RIVERSIDE CHURCH (SOUTHWELL) TRUSTEES REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

REGISTERED CHARITY NUMBER 1124850

FINANCIAL STATEMENTS FOR YEAR ENDED 31 DECEMBER 2019

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FINANCIAL STATEMENTS FOR YEAR ENDED 31 DECEMBER 2019

LEGAL AND ADMINISTRATIVE INFORMATION

Status

Riverside Church (Southwell) is a Registered Charity (Number 1124850) with The Charities Commission for England and Wales. The Governing document is a Trust Deed dated 26 March 2006.

Trustees

Mrs Wendy Adcock Mr Michael Carby (Resigned 31/03/2020) Mr Martin Cooper (Appointed 01/06/2019) Mr Christopher Hassell (Appointed 01/06/2019) Mr Andrew King (appointed 01/04/2020) Mr Julian Stone Mr Stephen Wendels Mr Timothy Wendels

Senior Leaders

Mr Stephen Wendels Mrs Helen King Mr Andrew King Mr Julian Stone Ms Sarah Potter

Principal Office

Bankers

Independent Examiner

The Riverside Church Centre King Street Southwell Nottinghamshire NG25 0EN

NatWest Bank 148-149 Victoria Centre Nottingham NG1 3QT

Hobsons CA Limited International House Brunel Drive Newark Nottinghamshire NG24 2EG

FINANCIAL STATEMENTS FOR YEAR ENDED 31 DECEMBER 2019

REPORT OF THE TRUSTEES

The trustees present their annual report and the financial statements of the Charity for the year ended 31 December 2019. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charities governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2019.

Objects of the charity

The Charity is an unincorporated assiciation and is governed by the Trust Deed dated 26 March 2006, which defines the objects of the charity as:

1. To advance the Christian Faith in accordance with the Statement of Faith in such ways and in such part of the United Kingdom or the world, as the trustees may from time to time think fit.

2. To advance education in such ways and in such parts of the United Kingdom or the world, as the trustees from time to time may think fit.

3. To relieve sickness and financial hardship and to promote and preserve good health by the provision of funds, goods or services of any kind including through the provision of counselling and support in such parts of the United Kingdom or the world, as the trustees may from time to time think fit.

When planning activities for the year, the Trustees have considered the Commission's guidance on public benefit and, in particular, the specific guidance on Charities for the advancement of religion.

Activities, achievements and performance during the year

The trustees consider that the activities undertaken by Riverside Church (Southwell) provide a public benefit to those who are members of the fellowship and those in the wider community and have referred to guidance contained in the Charity Commission's general guidance on public benefit and compiled with section 17(5) of the Charities Act 2011 when reviewing its aims and objectives.

Sunday services

2019 was a momentous year for Riverside Church (Southwell), with the introduction of a second Sunday service in May. This service, starting at 9.15am, has developed as a smaller more reflective gathering, which compliments the traditionally more lively all age worship service, which has moved to the slightly later time of 10.30am.

Community Groups

The Church's Community Group network continues to provide meaningful midweek fellowship as part of a smaller group. The groups endeavour to bring a healthy balance of friendship and fellowship. There is also a desire within the groups to help each other to grow spiritually through worship, bible study and discussion, and to serve the local communities in a variety of different ways.

REPORT OF THE TRUSTEES (continued)

Children and youth

The Church's provision for children was strengthened by the appointment of two part time children's workers. The Sunday morning Kids Klub, for children aged 3-11, continues to go from strength to strength.

Riverside's youth is a group for young people aged 11-18 and offers the opportunity for bible study, fellowship, outreach events and social activities.

The School Ministry Team visited 19 local primary schools on a termly basis, providing the opportunity to share the Gospel with approximately 3,500 children.

Exploratory courses

The Church continued to run Alpha, a 10 week course that creates space where people bring their friends for conversations about faith, life and God.

The Discovery Course was run, which presents the timeless Gospel in a way that is attractive, compelling, intellectually convincing and relevant to peoples needs.

Other midweek activities

Whilst the Church hires the Minster School for its main Sunday services, many other activities are run from the Riverside Centre which is owned by the Church. During 2019, a number of improvements were undertaken to the Riverside Centre including window replacement, new blinds, redecoration and the installation of a screen to promote Church activities to passers by.

