PIONEERS UK MINISTRIES

England & Wales · Charity number 1037154

Details

Other names	ACTION PARTNERS MINISTRIES, ACTION PARTNERS, ACTION PARTNERS - PIONEERS, PIONEERS UK
Status	Registered
Legal form	Charitable company
Company number	02917955
Registered	1994-04-29
Register	View on the Charity Commission register

Contact

Address	Bawtry Hall South Parade Bawtry Doncaster DN10 6JH
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Website	www.pioneers-uk.org

Activities

Objects: (A)TO ADVANCE THE CHRISTIAN RELIGION IN THE GREATER SUDAN ("THE SAHEL"), ELSEWHERE IN AFRICA AND THROUGHOUT THE WORLD (IN ACCORDANCE WITH THE "DOCTRINAL BASIS") (B)TO RELIEVE PERSONS IN NEED (REGARDLESS OF THEIR RELIGION OR ETHNIC ORIGIN) LIVING IN THE SAHEL, ELSEWHERE IN AFRICA AND THROUGHOUT THE WORLD WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE AND THEREBY DEMONSTRATING THE LOVE OF JESUS CHRIST.

Activities: Advancement of the Christian Religion in Africa and the WorldRelief of persons in need (regardless of their religion or ethnic origin) in Africa and the WorldTo support, teach, instruct and otherwise encourage those in the Christian faith and those who profess to be committed Christians in Africa and the World

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Classification

- **How:** Provides Human Resources, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Religious Activities
- **Who:** Children/young People, Elderly/old People, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

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Geography

- **Area of benefit:** AFRICA AND WORLDWIDE
- Burkina Faso
- Cambodia
- Cameroon
- China
- Colombia
- Congo (Democratic Republic)
- Croatia
- Ethiopia
- Germany
- Hungary
- India
- Indonesia
- Ireland
- Jordan
- Kenya
- Kosovo
- Laos
- Mauritius
- Nigeria
- Northern Ireland
- Oman
- Peru
- Russia
- Scotland
- South Sudan
- Spain
- Tanzania
- Uganda
- Birmingham City
- Bradford City
- Cardiff
- Cheshire East
- Leeds City

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- Liverpool City
- Manchester City
- Sheffield City

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£5,543,716	£3,677,754	£3,272,952	74
2023-12-31	£1,686,122	£2,123,302	£1,287,156	54
2022-12-31	£1,599,138	£2,012,401	£1,623,089	58
2021-12-31	£1,842,196	£1,491,490	£2,103,502	54
2020-12-31	£1,300,914	£1,366,624	£1,640,731	53

Trustees

Name	Role	Appointed
Dr JULIE RUTH HICKSON	Chair	
Elizabeth Maggs		2024-08-01
Karl Butler		2024-08-01
Katy McConkey		2015-11-07
PETER JOHN MADDOCK		
Rev Ebenezer Aryee		2019-01-26
Robert Alexander Mateer		2024-08-01
STEVE JENKINS		2015-04-30

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PIONEERS UK MINISTRIES

England & Wales - Charity number 1037154

Accounts



2024 Annual Report

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

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Report of the Trustees

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 December 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES

› To advance the Christian faith among all peoples throughout the world, particularly amongst peoples of the Arab and African worlds wherever they may be found.

› To relieve persons in poverty, hardship, sickness or need regardless of their religion or ethnic origin throughout the world particularly amongst peoples of the Arab and African worlds wherever they may be found.

› To Advance the Christian education and training of peoples throughout the world, particularly amongst peoples of the Arab and African worlds.

› To promote awareness amongst those who profess to be committed followers of Jesus Christ of the spiritual needs of persons throughout the world, especially those of the Arab and African worlds.

PUBLIC BENEFIT

The Trustees are aware of the Charity Commission guidance on public benefit and this is taken into account when considering the Charity's objectives. The Trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.



Welcome from the Co-Chairs

I am delighted to welcome you to our 2024 Annual Report!

