

WORSHIP CENTRAL
(CHARITY NUMBER : 1164487)

REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019

WORSHIP CENTRAL

TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2019

Introduction

The Trustees present their annual report and the unaudited financial statements for the year ended 31 December 2019.

The legal and administrative information set out on below forms part of this report. The financial statements comply with current statutory requirements, the CIO's governing constitution, the requirements of the Charities Act 2011 and the Charities SORP (FRS 102).

Reference and administrative details

The organisation is a charitable incorporated organisation (CIO), registered with the Charity Commission in England and Wales on 19 November 2015.

The charity was established under its governing constitution, which established the objects and powers of the CIO and is governed under this constitution.

Registered Charity Number	1164487
Principal / registered address	St Luke's Church Offices, 38 Berkley Street, Birmingham, B1 2LB
Trustees during the year and to date:	Mr K Costa Mr T Hughes Mr A Gordon
Bankers	The Co-operative Bank
Independent Examiner	C J Goodhead FCA Knight Goodhead Limited 7 Bournemouth Road, Chandler's Ford, Eastleigh, Hampshire, S053 3DA

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Structure Governance and Management

Governing Document

The charity operates under a governing constitution and is constituted as a Charitable Incorporated Organisation (registration number 1164487).

Appointment, retirement and training of the Trustees

Apart from the first charity trustees, every charity trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. The charity trustees will make available to each new charity trustee, on or before his or her first appointment: a copy of the constitution and any amendments made to it; and a copy of the CIO's latest annual report and statement of accounts. All new trustees are also fully briefed on the activities and vision of Worship Central.

A charity trustee ceases to hold office if he or she:

- resigns by notifying the CIO in writing but only if enough charity trustees will remain in office when the notice of resignation takes effect to form a quorum for meetings;
- is absent without the permission of the charity trustees from all their meetings held within a period of six months and the charity trustees resolve that his office be vacated;
- dies;
- in the reasonable opinion of the other charity trustees, becomes incapable of fulfilling his duties and responsibilities as a charity trustee because of illness or injury and the other charity trustees resolve that he or she be removed as a charity trustee;
- is in the opinion of the charity trustees guilty of conduct detrimental to the interests of the CIO and the charity trustees resolve by a 75% majority of the charity trustees present and voting at a properly convened meeting of the charity trustees that he or she should be removed, provided that the charity trustee concerned has first been given an opportunity to put his or her case to justify why he or she should not be removed as a charity trustee; or
- is disqualified from acting as a charity trustee by virtue of sections 178 – 180 of the Charities Act 2011.

Governance of the Charity

Worship Central is a Charitable Incorporated Organisation and has the power to do anything which is calculated to further its Object. The trustees, who are also the members of the CIO, meet at least three times a year to discuss and approve strategic matters, including the annual budget. There is regular contact and consultation with trustees outside of board meetings on matters arising.

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Risk management

The Trustees have processes to regularly review the key risks facing the charity and for ensuring that actions are taken to manage those risks. The Trustees have given consideration to the major risks to which the charity is exposed, as set out in these reports, and are satisfied that systems and procedures are in place to manage those risks or that action is being taken to establish such systems and procedures. More specifically, internal financial risks are managed by the implementation of financial procedures for the collection, banking and recording of all donations, and the authorisation and recording of all expenditure. The charity has safeguarding officers and a safeguarding policy. The charity also has a data protection policy.

Objects of the charity

Our objective is, for the public benefit, the advancement of the Christian faith, in particular by the promotion of Christian worship, around the world.

Worship Central is an interdenominational, Christian movement that exists to see people encounter God, for worship leaders to be equipped and the local church empowered.

Our vision

Encounter God, Equip the Worshipper, Empower the Church.

To see the worship of Jesus Christ made central throughout our communities, local churches and the world.

Background

Worship Central was founded in 2006 by Tim Hughes and Al Gordon as an international movement of worshippers who long to see the worship of Jesus Christ made central throughout the world.

Worship Central is passionate about developing resources and training opportunities that empower leaders to discover the language and lifestyle of worship among the nations. Since launching in 2006, a broad & diverse range of worship leaders have attended training events around the world and used our online resources available at worshipcentral.org.

The Worship Central Course and Worship Central Podcast are key online training resources that we provide. The “Course”, launched in 2011, is a seven session course that looks at some of the theological and practical issues around leading worship. Over 80,000 worshippers in 110 nations have experienced the Course.

Worship Central also runs multiple Conferences around the world. “The Week” is a key annual event dedicated to training and developing worship leaders. The week long format is designed to inspire and intentionally invest in each individual that attends.