Kids & Co is a fantastic free support group for parents, grandparents and carers of pre-school aged children. This offers the opportunity to meet up with others over a coffee while the children play together in a safe, nourishing environment.

Monday Club is a weekly meeting, which offers the opportunity for fellowship and refreshment - both physical and spiritual.

Other social groups, including Riverside Women and Men@riverside provide the opportunity for all ages to meet for fun and fellowship together.

During the year two new groups were formed - 'Coffee Plus' - a place to meet informally monthly to share fellowship together and 'Cherished' - for single Christian women.

'Lifted' Conference

The Church hosted a Women's Conference, 'Lifted', in February 2019. Over 300 women attended the event and the main speakers were Helen Azer and Rachel Hickson.

Ground level Network

The Church continues to play a significant role as a member of the Ground Level Network, which is a family of churches that empower, support and care for the local Church, its leaders and its ministries.

A Pastor of the Church leads the Midlands Connection of Churches, one sits as a member of Executive Team and a third acts as Parliamentary Liason Officer.

REPORT OF THE TRUSTEES (continued)

Missional Support

The Church has a Missions Group, which makes recommendations for strategic mission initiatives to the Senior Leaders of Riverside and oversees missions related activity.

The Church has a long term partnership with Betel of Britain, monthly donations are made to provide regular food for the residents of the organisation's Manna Farm, Calverton, Nottingham, which is a residential base used to advance the organisation's aim to restore homeless and substancedependent people to productive, independent lifestyles. The Church responded to specific financial needs that arose during he year, in addition to the regular monthly support.

Support has continued for Egypt My People who work with the persecuted Church in Egypt and Harvest Mission for Christ in India in order to advance the Christian faith in that country.

New projects funded during the year, included Christ Church Mercy Fund in Israel and Wellspring in Uganda (through Links International).

Other specific needs have been responded to during the year, including supporting the families of prisoners (through Angel Tree) and the cyclone appeal (through Links international).

Counselling

The Church offers a counselling service to its members who are able to access this by appointment as required. This service has been very popular with members and has been beneficial in respect of their wellbeing.

In order to achieve its objects, the Church relies greatly on a number of volunteers who work closely with the eight paid employees.

The Trustees would like to express their thanks to the volunteers and paid employees alike for their hard work and dedication throughout the year.

Supporters and funders

Riverside Church (Southwell) is funded by donations from it's members through offerings given at Church meetings/events and through regular monthly donations directly into the bank through standing orders.

The Church is grateful to all of it's members for their support given throughout the year.

Future developments

The Church proposes to continue its work in all of the areas set out above and develop these where possible.

We seek to reach and benefit more people both locally and internationally and to improve our charitable work both in terms of quality and quantity.

Financial activities and results

Incoming Resources	These totalled £292,080
Resources Expended	These totalled £321,878
Net Surplus/(Deficit) for Year	This amounted to (£29,798)
Tangible Fixed Assets for use by the charity	These amounted to £222,489

REPORT OF THE TRUSTEES (continued)

Investment powers, policy and performance

Our investment strategy is to undertake traditional, low risk investments which usually means placing balances on deposit with a suitable financial institution.

As this strategy is low risk, returns through interest payments are relatively low and the Trustees will look to maximise returns from interest payments whilst retaining the low risk strategy.

Reserves policy

The Trustees take a risk-based approach when considering the reserves policy, to ensure that the ensure that the Church's commitments could be met should unforeseen expenditure or obligations arise. The policy is to hold a minimum of £50,000 as available unrestricted reserves.

Available unrestricted reserves are defined as total unrestricted funds less unrestricted fixed assets (which are not readily convertible into cash) and amounts designated for essential future spend.

The table below details the reserves position:	2019 £ '000	2018 £ '000
Total funds	412	442
Less restricted funds	(7)	(6)
Unrestricted funds	405	436
Less unrestricted fixed assets	(222)	(224)
Less amounts designated for essential future spend	0	(26)
Available unrestricted reserves	183	186

As at 31 December 2019 available unrestricted reserves were £183,000 (2018 - £186,000).

The Trustees were committed to refurbishing the Riverside Centre during 2019 and £26,000 was designated for this purpose from reserves as at December 2018. This designated reserve was released in 2019 on completion of the refurbishment work.

During 2019 the staff team was increased in the areas of children's work and administration, to meet the needs of a growing Church. Taking into account the higher staffing levels, and the exceptionally high levels of current macroeconomic risk to income levels, the Trustees consider the current level of reserves to be appropriate.

