



Report and Financial Statements

For the year ended 30 April 2025

CHURCH PASTORAL AID SOCIETY
Sovereign Court One (Unit 3), Sir William Lyons Road, Coventry, CV4 7EZ.

*A company limited by guarantee Registered in England no. 02673220
Registered office at the above address
Registered charity no. 1007820 (England & Wales)*

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Chief Executive's Welcome

Welcome, and thank you for your interest in the Report and Accounts for CPAS.

As an historic mission agency, we stand on the shoulders of giants. This year we have celebrated two landmark anniversaries – 100 years of CPAS residential holidays for children and young people, and 25 years of the Arrow Leadership Programme. We give thanks to God for all those who have gone before us, for the tens of thousands of children who have found faith in Jesus on a Venture or Falcon holiday, and the hundreds of churches transformed by leaders trained on the Arrow Leadership Programme.

This has been a year for us to take stock and re-connect with our core identity as an evangelical Anglican mission agency founded in 1836 'to take the gospel to everyone's door with a single eye to the glory of God.' We have carried out an extensive vision renewal process and conducted two substantial reviews of Venture holidays and School Ventures. It has been a year to lay the foundations for future growth, as we've set new strategic priorities for years 2025-2030.

We have articulated core values for us as an organisation – as we seek to be missionally focused, graciously engaged, boldly innovative, and courageously hopeful. We are excited for the future as we continue in CPAS's long tradition of bold innovation, with plans to:

- Pilot learning communities for larger churches (25+ and 50+ children and young people) to become even more strategic and effective in reaching their under-18 communities and their families.
- Provide leadership training for church leaders in complex situations, through our suite of resources, including Thrive for multi-parish benefices, Oversight Ministry, and a new set of resources for Focal Ministers.
- Enhance our relationship with our nearly 700 patronage churches through providing stronger support during vacancies, and more tailored support to newly appointed incumbents.
- Invest in training clergy and head-teachers to build discipleship pathways between churches and schools.

We recognise that we are operating in a multi-faceted and fast-changing landscape – this year has seen the resignation of the Archbishop of Canterbury, and deepening fractures in the Church of England over the Prayers of Love and Faith. And yet we hear growing whispers of a quiet revival. Churches we work with are reporting that young adults all over the country are finding their way into church, eager to learn more about Jesus. As partners in mission, we want to put great tools in the hands of local church leaders to equip them to respond to this cultural moment, so that they may be catalysts for evangelism, and the churches they lead may be pathways to faith.

Our prayer is that those who encounter CPAS will find us to be courageously hopeful, a non-anxious presence in a complex world. Our confidence is founded not on our own expertise, but on God, who is the one truly non-anxious presence, who promised never to leave us or forsake us, who is the same yesterday, today, and forever.

As you read the reports and accounts in the pages which follow, I hope you catch the sense of potential for the future which excites our staff and trustees, and which makes partnering with CPAS such a joy and privilege. As ever, I particularly wish to thank our supporters and volunteers – without your prayer, your encouragement, your time, and your financial support, none of this would be possible.

Best wishes,



Rev Canon Jon Scamman,
CEO, CPAS

Trustees' Annual Report (Including Directors' Report & Strategic Report)

Year Ended 30 April 2025

CHURCH PASTORAL AID SOCIETY (CPAS)

Registered office Sovereign Court One (Unit 3), Sir William Lyons Road, Coventry CV4 7EZ

Registered company number 02673220

Registered charity numbers 1007820 (England & Wales)

Patron: His Most Gracious Majesty the King

President: The Rt. Rev Andrew Watson

Vice-presidents

The Rt. Rev Jill Duff

The Rt. Rev Keith Sinclair (until 31/12/24)

The Rt. Rev Rob Munro

Trustees during year to 30 April 2025 and at time of signing

Mrs Jenny Bray (to 23/01/25)

The Rev Dorothea Edwards (from 24/09/24)

The Rev Canon Dr Paul Mathole

Miss Deborah Buggs (to 23/01/2025)

The Rev Edward Hobbs (from 27/09/24)

Mr Richard Montgomery

The Rt. Rev Ruth Bushyager Chair

Mrs Catrin Lee (from 20/05/24)

Mrs Amanda Robbie (from 20/05/24)

Mrs Eleanor Doolan (to 23/01/25)

Mrs Sarah Lui (from 18/11/24)

The Ven Vernon Ross (from 24/09/24)

Council of Reference as at 30 April 2025

Mrs Jenny Bray

The Rev Chris Green

Mrs Sarah Slater

The Rev Stuart Browning

The Ven Andy Grimwood

The Ven Megan Smith

Dr Nick Burt

The Rev David Hammond

The Rev Rick Storady

The Rev Dr Paul Chamberlain

The Rev Jon Hidden

The Rev Simon Talbot

The Rev Lesley Currie

The Rev John Hookway

The Rev Charles Thomson

The Rev Roger Driver

Capt. Nicholas Lebey

The Rev Jonathan Tuckwell

The Ven Paul Dundas

The Rev Jane Morris

The Rev Pete Winstone

The Ven Mones Farah

The Rev Alex Oehring

The Rev Sarah Williams

The Rev (Sqn-Ldr) Geoffrey Firth

The Rev William Perry

The Ven Fiona Gibson

Rt Rev Matthew Porter - Chair

Recruitment Group as at 30 April 2025

The Rev Lesley Currie

Mrs Amanda Robbie

The Rev Jitesh Patel

The Rev Edward Scrase-Field - Chair

The Rev William Perry

The Rev Mark Wallace

Key Management Personnel

Chief Executive Officer

The Rev Canon Jonathan Scamman

Director of Operations & Finance

Mrs Valerie Floy

Professional Advisers

Bankers

The Royal Bank of Scotland PLC Drummond House 1 Redheugh Avenue Edinburgh EH12 9JN

Auditors

Hazlewoods LLP Staverton Court Staverton Cheltenham GL51 0UX

Solicitors

Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

Investment Advisers

CCLA Investment Management Ltd Senator House 85 Queen Victoria Street London EC4V 4ET

Structure, Governance and Management

Constitution and Governance

CPAS was founded as an unincorporated charity in 1836 and was incorporated on 19 December 1991 as a company limited by guarantee, having no share capital. The company took over the operations of the Society on 1 April 1992, the assets being transferred by a Charity Commission scheme dated 25 March 1993. On 1 May 2010, CPAS merged with CYFA Pathfinder Ventures Ltd, an incorporated charity. In the event of a winding-up, each member is liable to contribute a sum not exceeding £10 towards the assets of the Society.

CPAS's governing document is its Articles of Association, last amended 13 June 2024. The members of CPAS are the President, Vice-Presidents, Trustees and Council of Reference; as at 30 April 2025 there were 41 members (2024: 38).

There are normally up to twelve Trustees, the Articles permitting the co-option of up to a further four trustees. With the exception of any who are co-opted, the trustees are elected by the members on the basis of skills and experience, from recommendations made by the Recruitment Group established for the purpose of identifying suitable candidates. Under the provisions of the Companies Act 2006 the Trustees are the directors. Newly-elected Trustees who are recruited using safer recruitment good practice, receive a comprehensive information pack, and participate in a programme of briefing meetings. Trustees generally meet six times a year. All major decisions regarding strategy, policy and finance are the responsibility of the Trustees. The implementation of decisions of the Trustees is delegated to the staff.

A Council of Reference, representative of the Anglican parishes and churches that the Society is established to serve pursuant to its object, advises the Trustees as to the needs of the beneficiaries of the Society.

CPAS holds insurance to indemnify the Trustees against the consequences of any neglect or default on their part.

Operational structure

Senior leadership – the chief executive officer (CEO) leads the organisation; promotes and represents CPAS externally; and coordinates and oversees the three ministry arms of CPAS. The director of operations and finance is responsible for overseeing the support functions.

Support functions – comprises: communications and fundraising, finance, IT and digital, safeguarding and operations teams.

Ministry – the three areas of CPAS's ministry are:

Venture and Falcon Holidays:

- Co-ordinate and oversee the annual holidays programme.
- Develop, implement and manages systems for supporting volunteers.
- Promote and market *Ventures and Falcons*.
- Develop relationships with existing and potential overall leaders.

Patronage:

- Works with churches and dioceses in the appointment of incumbents to CPAS parishes.
- Supports the patronage trustees in the administration of their functions.
- Represents CPAS' patronage nationally.

Leadership development:

- Holds and develops corporate thinking on leadership development.
- Initiates, develops and implements leadership development courses, resources and programmes.
- Co-ordinates delivery through associates and partners (i.e. non staff provision).