Much time and effort in 2024 have been spent in pursuing full merger between Pioneers UK based in Bawtry, South Yorkshire and our partner organisation AWM-Pioneers based in Loughborough with the aim of forming one Mobilisation Base for Pioneers in the UK and Ireland. The merger into one new charity called Pioneers UKI (Pioneers United Kingdom and Ireland) became effective from 1st July 2024.

It was in 2007 that Action Partners joined the global family of Pioneers and Arab World Ministries (AWM) did so i n 2011. So, for the past thirteen years there have been two Pioneers Mobilisation Gateways in the UK. We have collaborated well together in sending workers to plant churches amongst unreached people groups. Pioneers UK has had a global focus whilst AWM-Pioneers has mobilised workers for the Arab world.

Over the past few years both the Boards and National Directors of Pioneers UK and AWM-Pioneers have been exploring how a full merger would enable a bigger impact for the Kingdom of God amongst the unreached. We agreed that merger would enable better pooling of resources, increased synergy and consequently increased effectiveness and expertise in equipping and serving our mission workers.

Following merger on 1st July, we are now Pioneers United Kingdom and Ireland and we have refined our charitable objectives to incorporate both Global Mission and a focus on both the African and Arab worlds, thus honouring the legacy of a combined total of over 250 years of ministry.

A high point of 2024 was the Horizon Vision Conference in Shropshire in August with a gathering of mission workers, retired workers, staff and trustees from both entities. It was a wonderful time of celebration, sharing together and relationship building. We also held our first board meeting of Pioneers UKI which is composed of five trustees from each of the two previous boards. Mike Hyde, the previous Board Chair of AWM-Pioneers, and myself Co-Chair the new board. We aim to recruit some new trustees in the near future and will be working on our new Strategic Plan together with the Senior Leadership Team.

I continue to be encouraged and inspired by all of our mission workers, staff and supporters who work tirelessly to make Christ's name known among some of the most difficult places in the world.



DR JULIE RUTH HICKSON | CO-CHAIR, writingon behalfof both Co-Chairs

History

NORTH AFRICA

Our earliest roots go back to a British couple, George and Jane Pearse. In 1876, on a trip to Algeria, they were convicted by the need in North Africa. Their friend Henry Grattan Guinness urged them to begin a new ministry and so, in 1881, the Pearses founded the Mission to the Kabyles. It would shortly afterwards be renamed the North Africa Mission (NAM). It is believed that this multicultural group were the only Protestants at the time sharing the gospel with local people across the Maghreb.

Later that decade, artist Lilias Trotter felt called at a NAM meeting and in 1888 travelled to Algeria with friends. Together, they formed the Algiers Mission Band (AMB), pioneers in contextualised literary ministry. In 1964, after decades of working closely together, AMB merged with NAM.

Other agencies joined NAM over the years, including two agencies focused on medical work in the south of Morocco, the Southern Morocco Mission and the Dades Valley Fellowship. With work in the Middle East growing, NAM was renamed Arab World Ministries (AWM) in 1987.

THE SAHEL

Almost two decades later, Henry Grattan Guinness and his daughter Lucy toured Egypt in 1900, guided by NAM missionary Karl Kumm. Sharing a compassion for unreached peoples, Karl and Lucy, both now students at Cliff College, Derbyshire, married and founded the Sudan United Mission (SUM) setting up the first office in Castleton. Seeing a need beyond North Africa, they raised awareness of the Sahel.

By 1904, four men, including Karl Kumm, had travelled to Nigeria. The ministry combined meeting humanitarian needs with sharing the gospel. Their work carries on in the church they founded, the Church of Christ in Nations (COCIN), now a very large denomination with whom the Mission continues in close partnership and fellowship. In 1989, the Mission changed its name to Action Partners and branched out into other parts of Africa.

PIONEERING MINISTRY

Ted Fletcher was the National Sales Manager at the Wall Street Journal when he felt called into mission. He and his wife Peggy spent a few years applying to different agencies, being rejected for not being 'typical' missionaries. Undeterred, and challenged by a trip to Nigeria, the Fletchers began a new ministry in 1979, renamed Pioneers to reflect a desire to go to the least reached peoples and places.

In 2007, Action Partners joined the global Pioneers movement, becoming Pioneers UK. AWM then joined in 2011 and was renamed AWM-Pioneers.

