

PAROCHIAL CHURCH COUNCIL OF

ST PAUL LEAMINGTON PRIORS

ANNUAL REPORT

and

ACCOUNTS

For the year ended 31 December 2025

ST PAUL'S PCC LEAMINGTON PRIORS 2025 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 on the stones of the building and are 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 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 and fellowship.

When planning our activities each year, we consider the Charity 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, that finances are managed responsibly, and that all we do is underpinned with prayer.

Achievements and Performance

2025 marked an important milestone in the life of St Paul's – 25 years since Jonathan Jee was licensed as vicar here in September 2000. We marked the occasion with an evening celebration looking back on all that God has done through the church in that time. We also reflected on how Jonathan's role has changed in the last few years – maintaining oversight of St Paul's while shifting to a wider focus with various roles including Mission Hub leader, Area Dean, chair of Coventry Diocesan Evangelical Fellowship, and member of both Bishop's Council and General Synod.

It has also been a year of change for the Diocese of Coventry, with The Right Reverend Sophie Jelley installed as Bishop in summer. She spoke at St Paul's in September, to the encouragement of all. We look forward to hearing more about her vision for the diocese and working with her to achieve it.

A significant focus of this year has been investment in a full staff team to support the church in its rapidly growing ministry. We recruited Adam Tripp as Operations Director, overseeing the day-to-day running of the church building and looking into what future developments might be needed. One key project this year has been installing acoustic panels for noise reduction in the church hall and lounge. These have made a huge

difference to the children's ministry who use the space every Sunday and have also allowed several other one-off ministry events, such as the TearFund Big Quiz, to take place there.

Another member of senior team to join us in 2025 was Steve Kelly, our Director of Discipleship. He has been developing a model of discipleship for use across all aspects of church life, focused on how we follow Jesus with our whole lives – heart (loving him), head (learning from him), hands (imitating him) and feet (stepping out and sharing the good news). He has also invested in the midweek service by introducing a monthly midweek lunch. These have been appreciated by the congregation for growing community and depth of relationship, and the midweek service has grown across the year both in numbers and age-range. Steve has also supported a team of church members to start a new ministry for men, Rooted, which you can read more about in the next section.

Andy Ruffhead finished his curacy at the end of 2024 and has stayed on as a part-time Associate Minister while also studying part-time towards a doctorate. We were delighted also to be joined by Dâmares Gomes-Morris as our new curate, bringing with her a wealth of maturity in leading worship, and a fresh perspective on our ministry.

With a full staff team, we are much better able to develop and equip the whole church for their ministries – both within the church building and wider discipleship as we live out the gospel in our homes, schools, workplaces and neighbourhoods.

Engaging Steve and Andy (half-time) was a significant extra financial commitment. Despite facing a deficit budget, the PCC felt called to take a step of faith in appointing them, and trusting God to provide. We are grateful to God for his leading and provision – a number of significant one-off donations in the second half of the year meant that we finished 2025 with a surplus, which was a wonderful surprise, and an encouragement having taken that step of faith.

Ministry at St Paul's continued to grow across the year. One great joy was running the new Youth Alpha course in the spring term. We had around 40 young people in attendance each week and it was wonderful to see them engaging enthusiastically with big questions on life and faith. The youth team continue to do an excellent job in making weekly groups a welcoming and safe space where young people feel able to share honestly.

Another highlight this year has been the growth of Hope – a new congregation of St Paul's who meet at the church school. They met once a month during 2025, building team and welcoming visitors, and at the time of writing have moved to meeting weekly, with a growing number of visitors joining in.

We had sixteen baptisms and three renewals of baptism vows this year. We celebrated and rejoiced with each individual in their testimony of all that God has done in their lives – including babies being baptised into the church, a teenager who found truth and real joy in the words of the Bible, another young person who has found Jesus to be their rock during challenges, and several adults who were introduced to Jesus through the Alpha course. Praise God for each one!

Finally, we are privileged to be a part of a wonderful church family here at St Paul's. None of the groups and events described in the next section could happen without the generous giving of time, care, creativity, prayer, leadership, resources and love that so many church members pour into the ministries they are involved in. Thank you for all you do, and we thank God for each one of you.

Activities this year have included:



All age service



Celebrating milestones at midweek



Baptism



Craft on Sunday morning

Services

In 2025 we had 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. Our evening service at 6:30pm is attended by around 100 adults. Finally, our midweek 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, Christingle, Christmas Praise, Midnight Communion, and traditional Carols by Candlelight. We also held a Longest Night service, which gave time for those who have lost loved ones to remember them. At Easter, we celebrated Good Friday and Easter Sunday with all-age services at church.