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Worship Central has released five albums; Spirit Break Out, Let It Be Known, Set Apart, Mercy Road and Stir a Passion, which have resourced the church around the world with new and fresh worship songs.

In addition, Worship Central runs a church-based Academy. This provides a unique opportunity for students to invest a year in the local church, with additional input from the Worship Central team. The Academy offers a structured programme of world-class theological training and practical coaching, designed to develop and sharpen skills. Since its launch, 161 students have been trained through the Academy.

Public benefit

The trustees are aware of the Charity Commission's guidance on public benefit and in particular, the specific guidance on charities for the advancement of religion, planning the charity's yearly activities around that.

Worship Central welcomes all people to take part in the wider Worship Central network, regardless of personal background, faith, gender or personal circumstances, and we believe this philosophy of openness to all enriches everyone through the sharing of skills, aptitudes and life experiences.

Achievements and performance

Our focus for 2019 centred on furthering the vision and mission of the charity through the training and equipping of worship leaders.

We trained new worship leaders through the Academy, hosted our annual event The Week, relaunched the Worship Central Podcast and led worship across various nations.

The Academy hosted students from all over the world seeking to spend a year investing in their gifting as worship leaders. In 2019 we had an intake of 15 students enrolled in the Worship Central Academy. We continued the programme in partnership with local churches, in a model where students were able to outwork their practical skills in the local church setting, while receiving training and input through the Academy year. The intake year of 2018/19 saw many students go on to take up roles as worship pastors in local churches.

We hosted our annual event 'The Week'. This event continues to be a key time in the year where worship leaders from around the world come together for 5 days of training and development. We aim to intentionally invest in each individual at the event; accordingly, we manage attendance numbers in order to keep The Week a unique and personalised training event. The feedback from the delegates was encouraging.

We relaunched the Worship Central Podcast in the summer of 2019, releasing new episodes on a monthly basis. By the end of 2019 the Podcast received 17,000 plays. We have received positive feedback from listeners and have felt the Podcast has enabled many more people to access and engage with the Worship Central team and training.

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Throughout the year the team also led worship and facilitated training at 17 events in over 7 countries. Particular highlights include the Worship Central Conferences in Malaysia and Canada.

Throughout 2019 we felt that Worship Central should release less of its own music, and instead, equip and encourage local churches to release their own music reflecting the voices and songs of their communities. With that, the Worship Central team spent less of its resources attending external events in its own capacity.

Future Plans

Our focus for 2020 continues to be on the training and resourcing of leaders. Worship Central is passionate about seeing worship leaders and worship teams released in their gifting so they can thrive in their local churches.

As such, we will continue to focus resources and time on the Academy, as we believe this is an effective way to invest in individuals who will then go on to impact the local church.

Worship Central will also run The Week for the fifth time. This will be incorporated into the Academy curriculum as well as remaining open to worship leaders from around the world.

Worship Central will develop a new Course 2.0 to be released across the nations. This will be a global and diverse training resource that speaks to the 101 needs but also lifts leaders' eyes to the wonder and wildness of worship.

The Podcast will remain a key way of investing and training worship leaders and teams. Our aim is to grow the number of subscribers and plays in order to impact and influence the worshipping culture of churches around the world.

We would like to run a new UK Conference to train, empower and unite worship leaders. We have identified this as an important and strategic use of our time and resources.

A financial and fund-raising model to sustain and grow the ministry will be a key focus.

Mark Counihan will be joining the UK team from South Africa, where he led our regional hub. This will be a key appointment to bring leadership to the Worship Central vision and strategy.

Financial review

For the financial year ended 31 December 2019 the charity made a net surplus of £46,587 (2018: £19,478). Total income in the year was £141,213 (2018: £201,803), with expenditure of £94,626 (2018: £182,325).

Total funds at 31 December 2019 were £173,827 (2018: £127,240), all of which relate to general funds.

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TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2019

Impact of COVID-19

The charity's activities have been impacted significantly in 2020 by the COVID-19 pandemic. Of particular note, in accordance with Government guidance, Worship Central has been unable to run the Week and Conference events, and has not been able to accept conference and event invites to lead worship and training throughout 2020. Our attention and focus has shifted to online resources such as our website, live sessions, podcast and social media channels. We have continued to remotely train students on the Academy and have remained virtually connected with the global hubs.

In order to adapt to this shifting landscape, our staffing and use of finances has had to be dynamic, and at all times we have prioritised the health & safety of our team and those we work with. At the time of writing (July 2020), Worship Central remains to be well-resourced and we do not consider there to be an immediate financial risk to the charity, although this is something we will continually reassess as we adapt our financial model. We remain in close contact with our Trustees and other advisors as we continue to monitor the situation.