In 2024, following a long period of seeking the Lord together, the two organisations merged into one team and expanded our sending remit to encompass our histories. We are now Pioneers UK and Ireland, sending mission workers from both nations to the wider world and honouring our shared legacy.



Welcome from the CEO

2024 saw Pioneers UK progress in several key areas.

We strengthened our office team with the addition of two new staff members, Rosie and Kefas. Rosie comes to us with extensive experience both in Africa and in member care. Rosie continues to lecture at All Nations Christian College and joins us, part-time, serving in our Member Care team. Kefas is a Nigerian and a Church of Christ in Nations (COCIN) minister resident in the UK. Kefas joins our mobilisation team with a specific remit to help us engage with and mobilise the vibrant and growing Afro-diaspora church here in the UK.

There has been another strengthening in 2024! The two historic Missions of AWM-Pioneers and Pioneers UK have for many years been two distinct 'Mobilisation Gateways' in the same global missions family that is Pioneers. August 2024 witnessed our two Missions become one Pioneers Gateway for the UK and Ireland following the merging together of AWM-Pioneers and Pioneers UK in the same month and the establishment of one united board. The significant and complex process to merge operating systems and communications began apace in 2024. A new, united, team structure was established during 2024 and we began to operate as one team from three physical Centres: Belfast, Bawtry, and Loughborough. Our new working name is Pioneers UK and Ireland.

2024 also realised the signing of a Memorandum of Partnership with the Church of Christ in Nations; a partnership designed to support this large indigenous Nigerian denomination in its own missional outreach to unreached people groups in Nigeria and beyond.

As well as engaging with the Women's Guild of the Church of Scotland throughout the year, Pioneers UK and Ireland continued to enjoy and benefit from strong working relationships with the international family of Pioneers and the Global Connections network of UK mission agencies.

We hope that as you read through this annual report of our 2024 activities, you too will be encouraged and inspired by the worldwide Pioneers mission family and network of mission agencies across the body of Christ within which we work for the sake of God's Kingdom.

On behalf of the Pioneers UK and Ireland team,



REV STEPHEN CARLING | CEO

Strategic Report & Charitable Activities

Pioneers UKI continues to be deeply committed to ministering to not only the spiritual needs but also the material and felt needs of those with whom we work. Below are some examples of how our workers have toiled to promote a positive and more just society in 2024 through our charitable aims.

We have made a difference through the relief of persons in poverty, hardship, sickness or need regardless of their religion or ethnic origin in the Arab and African worlds.

The threat of HIV/Aids may have gone out of the headlines but it remains a current worry for many families in West Africa. Our team of staff and volunteers in Nigeria visit local schools and churches offering a message of nonjudgemental hope for HIV/AIDs sufferers and their families. Taboos and social isolation over HIV are challenged as a message of prevention is promoted. HIV/AIDs testing is offered free of charge. People testing positive are invited to accept their HIV status and be open rather than live in secrecy. They are offered counselling and support, and follow-up quarterly visits are made. Over 40,000 adults and school children in Nigeria and neighbouring countries are visited in a year.



GOATS AS BANK ACCOUNTS FOR THE POOREST OF UGANDAN WOMEN AND FAMILIES

Abandoned women and widows in Uganda have very few rights and often their land and possessions are 'grabbed' by relatives when their husband dies or walks out, meaning they cannot even grow their own food. A Pioneers UKI Team Leader serves as Assistant Director within a Ugandan-led charity registered in both Uganda and Scotland. Thanks to several grants from British charitable trusts partnering with Pioneers UKI, he and the team have been able to buy many high-quality female goats to act as 'cash cows', quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 400 widows or abandoned women have benefitted from this project since 2020.



OFFERING HOPE THROUGH EDUCATION AND NUTRITION FOR POOR AND MIGRANT CHILDREN

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The Northeast Ugandan district of Arua experiences multiple social problems caused by alcohol and drug addiction, family breakdown and a high disease burden. Many children are neglected, and many parents and guardians cannot afford to send their children to school. They are often expected to bring in extra pennies.