Our sermon series in 2025 included 'The God Story' – the overarching narrative told by the whole Bible, Revelation – letters to the early church, The Lord's Prayer, The Fruit of the Spirit, Seven Vices and Seven Virtues, and the book of 1 Peter. Across the year, we welcomed several guest speakers to our services, including Bishop Saju Muthulaly, Bishop Sophie Jelley, and Ruth Rice, founder of Renew Wellbeing cafés. Another highlight was welcoming Graham Kendrick to our evening service to lead worship and share testimony.

We praise God for making St Paul's a place of welcome and warmth, and are so encouraged by the regular feedback from visitors saying as much. One person with little church background who came along for first time in 2025 said *'it's wonderful to see so many people so filled with real joy'*.

Mission Hub

We continued to invest in our mission hub. We ran termly 'Retreat to Advance' mornings for clergy to take time for spiritual encouragement and rest. We also ran two prayer lunches for those from the mission hub (as well as other local churches and Christian organisations) to come together for worship, fellowship and prayer.

We are blessed with a large and experienced staff team who have been able to share advice and resources with other churches on various aspects of ministry, including safeguarding, HR, tech, children's ministry and finances.

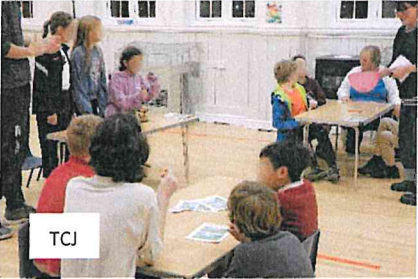
Eleanor continued to lead the Myriad learning community for lay leaders of New Worshipping Communities. Eight teams from around the diocese, including one from St Paul's, are involved with this. Finally, Jonathan continues to meet and pray 1:1 with various leaders from our mission hub churches, encouraging them in their leadership and ministry.

Children

2025 was another joyful year in the children's ministry. On Sundays we explored the 'I am' sayings of Jesus, some of the parables, and learnt more



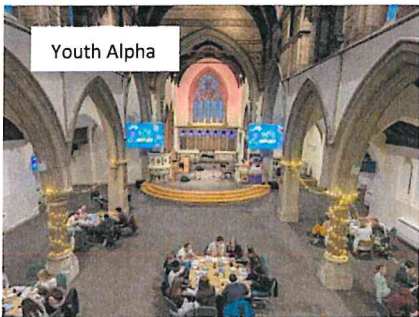
Shine Out Soak Up



TCJ



Tiddlies Praise Party



Youth Alpha



Bible study at Engage



Thursday Club social

about the apostles. We also spent the Autumn term studying The Lord's Prayer alongside the adult congregation, and it was great to see the children understanding this prayer in a fresh new way. Several children chose to deepen their faith by being baptised last year, which was so encouraging and joyful to witness.

Our midweek stay and play Tiddlies Praise continues to be lots of fun, and holy chaos (especially during the tidy up time!) We celebrated the end of the summer term with an enchanted kingdom theme, which was met with great delight by the children and adults alike. TCJ (our midweek group for years 4-6s) continues to be a place for fun and friendships to develop, as well as an integral time in our young people's lives to hear more about God and his heart for them.

We have continued faithfully providing collective worship for the school this past year, and the team is met there with exuberance and enthusiasm. In June, a team of volunteers took 40 year 4 children on a residential ventures weekend, alongside some of their teachers. This was an exciting weekend where the children explored evidence for the resurrection. We also led sessions with the whole school in the Autumn term around their school values, in school for EYFS and in the church building for years 1-6.

On October 31st we had our annual Light Party, which included a greatly appreciated silent disco. One of our regulars expressed loudly on their way out that, 'You've outdone yourself this year!' It is wonderful to welcome so many families from the surrounding area and celebrate Jesus with them.

Youth

We started 2025 with the launch of Youth Alpha in January, welcoming around 40 young people each week. It was great to give young people the opportunity to invite friends, ask questions and discuss life, faith and purpose over a meal. Some of those who came didn't have a Bible and asked for one, so it was a joy to give them their first Bible!

One of the young people said, *'I decided to go to Youth Alpha because I wanted to learn more about God. The food was really nice and it was definitely worth going because I got to watch videos about people getting to know Jesus. We heard different opinions and perspectives, and it made me think about things after I went home. Me and a friend started to read the Bible on a zoom call because of Youth Alpha.'*

After Youth Alpha we started a sixth form Bible study, which has been wonderful for those who want a space to go deeper and learn tools to help them understand the Bible better. At our regular groups – Engage, Thursday club and Hub - we've seen young people growing even more comfortable to ask questions around faith. All three groups have been wonderful spaces where we've seen young people grow in discipleship.