Trustees wish to build on the network of volunteers for *Venture*, *Falcon* and *School Ventures Holidays* as well as continuing to recruit volunteer and paid partners to facilitate the leadership development ministry and patronage appointments work.

Financial Instruments

The financial instruments of CPAS comprise cash, liquid resources and various other items such as trade debtors, trade creditors etc, that arise directly from its operations. The main purpose of these financial instruments is to finance the operations of CPAS. The nature of these financial instruments means that they are not subject to price risk or liquidity risk.

In addition, CPAS has investments with CCLA Investment Management Ltd. These investments are subject to price risk arising on the underlying investment portfolio. The trustees review the performance of the investments against market returns to ensure that price risk exposure is kept to a minimum.

Risk Assessment

CPAS has a detailed risk register that is reviewed bi-annually by the Trustees. The Trustees assessed the principal risks as follows:

- Risk of a Safeguarding failure that results in harm to a child or young person
- Recruitment challenges for staff and volunteer vacancies that may impact on our ability to operate our core activities and central functions
- Loss of supporters and risk of loss of cohesion amongst the constituency we support as a result of the Living in Love and Faith process within the Church of England
- Data Protection and cyber security breach resulting in reputational damage and loss of confidence in our supporter and customer base
- Failure to adequately position CPAS in our sector that results in loss of supporters, fundraised income and engagement with our leadership and training offer
- Failure to implement well and capitalize on the business benefits of investment in replacement digital systems

These risks are assessed through a scoring system and assigned to a group or individual to be responsible for identifying actions to mitigate or manage the risks.

Pay Policy for Senior Staff

The directors, consider the board of directors, (who are the Society's trustees) plus the senior management team, to comprise the key management personnel of the Society in charge of directing and controlling, running and operating the Society on a day by day basis. All directors (who are also trustees) give their time freely and no director received undisclosed remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 5 to the accounts.

The pay of senior staff is reviewed annually and normally increased in accordance with CPI inflation and/or the Central Stipends Authority of the Church of England. The charity uses an independent pay and benchmarking organisation to provide remuneration benchmarks across comparable sectors, including bench-marking against the National Stipends of senior clergy within the Church of England.

Connected Organisations

Church Pastoral Aid Trust (registered company number 00041145)

The Church Pastoral Aid Trust (CPAT) was incorporated on 12 May 1894. It acts solely for or under the direction of the Church Pastoral Aid Society. Certain investments and properties held in trust for other bodies are registered in the name of the Trust. The Directors are appointed by the Trustees of CPAS. Directors as at 30 April 2025:

The Rev Canon Jonathan Scamman The Rev Paul Mathole The Ven Vernon Ross

Church Pastoral Aid Society Patronage Trust (registered company number 00906861)

The Church Pastoral Aid Society Patronage Trust (CPASPT) is an Association incorporated on 24 May 1967. Its object is to hold and administer the patronage of benefices, including in particular the appointment of clergy. Trustees as at 30 April 2025:

The Rev Matthew Brailsford	The Rev John Hookway	The Rev Canon Ian Parkinson	Mrs Catherine Stevenson
The Rev Adam Denley	The Rev Canon Gary Jenkins <i>Chair</i>	The Rev Jitesh Patel	The Rev Mark Wallace
Mrs Suzanne Dent <i>Vice-chair</i>	Mr Ross Johnstone	The Rev Canon Andrew Perry	

Martyrs Memorial and Church of England Trust (registered company number 00317024)

The Martyrs Memorial and Church of England Trust (MMT) is an Association incorporated on 20 July 1936. Its object is to hold and administer the patronage of benefices, including in particular the appointment of clergy and administer the Allied Schools. Trustees as at 30 April 2025:

The Rev Matthew Brailsford	The Rev John Hookway	The Rev Canon Ian Parkinson	Mrs Catherine Stevenson
The Rev Adam Denley	The Rev Canon Gary Jenkins <i>Chair</i>	The Rev Jitesh Patel	The Rev Mark Wallace
Mrs Suzanne Dent <i>Vice-chair</i>	Mr Ross Johnstone	The Rev Canon Andrew Perry	

Church Trust Fund Trust

The Church Trust Fund Trust (CTFT) was established in 1871 by Trust Deed. Its object is to hold and administer the patronage of benefices, including in particular the appointment of clergy.

Corporate Trustee as at 30 April 2025: Church Pastoral Aid Society Patronage Trust (CPASPT)

The Peache Charitable Trust (charity number 289803)

The Peache Charitable Trust was established by Declaration of Trust on 13 June 1984. Its object is to advance the Christian gospel throughout the UK by all charitable means available and in particular to foster and encourage the work of the gospel within the Church of England parishes where the advowson and rights of patronage are vested in the Trustees of The Peache Charitable Trust.

Corporate Trustee as at 30 April 2025: Church Pastoral Aid Society Patronage Trust (CPASPT)

The Church Patronage Trust

The Church Patronage Trust (CPT) was established in 1871 by Trust Deed. Its object is to appoint clergy of an evangelical complexion to the livings of which the Trust is Patron.

Corporate Trustee as at 30 April 2025: Church Pastoral Aid Society Patronage Trust (CPASPT)

Objectives and Activities

CPAS is an Anglican evangelical mission agency, formed in 1836. Our work over that time has always been in keeping with the original intent of the founding members and focused on working to support local churches in their evangelical witness.

The objects for which the Society is established are:

- (i) Providing human and material Christian resources mainly to Anglican parishes, churches and groups throughout the world and in particular in England, Wales, Scotland and Ireland, in order to encourage and increase their effectiveness as worshipping communities committed to nurture, training, evangelism, growth and service and seeking to glorify God;
- (ii) Working under the supreme authority of Christian Scripture and in accordance with the Protestant and Evangelical doctrines and principles of the Church of England as set forth in the Book of Common Prayer and the Thirty-nine Articles of Religion read in conjunction with the Society's Basis of Faith as agreed from time to time;
- (iii) Educating and nurturing young people in the Christian faith and in discipleship.

At the heart of CPAS's existence is its mission to enable churches to help every person, whatever their background or situation, hear and discover the good news of Jesus Christ. The organisation's vision, its way of seeing its mission achieved, seeks to see leadership at all levels in local churches developed, so that those churches will be much more effective at enabling local residents to engage with and participate in the life of the local church, coming to, and growing in personal faith. *Venture* and *Falcon Holidays*, as the residential youth ministry of CPAS, are a microcosm of this, where the leaders are enabled to work alongside children and young people.

CPAS's strategic objectives reflect its mission and vision statements. The Trustees review these regularly and in doing so have considered the Charity Commission's general guidance on public benefit and in particular, its supplementary public guidance on the advancement of religion for public benefit.

Strategic Ministry Goals, 2020-25

Following a period of vision renewal during 2024, the trustees have established the following Strategic Ministry Priorities for the period 2025-2030:

Identity:

CPAS is an Anglican evangelical mission agency working with churches, mainly in the UK and Republic of Ireland.

Purpose:

CPAS enables churches to help every person hear and discover the good news of Jesus Christ.

Vision:

CPAS works to see a Christ-centred, Bible-based, evangelistically-focused Church where leaders serve to transform churches, pioneer new worshipping communities and deliver creative residential ministry, effectively helping children, young people and adults hear and discover the good news of Jesus Christ. This desire is captured in four aspirations which direct our work and which we are praying for churches:

- Every church a pathway to faith
- Every Leader a catalyst for evangelism
- Every Christian a courageous witness
- Every child a chance to explore

Values:

Our values shape our culture at CPAS – they describe who we already are, and who we aspire to become. We long that every person who encounters us will know these to be true of us:

- Missionally Focused
- Graciously Engaged
- Boldly Innovative
- Courageously Hopeful

Four Key Shifts

In this five-year period, we are looking to create four key shifts in the way that we work:

1. Innovation and Deeper Impact:

We will respond to the changing needs of the church through developing new resources, while looking to deepen the impact of existing resources, particularly through more effective promotion, as well as greater monitoring and evaluation.

2. Discipleship Pathways for Children and Young People

The Venture / Falcon / School Ventures team will broaden its focus and become the Children/ Youth/ Schools team – integrating the work of Christian residencies with a renewed focus on enabling churches to reach and disciple children and young people.

3. Integration:

We will work to break down silos within CPAS, and develop 'sweet-spot' areas of ministry which are developed by cross-team collaboration.

4. Deprivation:

With nearly 200 CPAS patronage clergy working in areas of multiple deprivation, and a disproportionate number of children and young people living in low-income estates, we want to re-energise our Falcon holidays offer, and explore how we can better support churches working in these areas, in line with our aspiration for every church to be a pathway to faith.