Reserves Policy

The trustees are in the process of formulating a reserves policy and continue to keep levels of reserves under close review. The informal policy has been to maintain free reserves at a level at least equivalent to 3 months' operating expenditure, and this has been achieved throughout the year under review.

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TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2019

Statement of responsibilities of the trustees

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with the applicable law and the United Kingdom Generally Accepted Accounting Practise (UK GAAP).

The Charities Act requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity at the end of the year and of the surplus or deficiency for the year then ended.

In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation; and
- observe the methods and principles in the charities SORP.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by



K Costa
Trustee

27 August 2020

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF WORSHIP CENTRAL

I report to the trustees on my examination of the accounts of Worship Central for the year ended 31 December 2019, which are set out on pages 9 to 15.

Responsibilities and basis of report

As the trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

Having satisfied myself that the accounts of the Charity are not required to be audited under the Charities Act 2011 and are eligible for an independent examination, I report in respect of my examination of the trustee's accounts carried out under section 145 of the 2011 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 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

(1) accounting records were not kept in respect of the 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.



C J Goodhead FCA
Knight Goodhead Limited
Chartered Accountants

7 Bournemouth Road
Chandler's Ford, Eastleigh
Hampshire, SO53 3DA

Dated: 20 August 2020

WORSHIP CENTRAL

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2019 £	Total funds 2018 £
INCOME					
Donations and legacies		84,210	-	84,210	81,603
Charitable activities	3	57,003	-	57,003	120,200
TOTAL INCOME		141,213	-	141,213	201,803
EXPENDITURE					
Charitable activities	5	94,626	-	94,626	182,325
TOTAL EXPENDITURE		94,626	-	94,626	182,325
NET INCOME		46,587	-	46,587	19,478
TOTAL FUND BALANCES BROUGHT FORWARD		127,240	-	127,240	107,762
TOTAL FUND BALANCES CARRIED FORWARD		173,827	-	173,827	127,240

All income and expenditure in the prior year related to unrestricted funds.

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BALANCE SHEET AT 31 DECEMBER 2019

			2019		2018
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	6		-		1,081
CURRENT ASSETS					
Debtors	7	19,423		9,300	
Cash at bank and in hand		<u>173,509</u>		<u>149,828</u>	
		192,932		159,128	
CREDITORS: amounts falling due within one year	8	<u>(19,105)</u>		<u>(32,969)</u>	
NET CURRENT ASSETS			173,827		126,159
NET ASSETS			<u>173,827</u>		<u>127,240</u>
FUNDS					
Unrestricted funds	9		173,827		127,240
TOTAL FUNDS	10		<u>173,827</u>		<u>127,240</u>

Approved by the Trustees on 27 August 2020
and signed on their behalf by



K Costa, Trustee

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 ACCOUNTING POLICIES

(a) Accounting convention

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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charity's ability to continue.

(b) Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

(c) Income

All income is included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Donations and legacies are received by way of grants, donations, legacies and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Charitable activities income is included in the accounts when receivable.

Investment income is included when receivable.

Resources are deferred when, at the end of an accounting period, they have been received but the charity has yet to become unconditionally entitled to them.

(d) Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. It includes any VAT paid.

Costs are apportioned in line with the income received from that source during the year.

Charitable activities expenditure comprises of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 ACCOUNTING POLICIES (continued)

(e) Fixed assets

Fixed assets are capitalised for ongoing use within the charity, where the individual cost of the asset exceeds £100.

Depreciation is provided on fixed assets to spread the cost over the estimated useful lives of the relevant assets at the following rates:

Computer equipment	33% Straight line
Furniture and fittings	33% Straight line

2 LEGAL STATUS

The charity is a Charitable Incorporated Organisation. The charity was registered on 19 November 2015 with the Charity Commission in England and Wales. The charity is a public benefit entity.

The registered office of the charity is St Luke's Church Offices, 38 Berkley Street, Birmingham, B1 2LB.

3 CHARITABLE ACTIVITIES INCOME

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Academy	23,805	-	23,805	22,705
Events	30,070	-	30,070	81,608
Merchandise	59	-	59	7,429
Royalties	3,069	-	3,069	8,458
	<u>57,003</u>	<u>-</u>	<u>57,003</u>	<u>120,200</u>

4 STAFF COSTS

	2019 £	2018 £
Wages and salaries	40,878	93,664
Social security costs	-	2,838
Pension	359	877
	<u>41,237</u>	<u>97,379</u>

The average number of staff employed during the year was 6 (2018: 8). No employee received emoluments of £60,000 or more during this year or the prior year.

Key management personnel were paid remuneration during the year of £nil (2018: £nil).