In September, Lizzie Russell and Jacob Ball started facilitating the Christian Union at North Leamington School. This has been a good opportunity to help young people grow in leading Bible studies and prayer, whilst also creating a space where they can ask any questions. We have around 20 young people



attend most weeks, many from St Paul's, and are excited about how this might grow.

In October, we hosted our annual Light After Party. We invited two young people to share about the difference the light of Jesus has made to their lives. Their powerful testimonies changed the atmosphere for the rest of the night, making it clear that we were gathered to celebrate Jesus.

We had a wonderful time at Basecamp 2025 with 40 young people from St Paul's. As always, this was a significant weekend for young people to go deeper in their faith. We also took 10 young people to the youth festival Satellites over summer. Many of them responded and showed a real desire to live with God at the centre of their lives.



Regular events

Small groups

As attendance continues to grow at all of our services, we encourage everyone that rather than being 'a face in the crowd' you are a valued part of the body of Christ with a vital part to play. A key part of this is being part of a small group - a spiritual 'home' where we can be ourselves, share our lives, grow and learn together and find care and support in tough times.



At St Paul's we have 18 small groups. Most meet weekly in someone's home on a regular midweek evening, and a few meet in the daytime. You can find our list of groups and check out details on our website. We invite everyone to find a group that suits and try it out for themselves.



In this last year, many groups have followed the Sunday teaching with series such as 'The God Story', 'The Book of Acts' and 'Nehemiah'. Other groups have chosen their own material such as 'Just 10' and 'Practicing the Way'.

In the coming year we hope to start a number of new small groups so that everyone in our growing church can find a place to belong and contribute and be refuelled for life.



Oasis

Oasis is a community of women led by Liz Lewis who meet every Thursday morning at church for worship, Bible study and time in smaller groups to talk and pray. Many new women have joined Oasis this year, and the small groups are flourishing as a result - it's a joy to come together for worship, teaching and fellowship. In 2025, our talks focused on picture language in the Bible, Old Testament heroes of faith, and the heart of Jesus.

Highlights this year include the (very wet) prayer walk around Jephson Gardens in June; and our annual Garden Party, where we were blessed with sunshine, lots of cake, and a wonderful talk from Thrive Youth Ministries.



Rooted

In June 2025, a team led by Steve Larke started a new ministry for men called Rooted. Our vision is 'to build a strong community of men who encourage one another in faith, grow spiritually through Bible study and prayer and



Rooted breakfast



Rooted kitchen team



Men's and Kid's camping



Cake and Craft



MIRTH walk



MIRTH visit

deepen relationships through fellowship and shared experiences of service and outreach'. We had around 45 men meeting for breakfast every month on a Saturday morning, listening to a talk, discussing the topic around tables and enjoying fellowship and breakfast together. We also meet up informally in a local pub on the last Thursday of each month.

One man who has been coming to Rooted events shares his experience: *'As a relatively new arrival at St Paul's, Rooted has come at a great time for me - I've been able to get to know many others in a warm, welcoming and inspiring environment. I can see that it has also done the same for many others, which in a big church shouldn't surprise us! But it's been about more than fellowship - I've been challenged afresh as we've been led by the speakers, and encouraged as I discuss with others over breakfast.'*

Men's and Kids' Camping

Men's and Kids' camping was back again this year at the wonderful Biblins camp site on the River Wye. We had a very large camp, supplemented by a semi-permanent camp which included a large tent for gatherings and a fully equipped kitchen, so more glamping than camping!

Numbers were up again this year, and we had over 120 adults and kids venturing to the Forest of Dean for a fun-packed weekend. Old friendships were strengthened and new ones established, all whilst climbing up Symonds Yat rock, sipping a drink by the campfire or exploring the forest. We had a couple of campfire talks, which was a highlight of the weekend and were well received. The forced digital detox (there is no mobile/internet reception) and the wholesome outdoors did us all good.

Cake and Craft

Cake and Craft is a monthly Saturday-morning session led by Bec Rolls for people to be creative, have community connection and share refreshments together. We enjoy learning and encouraging each other in the different crafts people are pursuing.

MIRTH

MIRTH is a group led by Terry Salter which aims to help improve the quality of life for retired men from a wide range of backgrounds. Our main events typically attract around 30 men.

We enjoyed a diverse range of talks and visits throughout the year. Highlights included a talk on William Tyndall to mark 500 years since the Bible was first translated into English; and visits to the National Guide Dogs Breeding Centre, the Midlands Air Museum and the Lord Leicester Hospital, as well as our popular annual outing, this year to Lichfield. The programme concluded with a well-attended Christmas lunch.