Cheka Child, set up by Pioneers UKI field members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children, selected by local social workers. In 2024, 46 children were supported through school who otherwise wouldn't have been able to attend.

EMPOWERING WOMEN FROM ARAB AND ASIAN COMMUNITIES TO INTEGRATE INTO SOCIETY AND GAIN EMPLOYMENT.

It is recognised that migrants and women in some Arab and Asian communities living in the UK are at risk of experiencing extreme loneliness and isolation. The Beeston and Holbeck areas of Leeds fall into the most deprived 20% of Britain's communities (Indices of Multiple Deprivation 2019) and this combination of poverty and isolation can have an immense effect upon women's mental health.



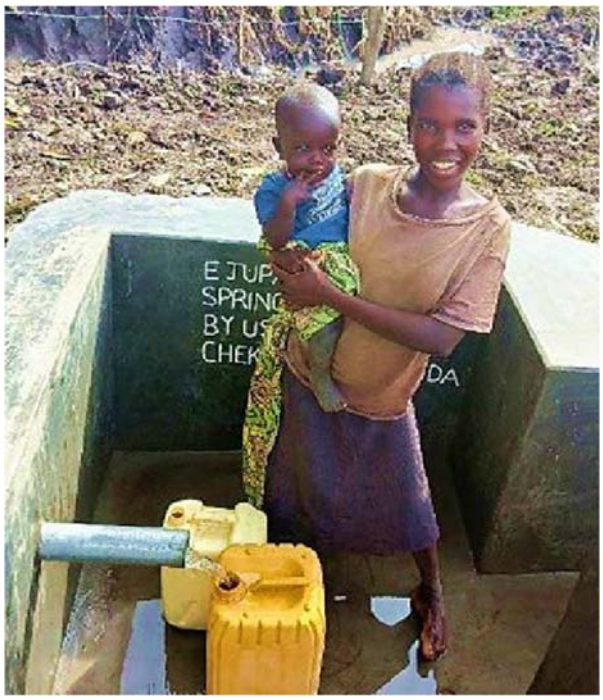
Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events and classes led by our Pioneers member, who is a qualified Special Needs teacher, herself of Asian origin. Such families see this network as a lifeline and frequently express their gratitude.

Other Pioneers UKI workers provide friendship and hospitality to those who are most lonely.



VITAL SUPPORT RECEIVED FROM GRANT-MAKING TRUSTS

In addition to our ongoing projects, we are grateful that many grant-making trusts in 2024 have provided funds to allow us to meet a number of one-off community development needs, each overseen by our Pioneers UKI field workers. Our grant income was used, for example, to:



› Empower Internally Displaced Peoples (IDPs) who have fled their homes in northern Nigeria to grow their own crops by funding fertiliser. This aims to provide such victims of conflict with the means to be economically self-reliant. We hope and pray that in due course they will have surplus to sell and begin to become self-sufficient.

› Fund essential medical procedures for these displaced people who presently have no surplus funds to cover such emergencies.

› Fund the protection of natural water springs in Uganda by constructing sanitising structures. Such WASH (Water, Sanitation and Hygiene) provision will reduce infant deaths and loss of essential school days from water-borne diseases. UNICEF states that '2.2. billion people still lack access to safe drinking water' (Water, Sanitation and Hygiene (WASH) | UNICEF). Our local workers have also built bathing facilities to encourage better sanitation.



We are most grateful to the charitable trusts who have invested in our work this year and we are working hard to develop these relationships into 2025 and beyond so that we may further increase our capacity to nurture positive change in the communities we serve and work towards all our objectives.

We have made a difference through the advancement of the Christian Faith throughout the world, particularly in the Arab and African worlds.

By the end of 2024 we had over 140 active adult field workers in PI UK (excluding short-term workers). This reflects one or two families completing their term of service whilst other families and individuals have been launched on their long-term service, sent from their home churches to be salt and light in a needy world.

To integrate effectively into local communities, our workers are encouraged to undertake intensive language learning and all will have received some cross-cultural training as well as rigorous security training prior to departure. There is a dedicated Member Care team, including specialist volunteers, providing ongoing practical and mental health support.