Strategic Priorities for 2025-30

Reaching and Discipling Children and Young People

In line with our aspiration that every child will have the chance to explore Jesus, we will:

- Develop resources and training to create discipleship pathways between churches and schools.
- Develop excellent leadership training to support local churches to reach and disciple children and young people.
- Re-develop our support for Christian residential holidays

Leadership Through Life

In line with our aspiration for every leader to be a catalyst for evangelism, we will develop a 'leadership through life' pathway which is both integrated and relational.

- Develop and promote a 'Leadership through Life' offer to enable Christian leaders to be resourced by CPAS at all stages of their life and ministry,
- Develop a relational approach to supporting local church leaders, including group coaching and consultancy
- Explore ways of supporting church leaders working in areas of deprivation
- Deepen Impact of current areas of work, including keeping a high priority in leading in evangelism, and promoting and refreshing 'legacy' resources.

Enhancing Patronage

As the largest patron in the Church of England, we commit to:

- Develop a "Patronage Plus" offer for CPAS patronage clergy;
- Develop new models for appointments which are not reliant on historical rights of patronage;
- Consolidate our place as an evangelical patron.

Strengthen the Operational Core

In order to better support our public-facing ministries, we will develop our core operational work to deliver a transformed digital infrastructure, confident and effective communications, clear and positive working practices, financial sustainability, and a healthy and robust safeguarding culture.

Strategic Report

Achievements and performance

CPAS carries out a wide range of activities in pursuit of its charitable aims. Each local church has the opportunity to play an important role in and make a significant contribution to the community in which it is located. The Trustees consider the activities of CPAS, as summarised below, provide benefit both for the members of the local churches CPAS serves and the residents of the surrounding communities.

Patronage

CPAS made 68 clergy appointments during the year (2024: 64) in 25 different dioceses. Of these, 32 were in situations of sole patronage (2024: 28) and 36 joint patronages (2024: 36). Notable appointments this year include: Christ Church Bromley, St Andrew's Wimbledon, Christ Church Paignton, St John's Upper Holloway, Cogges and South Leigh, Holy Trinity Southwell, Holy Trinity Richmond, St Michael's Bramcote, and St Michael's Chester Square.

The Patronage trustees have responsibility for a total of 695 patronages across the five trusts administered. Twelve parishes have requested to come under CPAS patronage this year, but their current patrons have not granted consent. Despite a slightly increased number of appointments this year, the number of vacancies has remained historically high, persistently above 150 throughout the year.

The continuing turbulence in the national scene around the Prayers of Love and Faith (PLF) affects patronage in three ways. Firstly, it has promoted this to being a primary issue in almost every process now, which is exhausting for everyone - candidates, archdeacons, patrons and parish reps alike. Secondly, it has heightened the levels of anxiety between diocese and parish and between diocese and CPAS. Thirdly, it has greatly discouraged experienced clergy from seeking new positions – so that there are many fewer candidates, and they are generally curates. This is a good time for curates seeking incumbencies, but a difficult time for churches with larger or more complex ministries.

The trustees have taken the decision to increase support for the work of patronage this year. We bid farewell to Rev Mat Ineson and Rev Canon Graham Archer from the patronage team in May, and have appointed Rev Rob Miles and Ven Andy Wooding-Jones to start as Patronage Development Officers in September 2024 and January 2025 respectively. The newly strengthened patronage team has begun work on more than 20 projects to enhance the work of patronage, including:

- Supporting newly appointed incumbents in their first 18 months;
- Growing through a vacancy;
- Doing a national feedback survey on CPAS patronage work;
- Developing bespoke support for churches exploring succession planning;
- Developing good practice guidance for parishes requesting a change of patronage;
- Facilitating national gatherings of evangelical patrons

CPAS has worked with other major evangelical patrons (Church Society, Simeon's, and Intercontinental Church Society) to re-establish the Evangelical Patrons Gathering, convening a gathering in London in May 2025. The patronage team also met with the Church Commissioners to contribute to a consultation on the Mission and Pastoral Measure under consideration at General Synod.

The Evangelical Patrons Consultative Council (EPCC) register continues to assist clergy looking for a move. At the end of April 2025, there were 57 names on the register. Virtually all clergy registering this year were interviewed by Rev Mike Duff the Patronage Secretary which allowed targeted support during this time of continuing uncertainty. The patronage team continued to deliver termly on-line training for clergy in how to navigate the tricky subject of moving on and handling the appointment process well; each event was much appreciated.

The Martyrs Memorial and Church of England Trust (MMT) has an ownership responsibility for four independent schools (Canford School, Harrogate Ladies College, Stowe School, and Wrekin College), and acquired charitable status in November 2024. The sale of Westonbirt school completed two years ago continues to require attention since WSL, the holding charity, has not yet been able to initiate winding itself up.

Adam Denley, Matthew Brailsford and John Hookway were appointed to the patronage trustees in May 2024.

Children Youth and Schools

2024 marked a significant milestone for CPAS, as we celebrated 100 years of CPAS residential holidays for children and young people. The year of celebration culminated in the 'Campfire in the Cathedral' event in November in Coventry Cathedral. The décor was imaginative, with trees, canvas tents, hotdogs, a wonderful band, videos, and stories told by members and leaders over the decades, all in the near-darkness gathered around the beautifully artistic 'camp-fires'. Although the event was very atmospheric, it was more than that – it felt like a moment that genuinely glorified God, honoured our volunteers and celebrated all that has been achieved in the lives of those God has touched through Venture and Falcon holidays.

The following day was the annual conference for Venture and Falcon holiday leaders. Senior leaders from Venture and Falcon holidays gathered for a day of inspiration, encouragement, fellowship and practical equipping, with Simon Guillebaud (*Inspired Podcast* and *Great Lakes Outreach*) as our keynote speaker. Five-minute mini-talks from Overall Leaders sprinkled throughout the day reminded us all of the depth of commitment and expertise we have in our extraordinary community of VF leaders.

We give thanks for another excellent season of residential holidays. We have continued to see the closure of a handful of holidays as volunteer leaders come to the end of their season of ministry, but we also have supported several holidays to plant new holidays, where there have been strong leadership teams and waiting lists for member bookings. Overall, we have had another year of slightly fewer but generally fuller holidays, the main areas decline being Falcons and Schools, see table below:

	2024-25		2023-24		Member Change %
	Holidays	Members	Holidays	Members	
Ventures	51	3,041	50	2,760	10.2%
<i>School Ventures</i>	7	333	7	307	8.5%
<i>Falcons</i>	11	238	14	300	-20.7%
Total	68	3,576	71	3,367	6.2%
Number of leaders	2,743		2,473		

This year we have undertaken two substantial reviews firstly School Ventures and secondly Venture holidays.

School Ventures were designed to support local churches and their Church of England primary schools take residential holidays to explore the Christian faith. Despite being heavily subsidised by CPAS (£100k+ annually), and intensive investment in brokering relationships between churches and schools, we rarely saw more than 10 School Ventures take place per year. Over the past couple of years, School Ventures have begun to close for a whole variety of reasons – a change of head-teacher, a vicar moving on, a year group with developmental needs post-Covid not ready for a residential, or pastoral issues for Overall Leaders not able to carry on. The net result has been that for the financial year 2025-26, only 1 School Venture is scheduled to run.

The School Venture review concluded that the time had come for CPAS to finish actively managing School Ventures, but continue to invest in schools' ministry in two distinct ways:

- Develop a 'download-only' package for churches and schools who wish to run their own residencies in future – with teaching curriculum, and best practice guidance.
- Focus on training clergy and head-teachers to develop discipleship pathways between schools and churches, to put the year-round ministry of the local church to the children and young people in their community at the centre of this part of our work.

The Venture review has concluded that although the decades-long decline in the number of children and young people in church is a contributory factor to the lower number of Venture holidays, the critical factor at present is burnout amongst Overall Leaders. The report has made a number of recommendations which we will be implementing over the course of the next three years, including:

- A new user-friendly digital system for bookings and recruitment;
- Support to enable Venture holidays to do their own fundraising, to offset rising costs (e.g. VAT charged for independent school venues, inflation, increasing compliance administration)
- Better induction and training for a variety of key leadership roles
- Improved communication and clarity with Venture leaders – e.g. webinars, partnership agreements
- Assistance with building a leadership pipeline, including leadership development resources for junior leaders.
- A host of incremental operational improvements to simplify and strengthen our residential holiday practices.

The summer of 2024 saw the first junior leader residential focused on leadership training and development, and many of the participants went on to serve on residencies later in the year. A follow-up residential is planned for summer 2025.