The monthly MIRTH walks followed by a pub lunch remain popular, as do the monthly Bible discussions. In the Autumn we hosted a MIRTH Xtra event for all men with our ever-popular curry night.



Mustard Seed Fellowship

Mustard Seed Fellowship

Mustard Seed Fellowship is our Cantonese Christian Fellowship led by Emen and Larry who meet on Sunday afternoons after attending the morning service at St Paul's. After finishing the Alpha Course in 2024, we started to work through the Christian Foundations course material in our meetings, which has helped us to continue grow strong in Christ.

In October, a few of our group, with the support of the wider church, started a weekly Table Tennis outreach event. More on that below.

We also enjoyed getting involved with wider events at St Paul's. In particular, joining the community Carol singing and running a craft activity at 'Create for Christmas' in December. Emen was thankful for the opportunity to share some of her testimony at this event, through a short interview.

ECO Group

During 2025, we promoted environmental awareness at St Paul's by encouraging participation in the Big Garden Bird Watch, giving wildflower seeds to children at church, and arranging a community litter pick. We took part in various events such as Eco-Fest in the Pump Room Gardens and the launch of Leamington Eco-hub. We arranged a visit to Sherbourne Recycling Centre, and regularly included eco-tips for the congregation in St Paul's weekly newsletter.

Internationally, we funded the planting of 150 timber and fruit trees at NOTDEC in Uganda. When mature, these trees will provide a source of income for NOTDEC. We also raised £5000 to fund solar panels for 20 NOTDEC families. The electricity produced will support the health, education and security of the families who received the panels as well as having a positive effect on the environment.

Alpha

With the Quiet Revival in the UK, we have been seeing lots of seekers coming to church and joining for Alpha to explore Christian faith. At Alpha in 2025 we had 52 people in total join us on our two Alpha courses, including 6 young people on a sixth form table at our autumn Alpha. We have seen an increase in the number of people coming on Alpha with very little or no church background, and it has been wonderful to see people coming to faith, getting baptised, and taking big steps forward in their following of Jesus! In the autumn term Steve Kelly began developing and testing what has in 2026 become the Encounter Pathway, to be a suitable next step for most Alpha guests.

Prayer and sung worship

Prayer continues to be an important part of life at St Paul's. Throughout 2025 we continued to gather at monthly prayer meetings, The Source, to intercede and to make space for hearing God. Prayer is also woven into our regular services, small groups, staff meetings, children's groups and other ministries.



Create for Christmas craft



Litter pick



Alpha



Alpha kitchen team



The Dwelling Place

In November we started a new worship night, The Dwelling Place, which will run every other month for the time being. It is a wonderful hour of sung worship and space to be still before the Lord.

Community

Wellbeing café

Our Wellbeing café runs every Monday morning, with the church lounge transformed into a warm, welcoming café open to all. As guests arrive, they are greeted, given refreshments, and settle down to chat, play a game, do an activity or just relax. We always have a laugh.

A key part of the café is the short meditative thought or prayer that guests are invited to join partway through the morning. Many choose to take part in this which is wonderful.



Wellbeing café

Foodbank café

Our Foodbank Café runs alongside the Foodbank at St Paul's and provides hot and cold drinks, a range of snacks, and clothes for young children, for whoever wants to drop in. We get a whole range of people, including Foodbank users, refugees and asylum seekers, and others from the local community who come for a warm welcome and a listening ear.

One volunteer says, *'since joining the Foodbank café team I have been heartened by the kindness everyone shows and the real sense of community between the volunteers and the regular visitors.'*

Another adds, *'we love hearing from our 'regulars' - those who come because they like the warmth of our welcome - and also those who are new to the Foodbank. We hear about the ups and downs of everyday life, and about the sometimes painful stories of what brings someone to the Foodbank. We listen. We empathise. We encourage. And we share the love of Jesus in any way we can.'*



Foodbank café team

Hope

Hope is a new congregation led by a team of church members that meets in St. Paul's School (with whom the church enjoys a close relationship) at 4pm on a Sunday. During 2025, we met once a month. Our vision is to be a 'new worshipping community' that brings hope to those who are hopeless by sharing the good news that Jesus came to 'bind up the broken-hearted, to bring freedom for the captives and release from darkness from those feeling imprisoned and a garment of praise in place of a spirit of despair' (Isaiah 61).

With support from the Myriad Learning Community, 2025 was the first year of meetings, and visitors of a variety of ages and backgrounds attended the meetings each month – drawing particularly from the school community and the local area.