Trustees

Mrs Wendy Adcock Mr Michael Carby (resigned 31/03/2020) Mr Martin Cooper (Appointed 01/06/2019) Mr Christopher Hassell (appointed 01/06/2019) Mr Andrew King (appointed 01/04/2020) Mr Julian Stone Mr Stephen Wendels Mr Timothy Wendels

The trustees must meet at least once annually however the trustees aim to meet quarterly to maintain the efficient running of the charity. Additional meetings are called where necessary.

REPORT OF THE TRUSTEES (continued)

Recruitment and appointment of new trustees

Riverside Church seek the appointment of new Trustees from within the Church. Individuals are selected based on Christian maturity, leadership ability and professional expertise.

New Trustees are appointed by the Senior Leaders, as the recognised spiritual leaders of the church, in consultation with the existing Trustees.

Risk management

The Trustees have undertaken a review of the major risks to which the charity is exposed and will continue to both monitor these risks on a regular basis and ensure that systems are in place to mitigate these risks.

Covid-19

Subsequent to the year end, the Covid-19 pandemic has had a significant impact on the church's regular activities, with regular Sunday services and midweek meetings unable to be held physically since March 2020. The church has shown great agility in responding to the pandemic to rapidly grow its online presence and find innovative ways to connect with members and support the wider community.

The financial position of the church has been maintained, thanks to the continued generous giving of members.

The financial statements were approved by the Trustees on 7 September 2020 and signed on it's behalf by:

Mr T Wendels

Trustee

FINANCIAL STATEMENTS FOR YEAR ENDED 31 DECEMBER 2019

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2019 which are set out on pages 8 to 17.

Responsibilities and basis of report

As the charity's trustees 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 charity'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

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

- accounting records were not kept in respect of the charity 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.

Monica Szolin-Jones FCA CTA for and on behalf of Hobsons CA Limited Chartered Accountants and Business Advisors

International House Brunel Drive Newark Notts, NG24 2EG

Date: 7 September 2020

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	2019 Restricted Funds £	2019 Unrestricted Funds £	2019 Total Funds £	2018 Total Funds £
Income and endowments from	:				
Donations and gifts	2	23,035	255,305	278,340	288,159
Investment income	3	0	1,296	1,296	1,107
Other	4	0	12,444	12,444	6,190
Total income and endowments		23,035	269,045	292,080	295,456
Expenditure on:					
Charitable activities	5	44,111	257,937	302,048	313,340
Other	6	0	19,830	19,830	7,304
Total expenditure		44,111	277,767	321,878	320,644
Net income/(expenditure) before transfers		(21,076)	(8,722)	(29,798)	(25,188)
Transfers between funds		21,524	(21,524)	0	0
Revaluation gains/(losses)		0	0	0	0
Net movements in funds		448	(30,246)	(29,798)	(25,188)
Reconciliation of funds Fund balances brought forward		6,154	435,525	441,679	466,867
Fund balances carried forward		6,602	405,280	411,882	441,679

The notes on pages 10 to 17 form part of these accounts.

BALANCE SHEET

AS AT 31 DECEMBER 2019

	Note	201	9	201	B
		£	£	£	£
Fixed Assets Tangible Assets	8		222,489		223,799
Current Assets Cash at bank and in hand Debtors	9 10 _	190,757 3,926 194,683	-	215,281 8,792 224,073	
Creditors: amounts falling due within one year	11 _	(5,290)	_	(6,193)	
Net Current Assets		-	189,393 411,882	_	217,880 441,679
Net Assets		=	411,882	=	441,679
Funds Unrestricted funds Restricted funds	12 13	_	405,280 6,602	_	435,525 6,154
Total Funds	14	=	411,882	-	441,679

The financial statements were approved by the Trustees on 7 September 2020 and signed on their behalf by:

Mr T Wendels

Trustee

The notes on pages 10 to 17 form part of these accounts.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

1. Accounting Policies

1.1 Basis of preparation of accounts

Riverside Church (Southwell) is a registered charity in England governed by a trust deed and registered with the Charity Commission. The nature of the charity's operations and principal activities are to relieve sickness and poverty and to advance the Christian faith in the UK and Overseas.

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 (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest \pounds .

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.