In November, the Makin report was published, investigating failures of safeguarding in the Church of England, with a particular focus on a set of Christian residential holidays, which led to the resignation of the Archbishop of Canterbury. Although CPAS holidays were not named in the report, CPAS trustees have initiated a project to sort and categorise the contents of our archives, preparatory to commissioning an independent past case review. This will investigate whether our records contain evidence of failures to fully respond to safeguarding incidents. The archive project commenced in January 2025, and it is anticipated that the past case review will take place in the latter part of 2025 and early part of 2026.

Leadership

This year, the leadership team has marked 25 years since James Lawrence brought the Arrow Leadership Programme to the UK. The milestone was marked on a special evening at the Arrow Reloaded conference in February 2025, attended by representatives of most of the previous 17 cohorts.

The latest Arrow Programme (18) under the leadership of Jo McKee (Head of Leadership Development) has attracted a strong field of applicants, taking in an expanded cohort of 26 participants, with places offered in Matt Hogg's Growing Younger leadership community for those not accepted onto the Arrow Programme this time round.

While the Arrow Leadership Programme remains a core offering, the team has diversified their leadership training offers in numerous ways. This year, the team delivered between 50 – 75 leadership training events per term, ranging from one-off webinars to week-long residencies. This was all done during a period of flux within the team, as Mat Ineson left for a post in Guildford diocese in May, Simon Taylor joined the team in January, and James Lawrence was on sabbatical during the autumn term. During this sabbatical, James researched six areas which has fed into his teaching since returning:

1. The factors influencing young adults coming to faith.
2. Effective evangelistic practices within churches.
3. Leadership development among Generation Z.
4. The role of AI in learning and productivity.
5. Innovations in online learning.
6. Navigating the third stage of life with purpose.

With 70% of the parishes in the Church of England now in multi-parish benefices, CPAS has developed a number of forms of leadership training for those in complex settings:

- The Oversight Ministers course has been commissioned three times in Truro diocese, and has now been booked in Worcester, Hereford, Derby, and Gloucester dioceses, as well as the Church in Wales.
- The Focal Ministry course has been trialled with six dioceses in an online asynchronous learning format. Following feedback, this is now planned to be re-developed in a more traditional format, with published materials and videos.

• The Thrive resource for multi-parish benefices has been used on training days in the dioceses of Winchester and Bath and Wells. In the light of CPAS's commitment that every child should have the chance to explore Jesus, and the bold aspiration of the Church of England to double the number of young active disciples by 2030, CPAS has prepared bids to the National Church Institutions (NCI's) and the 30k project to develop:

- Learning communities for larger churches (25+ and 50+ children and young people attending weekly) to grow their ministry to children and families;
- Initial Ministerial Education (IME) training day package for curates preparing to lead ministry to schools, children and families;
- Continuing Professional Development (CPD) for children and youth ministers.

Sarah Pix is also teaching at Ripon College, Cuddesdon as part of an incumbent training programme for effective discipleship of children and young people.

In common with other leadership training providers, CPAS has experienced a dip in the numbers attending online webinars. This will be addressed by trialling shorter lunchtime webinars, and the recruitment of a marketing manager.

Looking ahead to the coming year, the leadership team has plans to develop:

- Teaching on the MA course in Contemporary Christian Leadership at Oak Hill Theological College;
- Diocesan training for those supervising colleagues with neurodiversity;
- Piloting a three-session course on Leading Change for church teams;
- Re-engaging with discerning Vocations, to help encourage people to step forward towards various forms of leadership, including ordination and youth and children's ministry.

Operations and Finance

Our operations and finance functions exist to support the mission objectives of CPAS. We know that operating efficient systems, enables us to deliver good outcomes and this underpins our activities. One of our strategic objectives for the year ahead is 'strengthening our operational core' as we are now in a position to benefit from new digital systems and processes, as well as address historic issues for example, our archiving ahead of undertaking a past case review of our safeguarding records.

We have continued to make progress in improving our central infrastructure and operational effectiveness. This has included progress in the following areas:

- **Digital Systems** – we have established the groundwork for our digital project, that will include the replacement of our booking system, volunteer management system and CRM. With support from Adapta, our IT consultants, we have extensively scoped the market for potential providers and Trustees have agreed to go with a 'best of breed' approach to our systems architecture. Workshops have been facilitated with all teams to map our current processes and these have formed the basis for our tenders that are currently out with potential suppliers. We have also increased our digital team with the addition of a Database Officer, to give us additional capacity both during the implementation and further down the road.
- **IT** – we continue to have a focus on cyber security and work with our IT support company, Solutions4IT to ensure we keep abreast of updates and that the organisational culture supports good practice. We have successfully renewed our Cyber Essentials accreditation in April 2025.
- **Operations** – we are updating our HR processes, taking a systematic approach by reviewing the employee life cycle. Good progress has been made during the year, supported by new policies and training for line managers and all staff.
- **Data** – during the coming year, as part of our strategy to strengthen the operational core, we are investing in a new post of a Data Analyst, to help support all parts of the organisation to collect and use data to inform our decisions and improving our activities.

Safeguarding

During the year we have continued to strengthen our safeguarding capacity following the appointment of a full-time Safeguarding Manager. This has evidenced how much holidays have valued the professional support and guidance we have been able to give (72% reported they were extremely well supported) and in order to position us well to successfully complete the Thirtyone:eight new safeguarding standard and commission a Past Case Review (PCR) we have added a part-time Deputy Safeguarding Manager to the team. The Safeguarding Committee, chaired by our CEO continues to co-ordinate and give oversight to safeguarding across CPAS. We continue to work with Thirtyone:eight who act as our external advisors and provide an invaluable telephone helpline to holidays, supported by our own safeguarding and holiday ministries staff. During the year we have implemented a new DBS dashboard, with our providers and undertaken about 1,300 DBS checks on volunteers and staff.

From our work analysing the data around the type of safeguarding issues experienced on our holidays it is clear that issues around mental health (29% of all concerns), peer on peer abuse and other behavioural issues are causing the greatest concerns on holidays. This will inform the content of the training sessions for Safeguarding Leads. There were no major safeguarding incidents during the year, but good multi-agency working with external agencies where appropriate was encouraging to see.

Staffing

During the year to 30 April 2025 there have been a number of staff movements. We have said farewell to 4 members of staff, some have been long standing staff including Graham Archer. We continue to recruit to roles and welcomed 8 new starters during the year, including posts to help develop our Patronage team, as well as filling vacancies that have arisen. In addition, a number of internal re-deployments have been made where internal talent has fitted gaps.

CPAS continues to be grateful for the large number of volunteers who support the activities of the charity in many ways. This includes just under 3,000 leaders on Venture and Falcon holidays and School Ventures, as well as our Trustees, members of the Council of Reference and those who support leadership and patronage activities.

Fundraising

The fundraising and communications team wishes to express the deep gratitude of the whole of CPAS to the generous supporters, churches, trusts and foundations who have supported CPAS during the year. Support in the form of prayer, financial giving and supporting the activities of CPAS has been greatly appreciated. None of what we do would be possible without it.

The Society employs a small team to progress its work in fundraising and communications. In response to longstanding vacancies, we sought the assistance of a Trust fundraising consultant to support us with submitting funding application. The objectives for the year just ended have mirrored that of previous years, which is to: a) raise donations from voluntary sources, including individual supporters, churches and trusts and foundations; and b) to promote the work of CPAS to its core audiences.

The Society only makes fundraising approaches to contacts who have given explicit consent to receive such campaign documentation under GDPR guidelines. CPAS is registered with the Fundraising Regulator and has received no fundraising complaints during the year.

The income targets for the team emanated from the Fundraising Review in 2019, that set the future structure and direction for fundraising and communications activities. The direction set by that review has now concluded and next financial year CPAS will embark on a new five-year strategy accompanied by new income targets.

The donations target for the year to 30 April 2025 was £1,134K (2024: £1,150k) and the result was £973K (2024: £1,031k).

This past year, CPAS has had to continue to contend with the challenging external fundraising environment as well as ongoing internal challenges the most notable of which was struggling to fill vacancies first advertised the previous year. Thankfully, towards the latter end of the year, the Society saw success and welcomed new staff including a Church Relationship Officer, Communications Officer, Marketing and Design Officer and Fundraising Administrator. There remain several vacancies within the team, but steps have been taken to mitigate the shortfall in capacity.

Given the context the team were operating in, the trustees are appreciative of what has been achieved to date. The team saw growth in major donor income, and another successful Big Give Christmas Campaign which raised £139k (2024: £144k) including Gift Aid.

As it stands the Fundraising and Communications team is hopeful for the future, particularly as vacancies are filled and new ideas and strategies are implemented and further developed. This past year, the team have prepared a new fundraising strategy that will run alongside the Society's five-year vision plan, pursuing an ambitious objective of doubling voluntary income by year end 2030.