Hope is run by a fantastic, enthusiastic and committed team and with the start of weekly meetings in 2026, it is looking for those from the church who



Foodbank café



A big welcome to Hope!



feel the call to serve periodically or regularly in a very outward looking, evangelistic, inter-generational, interactive setting.

Super Saturday

Super Saturday is a group for families who have a child or children with additional needs. This year, we enjoyed welcoming along some new families from both church and the wider community. As this was our second year of Super Saturday, it has been wonderful to see relationships continue to grow and for those who come along to enjoy the group as a safe, encouraging and welcoming space.

One parent says, *'It's not just for the kids, it's for the parents too! It is lovely being a parent of a SEN child but also very lonely, you rarely manage a full chat and people don't understand the challenges you face. Super Saturday enables you to talk to other church parents properly and deeply about the struggles faced with people who get it.'*

Staycation

2025 was the second year we ran 'staycation', our summer holiday club for all ages. We had a wonderful four days together with children, families, adults and older people all joining in the fun. We looked at five different people that Jesus met in the Bible and the impact that he had on their lives. There was a range of activities – puzzles, crafts, inflatables, games, dance and more – and a fantastic free café with hot drinks and snacks. It was a joy to welcome in so many of our church members as well as families from school and our local community.

A few of the highlights from those who came along were, *'seeing so many people of all ages from both church and outside of church altogether', the 'great variety of activities', having 'time to chat with others', and 'getting away from other life pressures'.*

Pub Quiz

This year, a few members of St Paul's started a monthly pub quiz at the Greyhound – one of our local pubs. It has been great fun so far and usually attracts 6-8 teams. This is primarily an opportunity to build closer ties with the local community but also provides a chance for conversations with people who might not otherwise engage with church or Christianity.

Table Tennis Club

Another new event this year has been the start of Table Tennis Club, which the Mustard Seed Community pioneered in September. All the equipment is ready to go every Monday evening and is open for anyone interested in playing. Currently there are about twenty players aged 10 to 60+ years old - 30% attend regularly, the rest occasionally. About half are regular members of the St Paul's congregation the rest join in from the local community. It is a truly multi-ethnic mix. Coaching is available for anyone who would like help to improve. As well as being fun and a good way to have fellowship across the ages it has proved a great way to bring those from outside the church into the building.





Action shot!



Mission Sunday



The Well – passing the baton



The Thrive Bus

Other events

Across 2025, there were many other one-off events at St Paul's which cannot all be detailed in this report. These included games nights, a Big Questions outreach event at Easter, a Tearfund quiz, a Ceilidh on St Paul's Day, a VE celebration with lunch after the midweek service, carol singing in the community and local pubs, concerts performed by Kings Chamber Orchestra and attended by around 400 people, and a church family international lunch on Pentecost.

We also ran a variety of courses throughout the year, helping to equip church members through different stages of life and discipleship: a course looking deeper into Luke's gospel; Securely Single, to encourage and support single Christians; and the Bible Course, looking at the overarching story of the Bible and how all the books tell the gospel together.

Mission Partners

We have continued to support our mission partners through giving money, regular prayer support, or both. This was the second year that we held 'Mission Sunday' - a Sunday when the Local and Global teams join together to feature all our partners, with them either coming in person, or having someone represent them. There was a real buzz in the hall after the morning service as people came to see the displays, with good conversations happening, and some responses to particular needs shared. The tables then moved to the church for the evening where there was less interaction, but still some good conversations.

All our partners invariably talk of how special St Paul's is to them and all send their thanks for the support they receive - finance, gifts, prayer, advice and more. In terms of finance, gifts have come not just through the church budget, but individuals have also given generously to our partners, and sometimes with incredible timing that exactly covers a need that they have.

Highlights from local mission partners

Saturday 15th November saw a very significant day in the life of The Well Christian Healing Centre. St Paul's hosted the 'passing the Baton' service at which Anne Hibbert passed the baton of leadership to Ian and Ruth Dowsett. They have been called by God to take over from Anne as she steps down after 23 years of faithful and inspirational service. We are so grateful to Anne and all who minister at and through The Well for their encouragement, their service, their training and the many ways they have blessed us with the healing power of Jesus.

Thrive Youth Ministries have continued to bring hope to young people across Warwick and beyond. This summer, they partnered with YWAM and churches in North Coventry, Nuneaton and Bedworth for a week-long mission, and saw God at work through weekly Youth Alpha sessions on the Packmores estate in Warwick. In the summer term, Thrive helped 12 churches connect with their local primary schools, supporting Year 6 pupils as they prepared for the move to secondary school.



