)
House fund	160,000	-	-	160,000	-
Total restricted funds	172,872	385	(2,860)	170,397	(2,475)
Unrestricted funds					
General fund	54,850	149,609	(153,451)	51,008	(3,842)
Unrestricted designated funds					
Designated livestreaming	-	7,407	(5,786)	1,621	1,621
Designated building fund	55,640	-	(1,228)	54,412	(1,228)
Designated music fund	7,772	-	(228)	7,544	(228)
Total	63,412	7,407	(7,242)	63,577	165
Total unrestricted funds	118,262	157,016	(160,693)	114,585	(3,677)
Total funds	291,134	157,401	(163,553)	284,982	(6,152)
	Fixed assets £	Net Current Assets £	Total £		
Represented by					
Restricted					
Fabric	-	5,488	5,488		
Special fund raising	5,167	(258)	4,909		
House	160,000	-	160,000		
Total Restricted	165,167	5,230	170,397		
Unrestricted					
Designated Livestreaming	-	1,621	1,621		
Designated Building Fund	-	54,412	54,412		
Designated Music Fund	-	7,544	7,544		
General fund	2,481	48,527	51,008		
Total Unrestricted	2,481	112,104	114,585		
Total funds	167,648	117,334	284,982		

Restricted fabric funds

These represent donations made for the improvement and major maintenance of the church building and hall complex and equipment and include:

- **Upper room fund**
This was set up to finance the improvement of facilities for young people of the parish.
- **Organ fund**
This represents donations made for improvement and major maintenance of the church organ.

Special fund-raising funds

These represent donations made for specific fund-raising efforts and include:

- **East window protection**
This fund was set up in 2015 to hold a donation received from the Gilbert Scott Trust for this specific purpose.
- **Food hampers**
This represents monies collected to provide hampers for needy local families as identified by Brookhurst and Milverton Schools
- **Dishwasher/Oven**
This fund was set up in 2015 to hold donations received towards a new dishwasher and oven for the main church kitchen. The expenditure was capitalised in 2020 and is being written off over the following 7 years.
- **The Mission Partnership fund**
This represents amounts specifically given for mission work.

The house fund

This represents the flat at 20 Brookhurst Court, donated to the PCC. The PCC agreed that this would be placed in a restricted house fund until 1 February 2022.

Unrestricted general fund

This is available for use by the PCC and not subject to external restrictions or internally determined designations.

Designated Livestreaming fund

The unspent balance of monies received from the congregation to purchase a system of livestreaming during lockdown and after.

Designated Building fund

The amount agreed by the PCC to be put aside to finance future building work.

Designated Music fund

The PCC had received a donation of a Steinway grand piano in the 1950s. It required over £10k to restore it and the PCC decided to sell it in 2018. The money is being held in a designated fund to be spent on music.

11. Capital commitments

There were no capital commitments at 31 December 2021 (2020: Nil)

12. Related party transactions

There were no other disclosable transactions in respect of PCC members, persons closely connected with them or other related parties.

13. Connected Charities

Church Society - Registered charity 249574

The Church Society holds a trust for the benefit of St Mark's. The last available accounts of the Church Society, dated 31 December 2020, show a holding on behalf of St Mark's as:

	2020	2019
Permanent Endowment Fund		
At 1 January	60,732	58,797
Gains (Losses)	7,324	1,935
At 31 December	<u>68,056</u>	<u>60,732</u>
Restricted Funds		
At 1 January	1,270	1,015
Incoming funds	1,939	949
Transfers	(396)	(694)
At 31 December	<u>2,813</u>	<u>1,270</u>

The endowment fund is specified as 'in furthering the religious and other charitable purposes of the Ecclesiastical parish of St Mark's Leamington Spa, so long as the doctrine and worship in the parish of St Mark's are evangelical in character'. This wording has been the subject of much debate with the Church Society; their current stance is that the funds will not be released unless St Mark's subscribes to the Church of England Evangelical Council's Basis of Faith (including Additional Declarations). This is incompatible with our inclusive stance. There is no reference to the restricted fund.

St Mark's Gilbert Scott Trust - Registered charity 1032347

The aim of the trust is to raise money for the restoration, maintenance and improvement of St Mark's church building. The trust has been dormant throughout the year ended 31 December 2021 having transferred its remaining balances to the St Mark's Restricted East Window Protection fund in 2015.