The team's aim for the coming year is to continue developing deeper relationships with supporters, and work across teams to improve new supporter and donor acquisition. They will continue to prioritise communication with supporters through inspirational and informative storytelling making use of all available media forms and platforms, particularly digital and print.

Recognising that fundraising is a whole-organisation endeavour, CPAS wishes to thank each staff member, volunteer and trustee for the part they played in the achievements of this past year.

Financial Review

Investments

The objects include the following investment powers:

'To invest the monies of the Society not immediately required for its purpose in or upon such investments, securities or property as may be thought fit, subject nevertheless to such conditions (if any) and such consents (if any) as may for the time being be imposed or required by law'.

CPAS's investments are held in Collective Investment Scheme Units of the CBF Church of England Investment Fund, the income from which is used for the Society's ministries. Ethical considerations form an integral part of the management of these funds. No specific investment objectives are set but results are monitored against market returns. Investment Units achieved an income yield of 2.9%.

Fixed Assets

The Society's fixed assets include the following:

- office and other equipment necessary to fulfil the Society's ministries
- two freehold properties held to house some staff members who have joined CPAS following service in tied accommodation
- land bequeathed to the Society currently held as tenanted farmland.

Reserves

CPAS holds reserves to fund its working capital and to cover fluctuations in levels of incoming resources needed to maintain the Society's normal operations in the short term. During the year general and designated funds (excluding fixed assets) decreased from £8,063,000 to £7,582,000. This figure includes an unrealised loss in the value of general fund investments of £319,000. A part of these funds are held on deposit, giving an effective hedge against fluctuations in the stock market.

The Trustees' reserves policy is to hold the equivalent of 6 months expenditure plus £1,600,000 to cover any defined benefits pension scheme liabilities that may arise and £1,000,000 for future purchase of property; this amounts to approximately £4,518,000. The Trustees plan to use the excess reserves over the next 5 to 10 years on new projects or by extending existing ones.

All Funds

The results for the year showed an overall loss of £364,000 as compared with a loss of £88,000 in 2024, before funds transfer, revaluation of investments and actuarial gains and losses on the defined benefit pension scheme.

Unrestricted Funds

The net loss of £362,000 (before other recognised gains or losses and funds transfer) compares with a loss in 2024 of £67,000. Donations from churches were £31,000 (11%) and from individuals £32,000 (6%) less than in 2024. Donations from Leaders amounted to £618,000 for the year (2024: £521,000). Receipts from legacies were £63,000 less than in 2024. CPAS continues to rely heavily on the generous voluntary giving of supporters, without which its ministry would not be sustainable, and the Society expresses its gratitude to all who have made donations or included CPAS in their Will during the year. Expenditure amounted to £3,677,000 for the year.

Restricted Funds

The combined totals for the restricted funds resulted in a loss of £2,000 (excluding funds transfer and before other recognised gains or losses), as compared with a loss of £21,000 in 2024. Donations of £121,000 were received during the year. Expenditure amounted to £158,000 for the year. Each of these funds carried forward surpluses which will support commitments for the training and grant-making programmes currently under way.

Commitments

Financial projections indicate that the Society's general fund reserves are adequate for it to continue in operation for the foreseeable future. The realisable value of assets and investments are believed to be adequate to meet liabilities in the event of a major curtailment of activities or of liquidation. Information concerning pension contributions and other commitments is contained in notes 1 and 7.

Defined benefit pension scheme deficit

As at 30 April 2025 the deficit arising on the Society's defined benefit scheme amounted to £nil. On 1 August 2011 the scheme was closed to both new entrants and future accrual. Details of the funding payments from the actuarial valuations are set out in note 7 to the financial statements.

Plans for future periods

Following an extensive vision renewal process during 2024, the CPAS trustees have committed to a new set of strategic priorities for the period 2025-2030, outlined above. Our primary focus is partnering in mission with the local church, so that every church is a pathway to faith, and this has given us four strategic priorities:

- Investing in equipping churches and church leaders to develop year-round discipleship pathways to reach children and young people, including in schools. This is in the context of the bold aspirations of the Church of England to double the number of children and young people who are active disciples in churches by 2030, raise up 30,000 children, youth, and family workers, and to grow lively churches within reach of every child and young person in England.
- Developing a 'leadership for life' pathway which offers relevant and inspirational leadership development opportunities for future and current leaders at every life stage from secondary school through to mid-ministry and beyond.
- Enhancing our patronage offer, so that CPAS is invested not only in vacancies and appointment processes, but is engaged throughout incumbencies in the nearly 700 parishes where CPAS serves as patron.
- Strengthening our operational core by developing the digital infrastructure, financial sustainability, and staff culture and conditions that will enable the work of CPAS to flourish in the years to come.

Our particular areas of work in the coming year will include:

- Implementing the recommendations of the reviews into Ventures and School Ventures, and appointing a Falcons Network Coordinator to review and re-energise the Falcon holiday network for children coming from deprived backgrounds;
- Pilot training to clergy and head-teachers, to enable churches and Church of England primary schools to build discipleship pathways, to bring children and families to faith at home in their local church;
- Pilot learning communities for larger churches (with 25+ and 50+ children and young people) in partnership with the Church of England NCI's, to double the number of children and families in those churches by 2030.
- Develop continuing professional development training for children, youth, and families ministers.
- Develop vocations work to enable people to explore a call to ministry, both ordained, and into youth and children's ministry.
- Promote our training for leaders in complex situations – using the Thrive multi-parish benefice resources, the Oversight Ministry training materials, and complete development of the Focal Ministry training course.
- Enhance our relationship with patronage churches through a series of ongoing projects, to provide stronger support during vacancies, and in the early stages after appointments are made.
- Mobilise the network of evangelical patrons to engage with legislation before General Synod, including the Mission and Pastoral Measure and the Prayers of Love and Faith, and support the parishes most affected by these proposals.
- Launch a new set of digital systems, starting with a new database and booking system, before preparing for a new website.
- Recruit a data analyst to develop our culture of monitoring and evaluating.
- Deliver on year-one of our new fundraising strategy, recruit a full fundraising and communications team, and complete a brand refresh.

All of this will be done in support of our continued commitment to enable local churches to present the good news of Jesus Christ afresh to men, women, and children by providing Venture and Falcon holidays, appointing evangelical clergy to our patronage parishes, and training, resourcing, and supporting leaders for evangelism and mission.

Trustees' Responsibilities Statement

The trustees (who are also directors of Church Pastoral Aid Society for the purposes of company law) are responsible for preparing the Trustees' Annual Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- we have taken all steps that we ought to have taken as trustees to make ourselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In approving the Trustees Annual Report, we also approve the Strategic Report included therein, in our capacity as trustees.

The Rt. Rev Ruth Bushyager
Chair,
For and on behalf of the Trustees

19 September 2025

Independent Auditor's Report to the Members of Church Pastoral Aid Society

Opinion

We have audited the financial statements of Church Pastoral Aid Society (the 'charitable company') for the year ended 30 April 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 April 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors Report included in the Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement set out in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures.
- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
 - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 - challenging assumptions and judgements made by management in its significant accounting estimates; and
 - identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Ryan Hancock
(Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP
Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Date: 19 September 2025

Statement of Financial Activities for the year ending 30 April 2025

	2025			2024		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
Notes	£000	£000	£000	£000	£000	£000
INCOME AND EXPENDITURE ACCOUNT						
Income and endowments from:						
Donations and legacies	1,946	121	2,067	1,945	129	2,074
Investments	252	15	267	262	14	276
Charitable activities	1,117	20	1,137	922	24	946
Other income – Profit on sale of assets	0	0	0	0	0	0
Total Income	2	3,315	156	3,471	3,129	167
Expenditure on:						
Raising funds	275	6	281	280	8	288
Charitable activities	3,402	152	3,554	2,916	180	3,096
Total Expenditure	3	3,677	158	3,835	3,196	188
Net Income / (Expenditure) before Gains & Losses on Investments and Fund Transfers						
Net gains (losses) on investments	9	(319)	(38)	(357)	469	55
Net Income / (Expenditure) for year		(681)	(40)	(721)	402	34
Funds transfer		0	0	0	0	0
Actuarial gains (losses) on defined benefit pension scheme	7	148	0	148	(172)	0
Net Movement in Funds	13	(533)	(40)	(573)	230	34
Reconciliation of Funds						
Total funds brought forward		9,287	1,527	10,814	9,057	1,493
Total Funds Carried Forward		8,754	1,487	10,241	9,287	1,527

Restricted funds include £391,000 representing permanent endowment funds (note 13).