1.2 Income recognition

Income includes the total funds received during the year and comprises donations collected from individuals and those in business. The income from fundraising ventures is shown gross, with the associated costs included in raising funds. Income is recognised in the period in which the charity is entitled to the receipt and the amount can be measured with reasonable certainty.

1.3 Expenditure recognition and basis of allocation

Resources expended other than that which have been capitalised, are included in the statement of financial activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure which is directly attributable to specific activities has been included in these cost categories. Where costs are attributable to more than one activity, they have been apportioned across the cost categories on a basis consistent with the use of these resources.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

1.4 Tangible fixed assets

Individual fixed assets are capitalised at cost where the value is deemed material. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost over their expected useful economic lives as follows :

Freehold property.	2% straight line basis.
Furniture and equipment.	20% straight line basis.
Computer equipment.	33.33% straight line basis.
Music/Media equipment.	33.33% straight line basis.

1.5 Investment income

Bank interest is included in the income and expenditure account on receipt.

1.6 Taxation

The charity is exempt from taxation.

1.7 Fund accounting

General funds are unrestricted and available for use at the discretion of the trustees in the furtherance of the general objectives of the charity.

Restricted funds are funds to be used in accordance with specific restrictions imposed by donors or trustees.

2.	Donations and gifts	2019 £	2018 £
	Restricted donations and gifts		
	Betel Food Project	13,594	11,924
	Links Cyclone	4,223	0
	Waters family	5,218	0
	Sethule Orphans Trust	0	5,432
	Total restricted donations and gifts	23,035	17,356
	Unrestricted donations and gifts		
	Indian orphanage	0	0
	Tithes and weekly offerings	255,305	270,803
	Total unrestricted donations and gifts	255,305	270,803
	Total donations and gifts received	278,340	288,159

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

3.	Investment income	2019 £	2018 £
	Interest on cash deposits held for investment	1,296	1,107
4.	Other incoming resources	2019 £	2018 £
	Sale of CDs Youth group income Conference income Womens events income	402 1,459 3,648 6,935	650 2,576 2,175 789
		12,444	6,190

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

5.	Expenditure on charitable activities	2019 £	2019 £	2018 £	2018 £
		Restricted	Unrestricted	Restricted	Unrestricted
	Grants/donations payable				
	Betel Food Project	34,219	0	52,983	
	Harvest Mission	0	1,384	0	1,384
	World disasters	0	0	2,551	0
	Counselling Consultancy	679	0	2,120	0
	Egypt My People	0	12,500	0	15,000
	Links Cyclone	3,775	0	0	0
	Waters family	5,438	0	0	0
	Other Ministries	0	4,835	0	28,165
		44,111	18,719	57,654	44,549
	Salaries & expenses	0	20 million - 20 mi	0	
	Training, courses & conferences	0		0	
	Ministry visiting	0	1.000 #75210112.0000- Ad	0	2008 • 1 - 64 3 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64 6 - 64
	Ground level subscription	0		0	
	Childrens & Youth Work	0	6,617	0	6,298
	Refreshments	0	8,810	0	7,637
	Rent	0	13,051	0	11,365
	Church light, heat & water	0	2,375	0	2,073
	Maintenance, renovations & upkeep	0	36,199	0	25,045
	Software & equipment	0	1,490	0	1,390
	Advertising	0	454	0	
	Depreciation	0	12,928	0	11,739
	Sundry expenses	0	5,758	0	200200 CONSTRUCTION OF CONSTRUCTION
	Travelling	0	1,144	0	
	Telephone & PO Box	0		0	
	Printing, stationery & postage	0		0	100 • (10
	Insurance premiums	0		0	
	Bank charges	0		0	
	Examination fees	0	10 B 100 000 000	0	1,000
	Other services	0		0	
	Legal & professional	0	0	0	4,873
		44,111	257,937	57,654	255,686

Grants and donations made are to individuals, institutions and projects within the UK and overseas which directly relate to the furtherance of the charity's objectives. Such grants and donations are at the discretion of the trustees.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

6.	Other expenditure	2019 £ Restricted	2019 £ Unrestricted	2018 £ Restricted	2018 £ Unrestricted
	Materials for CD sales Conferences	0 0	158 11,704	0	319 5,275
	Womens events	0	7,968	0	1,710
		0	19,830	0	7,304

7. Staff costs

The staff costs were:	2019 £	2018 £
Trustees wages and salaries - S Wendels Non trustees wages and salaries Trustees social security costs - S Wendels	43,675 80,772 3,106	46,273 59,270 3,494
	127,553	109,037