Highlights from further afield

Highlights always include visits from our mission partners and it was great to have Stu and Rosie Bayford, and their lovely daughter Ottelie, with us in April. They were very tired, just having recently arrived back from Brazil and they shared very openly and honestly about struggles as well as joys. It was good to see their time in the UK resulted in them being much more refreshed when they returned to Brazil, ready for what is their final few months before coming permanently back to the UK.



Another really good visit was that of Claire Gasson and the children from Argentina who came for a month over Christmas. They too had been very tired, but they were incredibly blessed by the love and warmth of welcome given to them, as well as the invites to join in various activities. Just before their return, Claire summed up the visit as 'uplifting' - it was a time that the whole family loved and appreciated.

Weddings and Funerals

One of the joys of church life is the weddings which happen in our building throughout the year. In 2025, we had two couples get married at St Paul's.

It is a privilege to come alongside those who have lost loved ones when we lead funeral services at church. We would especially like to gratefully remember Lewis Stephenson – a long-standing member of our church family who died in 2025. Lewis had been a churchwarden for many years and was a faithful intercessor for the church. He and his wife Angela had been part of the church for 50 years, and only eternity will reveal how much we owe them! Lewis will be greatly missed until we see him again in glory.

New Wine

St Paul's is part of the New Wine network of churches, and we always take a group to their United summer festival. 2025 was no exception, and those who went – from the youngest children to the oldest adults – enjoyed the fellowship, worship and teaching. A group from the staff team also attended the New Wine Leadership Conference in Harrogate. It was a hugely encouraging and refreshing time.

Leadership

Staff and DY Student

2025 was another year of significant change in our staff team. Andy Ruffhead finished his curacy at the start of the year and has continued with us part-time as Associate Minister since. Also in January, Pratima Badde began as the new Communications Officer, replacing Naomi Gaade who stepped out of the role in December 2024.

Steve Kelly joined us in February in the newly created role of Director of Discipleship. He has been overseeing small groups, the midweek service and prayer, alongside prayerfully developing a new discipleship model for the church.

In March, John McKellar retired after seven years as Operations Director. We are grateful for all his work here over that time, including the excellent start towards Net Zero that he helped the church to achieve.

Over summer we said goodbye to Daniel Marshall, our 2024/5 Discipleship Year (DY) student, and welcomed Jacob Ball, our 2025/26 DY student. Jacob has already been involved in youth ministry at St Paul's while he studied at Warwick University, and will continue to focus on this area of ministry across his DY year.

Over summer we also welcomed Dâmares Gomes-Morris to St Paul's as she started her curacy with us. She has a particular heart for musical worship and will be involved in this alongside many other aspects of ministry over her three-year curacy.

In September Adam Tripp joined us as the second Operations Director, with a focus on fabric, facilities and events. He works in tandem with Julie Jackson, who continues as Operations Director overseeing safeguarding, HR and ministry. Paul Giles (Site Manager) has reduced his hours, and Lars Wicks (Media Manager) has taken on some additional hours to allow him a focus on the future development of the building and on advancing our Net Zero project.

Our Leadership Community met several times across the year. Alongside training and leadership tips we've had input from James Lawrence and valuable discussions on our discipleship strategy. We are looking at how best to invest in leadership going forwards as the network of ministry and small group leaders expands with the church.

More information about our activities during the year is available on our website, www.stpl.org.uk.

Fabric

Throughout 2025, we have continued our maintenance schedule, health and safety checks; and the housekeeping team have ensured we remain a clean and welcoming space. Alongside the annual maintenance schedule, works have been needed to repair the lightning protection on the church spire and to service the organ. The church heating system has received maintenance to improve its efficiency, and repairs were carried out to several radiators as we look to prolong their life so that they have the potential to be incorporated into a new sustainable heat source solution.

The Operations team have also been pushing forward with the goals set out last year. In particular, renovating the church hall with double glazing and adding acoustic wall panels in the lounge and hall. These changes have made the hall warmer and quieter, enabling us to use the space for weddings, funerals, KCO and the first night of the Dwelling Place. They have also, crucially, improved the experience for children's ministries in the space. Tim Filby, a leader of the Sunday group who use the hall says, *'the panels in the hall have been fantastic to reduce noise during the Shine Out Soak Up sessions, allowing easier communication with children and the team. It has created a calmer environment, which allows for everyone to be able to worship and pray easily and with less distractions.'*

The lounge is also much improved by the addition of the acoustic panels, not only on Sundays as people chat at services, but for midweek events too. Terry Salter (leader of MIRTH) says, *'several MIRTH members have commented on how much better the lounge is for our monthly meetings. Both the conversations over lunch and listening to the speakers is so much better since the acoustic panels have been installed. The group would like to say a very big thank you.'*

Net Zero

This year we began to invest more time and planning into reaching Net Zero by 2030 – the goal for all parishes by the Church of England. This is a complex process that requires thorough research, audits and investigation before we put a strategy together. A particular focus is currently on exploring solar panels and alternative heating solutions in more detail.