All gains and losses recognised in the year are included above.

All the activities of the Society are continuing activities, and there were no acquisitions in the year.

Registered Company No. 02673220

Balance Sheet as at 30 April 2025

	Notes	2025 £000	2024 £000
FIXED ASSETS			
Tangible fixed assets	8	1,172	1,224
Investments (unlisted)	9	<u>8,345</u>	<u>8,702</u>
Total Fixed Assets		9,517	9,926
CURRENT ASSETS			
Debtors	10	309	406
Deposits repayable on demand		167	451
Cash at bank and in hand		<u>799</u>	<u>568</u>
Total Current Assets		1,275	1,425
CURRENT LIABILITIES			
Creditors falling due within 1 year	11	(551)	(537)
Net Current Assets		724	888
NET ASSETS BEFORE PENSION ASSET/(LIABILITY)		10,241	10,814
Defined benefit pension scheme asset/(liability)	7	(0)	(0)
NET ASSETS INCLUDING PENSION ASSET/(LIABILITY)		10,241	10,814
FUNDS	13		
Permanent endowment fund		391	408
Restricted funds		1,096	1,119
Unrestricted funds:			
Designated fund		0	0
General fund		8,754	9,287
Pension reserve	7	(0)	(0)
TOTAL FUNDS		10,241	10,814

Signed for and on behalf of the Trustees on 19 September 2025

The Rt. Rev Ruth Bushyager
Chair

Statement of Cash Flows for year ending 30 April 2025

<i>Notes</i>	2025 £000	2024 £000
Cash flows from operating activities:		
Net Expenditure for year	(721)	436
Adjustments for:		
Depreciation charge	70	65
(Gains)/Losses on investments	357	(524)
Investment income	(267)	(276)
(Increase)/Decrease in debtors	97	(118)
Increase/(Decrease) in creditors	14	205
Defined Benefit Pension Adjustments	148	(172)
Profit on Sale of Asset	(0)	(0)
Net cash provided by (used in) operating activities	(302)	(384)
Cash flows from investing activities:		
Investment income	267	276
Proceeds from sale of fixed assets	0	0
Purchase of fixed assets	(18)	(17)
Net cash provided by (used in) investing activities	249	259
Change in cash and cash equivalents during year	(53)	(125)
Cash and cash equivalents at beginning of year	1,019	1,144
Cash and cash equivalents at end of year	12	966

Analysis of changes in net debt

	1 May 2024 £000	Cashflows £000	30 April 2025 £000
Cash and Cash Equivalents	1,019	(53)	966

NOTES TO THE FINANCIAL STATEMENTS

1 Summary of significant Accounting Policies

General information and basis of preparation

CPAS is a company limited by guarantee, incorporated in England within the United Kingdom. The address of the registered office is given in the company information on the front page of these financial statements. The Trustees of CPAS are directors for the purposes of the Companies Act 2006 and are trustees within the meaning of the Charities Acts (see page 3 for full list).

The Society constitutes a public benefit entity as defined by FRS102. The financial statements have been prepared in accordance with *Accounting and Reporting by Charities: Statement of Recommended Practice* applicable to charities preparing their accounts in accordance with the *Financial Reporting Standard* applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention as modified by the revaluation of fixed asset investments, adopting the policies set out below. The Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Society to be able to continue as a going concern. The financial statements are presented in sterling which is the functional currency of the Society and rounded to the nearest £000.

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.

Incoming resources

Donations represent amounts received during the year, together with any associated tax refund. Legacies are credited to the statement of financial activities in the year in which the Society becomes legally entitled, being the earlier of the Society being notified of an impending distribution, where the monetary amount can be measured with adequate reliability, or the date of receipt.

Venture and *Falcon* holiday fees are recognised in the statement of financial activities as the activities take place during the year. Holiday fees received in relation to activities taking place after the end of year are deferred and are included in deferred income (note 11).

Income due from both investments and deposits but not received during the year is included in the statement of financial activities. Investments are stated at fair value being market value at the year-end date. Monies placed in deposit funds are classified as short term deposits as they are repayable on demand.

Grants receivable for specific purposes are credited to the statement of financial activities in the year to which they relate as soon as conditions for receipt have been met. Unspent balances are carried forward to subsequent years within restricted funds. Grants for immediate financial support, or received against costs previously incurred, are recognised immediately in the statement of financial activities. Voluntary income is shown gross before deduction of fundraising expenditure.

Resources expended

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Society to the expenditure. All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to the category. Support costs attributable to more than one activity are apportioned on the basis of expenditure relating directly to those activities. Any expenditure relating to activities taking place after the end of year are deferred and are included in prepayments (note 10).

Governance costs comprise legal fees, audit fees and charges for audit advice, servicing of trustees and other governance bodies, bank charges, and overheads and staff costs apportioned on the basis of time expended on governance work.

Raising funds expenditure comprises: costs of fundraising mailings, consultancy fees, and staff costs apportioned on the basis of time expended on fundraising activities.

The Society makes no donations for charitable purposes outside the scope of its own work, neither are any donations made for any political purpose.

Assets

Fixed assets are capitalised if they are valued at more than £1,000 and are included at cost.

Depreciation is charged to write off the cost less the estimated residual value of fixed assets on a straight line basis over the periods of time shown below, commencing in the year of acquisition, with no depreciation in the year of disposal:

• land	no depreciation
• staff houses (see below)	no depreciation
• office furniture & equipment	5 years
• computer equipment	3 years
• computer equipment – database	10 years

Depreciation is not provided on staff houses. The Trustees consider that the residual value is not materially different from the carrying value shown in the financial statements and consequently any depreciation charge would be immaterial.

Investments are included at fair value. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Funds

The following types of fund are available for use by the Trustees or Board:

- permanent endowment fund, the income from which is available for the general purposes of the Society
- restricted funds, being applied solely for the purpose of the fund
- designated funds, being applied for the purpose of the fund at the Trustees' discretion.
- general funds, available for the general purposes of the Society.

Pensions

Staff who are ordained Church of England clergy are included in the Church of England Funded Pensions Scheme administered by the Church of England Pensions Board. No funding liability currently arises for the Society in respect of them. Section 28 of FRS102 requires the employer to account for pension costs on the basis of contributions actually payable to the scheme during the year (see note 7 – *pensions*). For other staff the Society operates a funded, defined benefit pension scheme (see note 7 – *pensions*). Full actuarial valuations, by a professionally qualified actuary, are obtained at least every three years and updated to reflect current conditions at each balance sheet date. The assets are measured at fair value with liabilities measured using the projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency. A net pension surplus is recognised as an asset in the balance sheet only to the extent that the surplus may be recovered by reduced future contributions or to the extent that the Trustees have agreed a refund from the scheme at the balance sheet date. A net pension deficit is recognised as a liability to the extent that the Society has a legal or constructive obligation to settle the liability. The amounts charged to the statement of financial activities in respect of pension costs and other post-retirement benefits is the estimated regular cost of providing the benefits accrued in the year, adjusted to reflect variations from that cost. The interest cost and expected return on assets are included within the statement of financial activities. Actuarial gains and losses arising from new valuations and from updating valuations to the balance sheet date are recognised in other comprehensive income within the statement of financial activities. This scheme was closed to new entrants and future accrual ceased on 1 August 2011.

A new defined contributions scheme with the Church Workers Pension Fund was commenced on 1 January 2012, with the Society matching employees' contributions up to a maximum of 9% of salary. The amount paid by the employer into this scheme during 2025 was £55,000 (2024: £47,000).

Operating leases

The cost of operating leases is charged in the statement of financial activities on a straight line basis over the lease term.

2 Analysis of Income

	2025			2024		
	Unrestricted funds	Restricted Funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£000	£000	£000	£000	£000	£000
Donations and legacies:						
Donations - Churches	255	5	260	286	3	289
- Individuals	519	43	562	551	55	606
- Trusts	129	22	151	109	27	136
- Leaders	618	45	663	521	43	564
Legacies	275	6	281	338	1	339
Grants – Mabledon Charity	150	0	150	140	0	140
	1,946	121	2,067	1,945	129	2,074
Investment income:						
Investments - note 9	228	15	243	224	14	238
Deposits	15	0	15	26	0	26
Bank and other interest	9	0	9	8	0	8
Net return on pension - note 7	0	0	0	4	0	4
	252	15	267	262	14	276
Charitable activities:						
Events & Resources	153	0	153	111	0	111
Venture and Falcon Holidays	960	20	980	807	24	831
Rent from land & properties	3	0	3	3	0	3
Miscellaneous	1	0	1	1	0	1
	1,117	20	1,137	922	24	946
Other income:						
Profit on sale of assets	0	0	0	0	0	0
Total Income	3,315	156	3,471	3,129	167	3,296

As at 30 April 2025 the Society had been notified of 11 legacies (2024: 8), with an estimated average value of £18,000 (2024: £24,000) which have not been included in the financial statements as no notification of impending distribution has been received. There was 1 pecuniary legacy (2024: 0) and 8 residual legacies (2024: 8), including 1 residual legacy (2024: 1) which is subject to life interests. The Society does not have any indication of when it is due to receive these monies and there is no certainty of receipt.