The average weekly number of staff employed, calculated as full time equivalents during the year was :

	2019	2018
Direct charitable work	2	2
No employee received remuneration of more than £60,000.		
Number of trustees who had travel expenses reimbursed	1	1
	£	£
Value of such expenses	150	150

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

8. Tangible Fixed Assets

		Furniture & equipment	Computer equipment	Music/media equipment	Total
	£	£	£	£	£
Cost/revaluation					
At 1 January 2019	220,000	39,316	23,141	35,072	317,529
Disposals	0	(10,356)	(24,547)	(16,058)	(50,961)
Additions	0	1,460	10,154	0	11,614
At 31 December 2019	220,000	30,420	8,748	19,014	278,182
Depreciation	12 200	24 552	22 540	22.429	02 720
At 1 January 2019	13,200	24,552	22,540	33,438	93,730
Eliminated	0	(10,356)	(24,547)	(16,058)	(50,961)
Charge for year	4,400	3,545	3,970	1,009	12,924
At 31 December 2019	17,600	17,741	1,963	18,389	55,693
Net book value At 1 January 2019	206,800	14,764	601	1,634	223,799
At 31 December 2019	202,400	12,679	6,785	625	222,489

In 2015 the freehold property was revalued by Musson Liggins at £220,000 which reflects market value. The trustees consider that the freehold property value is not materially different in 2019.

Freeholds included at a valuation would have been included on a historical cost basis at:

		2019 £	2018 £
	Cost Depreciation	287,611 (80,528)	287,611 (74,776)
	Net book value	207,083	212,835
9.	Cash at bank and in hand	2019 £	2018 £
	NatWest Bank Current Account NatWest Bank Deposit Account Kingdom Bank 60 Day Account Nationwide account	14,121 6,431 84,920 85,285	9,260 37,087 84,370 84,564
		190,757	215,281

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

10. Debtors	2019 £	2018 £
Prepayments Income Tax recovery due from HMRC	56 3,870	0 8,792
	3,926	8,792
11. Creditors	2019 £	2018 £
Accruals Taxation and social security costs	2,271 3,019	3,409 2,784
	5,290	6,193

12. Unrestricted funds : movement in year

	Balance at 1 January 2019	Income	Expenditure	Transfers	Balance at 31 December 2019
	£	£	£	£	£
General fund	435,525	269,045	(277,767)	(21,524)	405,280

13. Restricted funds : movement in year

	Balance at 1 January 2019	Income	Expenditure	Transfers	Balance at 31 December 2019
	£	£	£	£	£
Betel	0	13,594	(34,219)	20,625	0
Links Cyclone	0	4,223	(3,775)	0	448
Waters Family	0	5,218	(5,438)	220	0
Counselling Consultancy	0	0	(679)	679	0
World Disasters	126	0	0	0	126
Sethule	5,432	0	0	0	5,432
Ground level - Midlands Connection	596	0	0	0	596
	6,154	23,035	(44,111)	21,524	6,602

A number of transfers were made to restricted funds from unrestricted funds as the trustees agreed to supplement the funds raised for particular causes.

Restricted funds are funds to be used in accordance with specific restrictions imposed by donors or trustees. The nature of the restricted funds are in line with the objectives of the charity.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

14. Analysis of net assets between funds

	Tangible fixed assets £	Current Assets £	Current Liabilities	Total £
Unrestricted funds				
General reserves	222,489	178,081	(5,290)	395,280
Designated funds	0	10,000	0	10,000
Restricted funds				
Ground level	0	596	0	596
World disasters	0	126	0	126
Sethule	0	5432	0	5,432
	0	448	0	448
	222,489	194,683	(5,290)	411,882

15. Related party transactions

Mr A King, a Trustee of the Charity, is also a Trustee of Links International. Donations paid by the charity during the year amounted to £4,275, of which £3,775 related to specific donations made by Church members (2018 - £10,880, all of which related to specific donations made by Church members).

Mrs H King, a Senior Leader of the Church, is a member of the Executive Team of Ground Level Ministry Team Limited. Subscriptions paid by the charity during the year amounted to $\pm 10,000 (2018 - \pm 10,450)$ and payments of $\pm 2,035 (2018 - \pm nil)$ were made in respect of the provision of training of Church leaders.