Projects that have been achieved in 2025 to help progress towards Net Zero are:

- Double glazing in the hall
- Hot water timers on our water boilers
- Heated gilets for the team to heat the people not the space
- Upgrading to LED lighting

Looking ahead

In 2026, we hope to:

- Form a more complete Net Zero Plan
- Develop our existing spaces better to facilitate the growing church ministries
- Continue to maintain our facilities to a high standard for our congregation and ministries

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 £50k at the start of 2025, as our expenditure was set to increase by another 13%—mostly due to increased staff and facility costs—and our regular income was not expected to increase at the same rate. However, we are grateful to God for continuing to provide unexpected sources of income so that, even though our expenditure levels were almost as high as anticipated (£1k/0% below budget), we finished the year showing a £43k surplus.

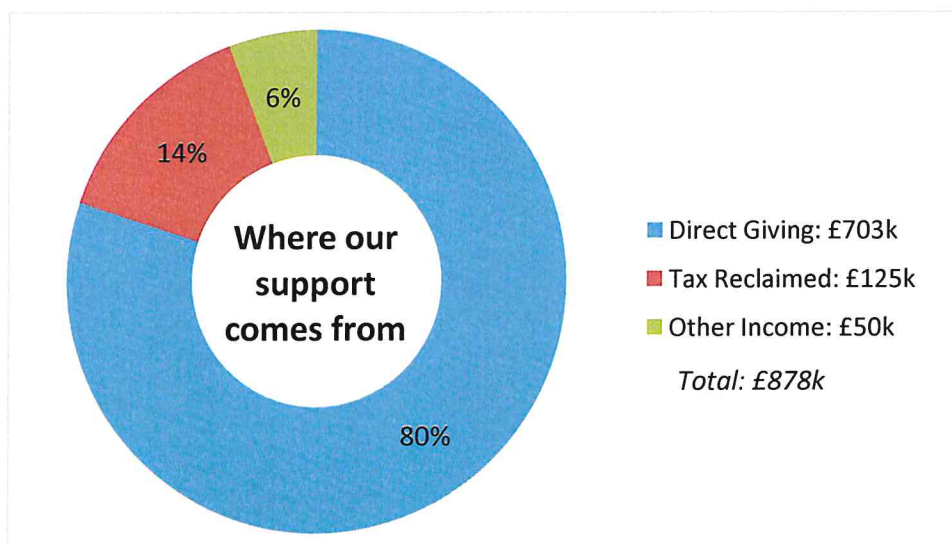
The General Fund, which is used for day-to-day activities, is a good example of this provision, because even as late as October 2025 we were forecasting a significant deficit of £20k. However, £81k of one-off/unanticipated donations (plus Gift Aid) were received in the final two months of 2025.

Our cash reserves currently stand at £268k. 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 £135k).
- Around £65k is in a Properties fund. The PCC owns 40 Leicester Street which was used at various points to house Discipleship Year students (no income), 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