CPAS aims to make its publications and training events available to as many churches and individuals as possible. Amounts charged for these resources (above) do not, therefore, include full staff costs.

3 Analysis of Expenditure

	2025			2024		
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£000	£000	£000	£000	£000	£000
Expenditure on charitable activities:						
Leadership	466	0	466	501	0	501
Patronage	221	0	221	166	0	166
Events & Resources	131	0	131	47	0	47
Venture and Falcon Holidays	2,584	149	2,733	2,202	175	2,377
Grants Paid						
Ministers in Training	0	3	3	0	5	5
	3,402	152	3,554	2,916	180	3,096
Expenditure on raising funds:						
Fundraising	35	0	35	43	0	43
Advertising	27	0	27	3	0	3
Exhibitions	6	0	6	7	0	7
Venture & Falcon Brochures	15	3	18	21	1	22
Promotional DVD, Leaflets & Gifts	10	0	10	6	1	7
Other	182	3	185	200	6	206
	275	6	281	280	8	288
Total Expenditure	3,677	158	3,835	3,196	188	3,384

Staff costs: see note 6 for details of staff costs included in total resources expended.

Charitable activities

Grants: *Ministers in Training Grants* are made to individuals and are of amounts not exceeding £1,000. Support costs for the award of grants are included in the total for leadership.

Safeguarding: during the year £60,000 (2024: £19,000) was spent in respect of safeguarding children and vulnerable adults, including Staff costs.

Subsidies are granted to assist individuals to attend *Venture and Falcon Holidays* and to contribute to the general costs of running *Falcon Holidays*. During the year subsidies, totalling £40,000 (2024: £59,000) were granted in respect of Ventures and £15,000 (2024: £15,000) in respect of Falcons.

Depreciation charges on and loss on disposal of tangible fixed assets

Depreciation charges for the year on tangible fixed assets amounted to £70,000 (2024: £65,000) these are included in *support costs* above.

Venture and Falcon holidays: includes accommodations costs of £1,012,000 (2024: £879,000)

Other costs

£ 3,000 (2024: £ 5,000) in respect of operating lease costs for office equipment is included in *Support Costs* above.

£ 2,000 (2024: £ 3,000) in respect of operating lease costs for motor vehicles is included in *Charitable Activities costs* above.

£70,000 (2024: £68,000) in respect of operating lease costs for office accommodation is included in *Support Costs* above.

4 Support & Governance Costs

Support costs are allocated in proportion to the total known costs for each area of ministry; *Restricted funds* generally do not have support costs, however, in 2025 £1,000 (2024: £nil) was spent on Legal & Professional Fees. Charitable activities include support costs of £763,000 (2024: £670,000) in respect of head office costs including salaries, equipment costs and building costs; and governance costs of £270,000 (2024: £185,000) including legal fees, audit fees, trustee costs and bank charges.

Allocation of support costs

Support Cost - 2025	Leadership £000	Patronage £000	Resources & Events £000	Venture Holidays £000	Total £000
Governance	37	18	10	205	270
Staff Costs	61	29	17	336	443
Equipment	13	6	4	70	93
Depreciation	9	4	3	54	70
Office incl. Rent	10	5	3	56	74
Other	11	5	3	64	83
Total	141	67	40	785	1,033

Support Cost - 2024	Leadership £000	Patronage £000	Resources & Events £000	Venture Holidays £000	Total £000
Governance	32	11	3	139	185
Staff Costs	70	23	7	308	408
Equipment	13	4	1	57	75
Depreciation	11	4	1	49	65
Office incl. Rent	11	4	1	50	66
Other	10	3	1	42	56
Total	147	49	14	645	855

Analysis of governance costs

	2025			2024		
	Unrestricted funds £000	Restricted funds £000	Total funds £000	Unrestricted funds £000	Restricted funds £000	Total funds £000
Legal & Professional Fees	4	1	5	6	0	6
Audit Fee	16	0	16	17	0	17
Trustees	9	0	9	8	0	8
Patronage Trustees	1	0	1	2	0	2
Pension Scheme Administration	148	0	148	73	0	73
Payroll Costs	3	0	3	1	0	1
Bank Charges	4	0	4	4	0	4
Credit Card Commission	25	0	25	24	0	24
Other Costs	59	0	59	50	0	50
	269	1	270	185	0	185

5 Trustee and Key Management Personnel Remuneration and Expenses

The trustees neither received nor waived any remuneration during the year (2024: £nil)

Travel expenses totalling £1,000 (2024: £2,000) were reimbursed to 9 trustees (2024:7); these amounts are included in *governance costs*.

The total amount of donations received from trustees and key management personnel during the year was £1,000 (2024: £2,000).

The total amount of employee benefits received by key management personnel is £152,000 (2024: £186,000). The Society considers its key management personnel to comprise Chief Executive Officer and Director of Operations & Finance.

6 Staff Numbers and Costs

The average monthly head count was 35 staff (2024: 35) and the average number of full-time equivalent employees, (including casual and part-time staff) during the year were as follows:

Numbers	2025	2024
£000	£000	£000
Charitable activities	25.6	24.7
Cost of generating funds	<u>4.0</u>	<u>3.9</u>
	<u>29.6</u>	<u>28.6</u>
Cost of employment of staff	2025	2024
Salaries	1,124	1,107
National Insurance contributions	99	107
Pension costs (see notes 1 and 7 – <i>pensions</i>)	201	89
Staff housing	16	17
Other (incl. Redundancy)	<u>34</u>	<u>5</u>
	<u>1,474</u>	<u>1,325</u>

No employees received emoluments over £60,000 (2024: nil)

7 Pensions (see note 1)

Church of England Funded Pensions Scheme

CPAS participates in the Church of England Funded Pensions Scheme. Contributions (up to an agreed threshold) in respect of clergy staff employed by the Society are paid for by the Archbishops' Council of the Church of England.

For schemes such as the Church of England Funded Pensions Schemes, FRS 102 requires CPAS to account for pension costs on the basis of contributions actually payable to the Scheme in the year and for any deficit recovery plan. The expense recognised in the Statement of Financial Activities, which is equal to the contributions due for the year, amounted to £nil (2024: £nil).

CPAS Pension and Life Assurance Scheme

The Society operates a defined benefit scheme in the UK. This is a separate trustee administered fund, holding the pension scheme assets to meet long term pension liabilities. A full actuarial valuation was carried out at 31 July 2023 and updated to 30 April 2025 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

<i>Principal actuarial assumptions:</i>	2025	2024
	%	%
Discount rate	5.7	5.3
Duration used to set discount in years	13.0	13.0
Inflation assumption - RPI	3.0	3.3
Inflation assumption - CPI	2.6	2.8
Salary growth	3.8	4.1
Pension in payment increases of RPI or 5% if less	2.9	3.0
Pension in payment increases of CPI or 2.5% if less	1.8	1.9
Deferred pension revaluation of CPI or 5% if less	2.6	2.8
Deferred pension revaluation of CPI or 2.5% if less	2.5	2.5
Pension in payment increases of RPI or 5% if less, minimum 3% p.a.	3.5	3.7
Pension in payment increases of CPI or 3% if less	2.1	2.1
Allowance for commutation of pension for cash at retirement	75% of Post A Day	75% of Post A Day

<i>Post retirement mortality assumptions:</i>	2025	2024
	Years	Years
Male retiring in 2025	25.0	24.9
Female retiring in 2025	28.4	28.3
Male retiring in 2045	26.6	26.5
Female retiring in 2045	29.9	29.8

<i>The amounts recognised in the balance sheet are as follows:</i>	2025	2024
	£000	£000
Fair value of plan assets	6,419	6,989
Present value of defined obligation	<u>5,699</u>	<u>6,065</u>
Surplus / (deficit) in plan	720	924
Unrecognised surplus	(720)	(924)
Defined benefit asset (liability) to be recognised	(0)	(0)

Defined benefit costs recognised in Statement of Financial Activities:	2025	2024
	£000	£000
Expenses	147	42
Net interest cost/(income)	4	(4)
Losses/(gains) due to benefit changes	<u>0</u>	<u>0</u>
Defined benefit costs recognised in Statement of Financial Activities	<u>151</u>	<u>38</u>