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

5	EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
	Wages and salaries (see note 4)	41,237	-	41,237	97,379
	Academy	9,995	-	9,995	8,158
	Event costs	20,348	-	20,348	55,796
	Project costs	-	-	-	272
	Purchases	813	-	813	1,075
	Merchandise	777	-	777	3,955
	IT costs	1,401	-	1,401	2,102
	Bank charges	126	-	126	24
	Legal and professional fees	21	-	21	1,690
	Insurance	1,866	-	1,866	1,919
	Printing, postage and stationery	68	-	68	5
	Administration	2,352	-	2,352	3,116
	Website costs	13,051	-	13,051	1,366
	Staff training	150	-	150	731
	Accountancy	1,340	-	1,340	1,500
	Depreciation	800	-	800	3,237
	Loss on disposal	281	-	281	-
		94,626	-	94,626	182,325

Included within accountancy above are amounts due to the independent examiners in relation to independent examination of £1,200 (2018: £1,140).

6	TANGIBLE ASSETS	Computer equipment £	Equipment £	Total £
	COST			
	At beginning of year	8,021	1,689	9,710
	Additions	-	-	-
	Disposals	(5,622)	(1,689)	(7,311)
	At end of year	2,399	-	2,399
	DEPRECIATION			
	At beginning of year	7,221	1,408	8,629
	Charge for year	800	-	800
	Eliminated on disposals	(5,622)	(1,408)	(7,030)
	At end of year	2,399	-	2,399
	NET BOOK VALUE			
	At end of year	-	-	-
	At beginning of year	800	281	1,081

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

7 DEBTORS	2019 £	2018 £
Prepayments	71	2,694
Other debtors	19,352	6,606
	<u>19,423</u>	<u>9,300</u>

8 CREDITORS: amounts falling due within one year	2019 £	2018 £
Trade creditors	2,427	586
Accruals and deferred income	16,301	32,269
Other creditors	377	114
	<u>19,105</u>	<u>32,969</u>

9 UNRESTRICTED FUNDS	Funds b/fwd £	Income £	Expenditure £	Transfers £	Funds c/fwd £
General funds	127,240	141,213	(94,626)	-	173,827
	<u>127,240</u>	<u>141,213</u>	<u>(94,626)</u>	<u>-</u>	<u>173,827</u>

10 ANALYSIS OF NET ASSETS BETWEEN FUNDS - 2019	Unrestricted funds £	Restricted funds £	Total 2019 £
Tangible fixed assets	-	-	-
Debtors	19,423	-	19,423
Bank and cash	173,509	-	173,509
Creditors	(19,105)	-	(19,105)
	<u>173,827</u>	<u>-</u>	<u>173,827</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS - 2018	Unrestricted funds £	Restricted funds £	Total 2018 £
Tangible fixed assets	1,081	-	1,081
Debtors	9,300	-	9,300
Bank and cash	149,828	-	149,828
Creditors	(32,969)	-	(32,969)
	<u>127,240</u>	<u>-</u>	<u>127,240</u>

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

11 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2018 £	Total funds 2017 £
INCOME					
Donations and legacies		81,603	-	81,603	109,867
Charitable activities	3	120,200	-	120,200	126,146
TOTAL INCOME		201,803	-	201,803	236,013
EXPENDITURE					
Charitable activities	5	182,325	-	182,325	261,841
TOTAL EXPENDITURE		182,325	-	182,325	261,841
NET INCOME / (EXPENDITURE)		19,478	-	19,478	(25,828)
TOTAL FUND BALANCES BROUGHT FORWARD		107,762	-	107,762	133,590
TOTAL FUND BALANCES CARRIED FORWARD		127,240	-	127,240	107,762

12 RELATED PARTY TRANSACTIONS

The trustees received no remuneration during this or the prior period.

During the prior year one trustee was reimbursed £98 for expenses incurred on behalf of the charity.

13 POST BALANCE SHEET EVENT - COVID 19

The charity's activities have been impacted significantly in 2020 by the COVID-19 pandemic. Of particular note, in accordance with Government guidance, we have been unable to run our conference The Week and have not been able to lead worship or provide training at other events & conferences that we had been invited to attend throughout 2020. Our attention has been shifted to focusing on online resources such as our website, podcast and social media channels. We have also continued to remotely train students on the Academy and have remained virtually connected with our global hubs.

In order to adapt to this shifting landscape, our staffing and use of finances has had to be dynamic, and at all times we have prioritised the health & safety of our team and those we work with. At present, Worship Central remains to be well-resourced and we do not consider there to be an immediate financial risk to the charity, although this is something we will continually reassess as we adapt our financial model. We remain in close contact with our Trustees and other advisors as we continue to monitor the situation.