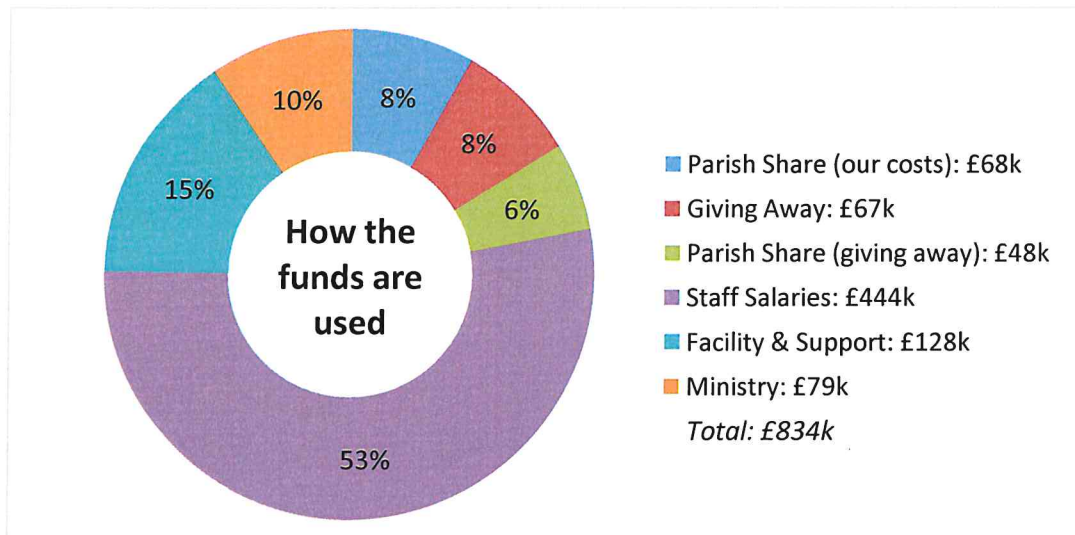


The vast majority of our regular income comes from direct giving from our church members, together with the associated Gift Aid tax reclaimed on this giving, and we are extremely grateful to all those who give so generously.

After a few years with steady levels of donations, 2024 saw a significant increase in direct giving, and now 2025 has seen an even larger increase of 22% (£509k in 2023, £576k in 2024, and £703k in 2025). This is largely due to a few significant one-off donations rather than a major increase in regular giving.

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 150th anniversary of the first worship service.

Facility and support 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 10% of the previous year’s unrestricted donations (including Gift Aid) to our mission partners and to ministries in the town beyond our own church. 2024 saw donations of around £680k so, with Giving Away of £67k, we were just under this target amount.

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 aim to 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—5% of 2024’s donations would have been £34k, so we exceeded this target by contributing an additional £48k in Parish Share.

So, in all, we gave away around 17% of 2024’s unrestricted donations, 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. £20k was donated to the fund during 2025 and £18k 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.

Full details of the independently examined accounts can be found in the Statement of Financial Activities.

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 2025 until the date this report was approved are:

| | |
|---|--|
| Simon Brown | Deanery Synod and Diocesan Synod |
| Joy Caws (to 06/04/2025) | |
| Charles Crow - Churchwarden | |
| Carolyn Davey (from 06/04/25) | |
| Zak Dunstone - Treasurer | Deanery Synod |
| Tim Filby | |
| Dâmares Gomes-Morris – Curate (from 30/06/25) | Deanery Synod |
| Ashleigh Hull | |
| Eleanor Jeans - Associate Vicar | Deanery Synod |
| Jonathan Jee - Vicar and Chair | Deanery Synod, Diocesan Synod, and General Synod |
| Judith Linnell | |
| Tom Lott (from 06/04/25) | |
| Faith Munaawa | |
| Graeme Pringle - Associate Minister | Deanery Synod and Diocesan Synod |
| Andrew Rolls | Deanery Synod and Diocesan Synod |
| Daniel Rogers (to 06/04/25) | |
| Andy Ruffhead - Associate Minister | Deanery Synod and Diocesan Synod |
| Terry Salter | |
| Alicia Sampson | Deanery Synod and Diocesan Synod |
| Jeremy Sampson - Churchwarden | |
| Carolyn Stone | |
| Timothy Traynar (to 06/04/25) | |
| Kate Wiltshire (from 06/04/25) | |

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

Safeguarding

We make Safeguarding a high priority here at St Paul's. Julie Jackson is our Safeguarding Officer and Judith Linnell acts as Deputy Safeguarding Officer. Any concerns should go to the leader of the group or ministry in the first instance or directly to Julie or Judith. We work to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese and have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by the diocese. The PCC has complied with the duty to 'have due regard' to the House of Bishops' guidance in relation to safeguarding.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited, including the appropriate level of DBS check.

We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding cases, policies and procedures in the church and also to review the handling of more significant pastoral cases. We use the Safeguarding Dashboard and Hub to manage our ongoing compliance with statutory requirements, training, DBS management and Church of England policies.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

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. New PCC members are briefed on current PCC issues at (or before) 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 Safeguarding Advisory Group, the Finance Committee, and the Site Committee.

The Senior Staff team, which consists of the clergy and Operations Managers, 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 through the diocese. The pay of employed staff is reviewed annually by the Standing Committee and increases are agreed by the PCC 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 (or better than) national averages. In November 2024, the PCC agreed to a new system of staff cost-of-living pay rises, where all employees are given an actual FTE increase equivalent to a percentage rise for the highest earner in line with inflation. The effect of this is that those on lower wages have a higher percentage increase. This is to prevent the wage gap between lower and higher earners increasing each year.

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 20th March 2026
and signed on their behalf by Rev. Jonathan Jee (PCC Chair)

A handwritten signature in black ink, appearing to read 'Jonathan Jee', with a horizontal line underneath.