Defined benefit costs recognised in other comprehensive income:	2025	2024
	£000	£000
Return on plan assets (excl. amounts included in net interest cost) – gain/(loss)	(478)	(632)
Experience gains & losses arising on the plan liabilities – gain/(loss)	3	13
Effects of changes in assumptions of present value of liabilities – gain/(loss)	370	322
Effects of changes in the amount of surplus not recoverable – gain/(loss)	<u>253</u>	<u>125</u>
Total amount recognised in other comprehensive income – gain/(loss)	<u>148</u>	<u>(172)</u>

Reconciliation of opening and closing balances of the defined benefit obligation:

	2025	2024
	£000	£000
Defined benefit at start of year	6,065	6,465
Interest cost	313	314
Actuarial losses/(gains)	(373)	(335)
Benefits paid & expenses	(306)	(379)
Losses/(gains) due to benefit changes	<u>0</u>	<u>0</u>
Defined benefit obligation at end of year	<u>5,699</u>	<u>6,065</u>

Reconciliation of opening and closing balances of the fair value of plan assets:

	2025	2024
	£000	£000
Fair value at start of year	6,989	7,464
Interest income	358	368
Actuarial gains/(losses)	(478)	(632)
Contributions by the Society	3	210
Benefits paid & expenses	(453)	(421)
Fair value of plan assets at end of year	<u>6,419</u>	<u>6,989</u>

The actual return on the plan assets over the year ended 30 April 2025 was a loss of £120,000 (2024: £264,000 loss).

The amount that each major class of pension plan assets constitutes of the fair value of the total plan assets was as follows:

Assets	2025	2024	2023
	£000	£000	£000
Equity Instruments	0	0	0
Debt Instruments	5,666	6,183	1,671
Cash	23	8	51
Real Estate	0	0	0
Other	<u>730</u>	<u>798</u>	<u>5,742</u>
Total assets	<u>6,419</u>	<u>6,989</u>	<u>7,464</u>

Contributions for CPAS for the year ending 30 April 2025 are estimated to be £nil. The defined benefit pension scheme was closed to all new entrants on 1 August 2011 with future accrual ceasing on that date.

During the year the Society made no contributions to any employee's personal pension scheme (2024: £nil).

8 Fixed Assets

	<i>Land and property bequests</i> £000	<i>Staff houses freehold</i> £000	<i>Office and other equipment</i> £000	<i>Total</i> £000
Cost or valuation				
At 1 May 2024	4	859	678	1,541
Additions	0	0	18	18
Disposals	(0)	(0)	(20)	(20)
At 30 April 2025	4	859	676	1,539
Depreciation				
At 1 May 2024	0	0	317	317
Charge for year	0	0	70	70
Disposals	(0)	(0)	(20)	(20)
At 30 April 2025	0	0	367	367
Written down value				
At 01 May 2024	4	859	361	1,224
At 30 April 2025	4	859	309	1,172

Land and property bequests

Included within Land and Property Bequests is 22 acres of land in Devon, held as tenanted farmland.

9 Investments (unlisted)

	<i>2025</i> £000	<i>2024</i> £000
Market value at 1 May 2024	8,702	8,178
Additions	0	0
Disposal	(0)	(0)
Net Investment Gains/(Losses)	(357)	524
Market value at 30 April 2025	8,345	8,702
Cost at 30 April 2025	3,940	3,940

These United Kingdom investments, comprising the Collective Investment Scheme Units of the CBF Church of England Investment Fund administered by CCLA Investment Management Ltd, are primarily held to provide a return where monies are not required immediately for the charity's activities.

10 Debtors

	<i>2025</i> £000	<i>2024</i> £000
Debtors falling due within one year:		
Trade debtors	11	9
Other debtors	0	0
Prepayments	204	276
Accrued income	94	121
	<u>309</u>	<u>406</u>

11 Creditors

	<i>2025</i> £000	<i>2024</i> £000
Creditors falling due within 1 year:		
Trade creditors	139	86
HMRC – Tax, NI & VAT	31	31
Accruals	40	48
Deferred income	341	372
	<u>551</u>	<u>537</u>

Included within the deferred income is £338,000 (2024: £364,000) in relation to holiday fees received for activities taking place after the end of the year.

12 Analysis of cash and cash equivalents

	2025 £000	2024 £000
Cash in hand	799	568
Deposits repayable on demand	<u>167</u>	<u>451</u>
Total cash and cash equivalents	<u>966</u>	<u>1,019</u>

13 Funds

	Balance 1 May 2024 £000	Other gains / (losses) £000	Incoming resources £000	Outgoing resources £000	Transfer £000	Balance 30 April 2025 £000	Represented by Invest- ments £000	Fixed assets £000	Net current assets £000
Permanent Endowment fund	408	(17)	0	0	0	391	391	0	0
Restricted fund									
Augmentation	47	(2)	1	0	0	46	32	0	14
Ministers in Training	132	0	8	(3)	0	137	0	0	137
Bishop Stratton	37	(1)	0	0	0	36	36	0	0
LCEAS	246	(10)	0	0	0	236	230	0	6
Falcons	<u>657</u>	<u>(8)</u>	<u>147</u>	<u>(155)</u>	<u>0</u>	<u>641</u>	<u>192</u>	<u>0</u>	<u>449</u>
	1,119	(21)	156	(158)	0	1,096	490	0	606
Designated fund									
Ventures & Schools	0	0	1,767	(1,906)	139	0	0	0	0
General fund	9,287	(171)	1,548	(1,771)	(139)	8,754	7,464	1,172	118
Total funds	<u>10,814</u>	<u>(209)</u>	<u>3,471</u>	<u>(3,835)</u>	<u>0</u>	<u>10,241</u>	<u>8,345</u>	<u>1,172</u>	<u>724</u>

Net current assets include £167,000 of monies invested on short term deposit (2024: £451,000).

Permanent Endowment fund: the income from this fund is available for general purposes.

Restricted funds

Augmentation fund: this exists for the purpose of increasing the value of poor benefices in evangelical patronage (per CPAS's 1926 annual report).

Ministers in Training fund: this fund comprises donations and legacies received for the purpose of providing assistance to those in training for the ordained or licensed ministry.

Bishop Stratton and LCEAS (London Clerical Education Aid Society) funds: these funds are available for similar purposes to the Ministers in Training fund (see above).

Falcons: this assists young people with the costs of attending *Falcons* and provides funds for the general running costs of the holidays; it includes individual donations, the proceeds of sale of property at Pooley Bridge, Cumbria and interest received.

Designated fund

Ventures & Schools: comprises monies allocated to the fund by the Trustees from general fund reserves together with donations made to the fund; its purpose is to grant subsidies to assist young people with the costs of attending *Ventures & Schools* and also to provide funds for the general running costs of *Ventures & Schools*.

General fund: funds which are not subject to external restrictions or internally determined designations.

14 Future commitments

Operating leases (see note 1 – operating leases)

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025 £000	2024 £000
Within 1 year	52	54
1 – 5 years	102	145

Capital commitments

As at 30 April 2025 the Society had £nil outstanding capital commitments (2024: £nil).

Other commitments

The Society had no material legally binding commitments except as shown above and those arising under staff contracts of employment and other obligations in the normal course of business.

15 Related Parties

Church Pastoral Aid Trust

Certain non-operational properties of the Society remain registered in the name of Church Pastoral Aid Trust (CPAT), a company limited by guarantee, which acts solely for or under the direction of the Church Pastoral Aid Society (see page 6 – *Report of the Trustees*).

J F W Deacon's Mabledon Charity

This charity is administered by Church Pastoral Aid Trust as trustee acting under the direction of the Society. It provides grants and assistance for training, conferences, study leave, rest and special needs to evangelical church societies and to individuals engaged in similar work. Its figures are not consolidated in these financial statements. It made grants to the Society totalling £150,000 in the year to 30 April 2025 (2024 £140,000).

As at 30 April 2025 no balance was due to CPAS from J F W Deacon's Mabledon Charity (2024: £nil).

Other trusts

The Society administers a number of separate trusts without any legal right over their assets or income. Accordingly their figures are not consolidated with those of the Society as to do so would be inappropriate and misleading.

Appointments of clergy to Church of England livings on behalf of certain of these trusts are administered by the Society through its Board of Patronage Trust, MMT, CTFT, Peache and CPT (see page 6 – *Report of the Trustees*).

The Society administers grants to the Allied Schools on behalf of MMT. These grants are to be used for Christian educational purposes only.

Administration charges receivable from connected charities amounted to £2,000 in the year to 30 April 2025 (2024: £1,000).