We also carry out much work in the UK. For example, there are over 58,000 Thai people living in the UK, the vast majority of whom have never heard about Jesus Christ either in their own language or even in English. Numerous Thai women, often married to British men, live in relative isolation with few people to befriend them.



Our Pioneers workers work hard across England to bring together Christian Thai women in fellowship and to reach out to other Thai women and their white British husbands who have never heard the good news of Jesus.

In addition to the projects described above, our workers are engaged in local hospitals; schools (local and International); tertiary education (including theological colleges); youth initiatives; HIV/Aids screening and training; IT administration and teaching; prison outreach; community development; environmental work; authoring books; setting up local business initiatives and encouraging understanding and friendship with other faith groups. In most cases, they are befriending the most vulnerable, often despised, in societies.

It is in these contexts that each worker sought to sensitively share the life, love and hope they have as a Christian in a gracious and loving way, both in actions and words.



We have made a difference in Advancing Christian education and training of peoples throughout the world, particularly amongst peoples of the Arab and African worlds.

The assessment of outcomes of such work is reinforced with field visits by the UKI Director and base staff from time to time, as finances permit, and regular feedback from the Pioneers International network of local and regional leadership.

Medical and allied health students on electives who have been sent and supported through Pioneers UKI in 2024 to work in overseas hospital and field clinics were able to learn from local doctors and nurses within a cross-cultural setting in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.

Throughout 2024 we continued to strengthen our long-term working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas, and other agencies through the placement of field staff in numerous countries worldwide and by financial support of projects engaged in the holistic well-being of local communities.



Many of our workers gave many hours of their time sharing their faith to encourage younger or less mature believers. This may be in an informal setting such as youth work, sports coaching, medical and health advisory roles or community development work. Additionally, some of our workers have been involved in more formal settings as teachers or lecturers.



Our vital initiative, 'Love Language', based in central and northern Nigeria, aims to train local Christians to live in peace with their Muslim neighbours despite the tense climate of conflict that has existed there for many years. By bringing words of peace and love in the face of intimidation or hostility, believers have testified to the effectiveness of this training with stories of reconciliation and bridges are being built within and between neighbourhoods in mixed faith areas.

Our veteran workers at the Theological College of Northern Nigeria continued to prepare church pastors and evangelists for work in the more remote regions of the country while another field worker in South East Asia helped to strengthen the faith of young Christian school teachers being trained and sent out to state schools across the country. Here they will probably be the only Christian in the schools they serve.



During 2024 staff members and volunteers promoted the humanitarian and spiritual needs of people in Africa and the Middle East and around the world at events, Bible colleges and churches across the UK. We were able to make good use of promotional materials, the internet, social media sites and public meetings.



We have made a difference in promoting awareness amongst those who profess to be committed followers of Jesus Christ of the spiritual needs of persons throughout the world especially in the Arab and African worlds.

Our 'Mission:Explored' envisioning weekends have been especially effective in describing the spiritual need across the world and inviting enquirers to consider where they may fit into God's plan for reaching the needy.

Our Horizon 24 conference, held in Shropshire in the summer, gave an opportunity for current staff and volunteers, retired members, many overseas workers as well as friends of both our charities to enjoy a week of fellowship and envisioning as we celebrated our merging with our partner charity, AWM-Pioneers. After many fruitful years of working side by side and within the Pioneers International





family, we can now form a unified team which is more efficient and certainly more effective as we each bring our specialisms in global, African and Arab world ministry.

Financial Review

The financial results for the company for the year ended 31 December 2024 are set out in the Financial Statements.

The Trustees of Pioneers UKI are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

HOW WE STEWARD OUR FINANCES

Our unrestricted reserves for the year ending 2024 show a balance of £1,915,953 (2023: £1,071,247).

Of which £684,296 is held as an investment with St James's Place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity were to need it. We also hold investments with Lazard of £63,572, M&G Equities £8,569, Janus of £1,233, BlackRock of £61,454 and CCLA of £1,332,119. Therefore, the fixed assets are easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of £502,654 (2023: £502,654) which is the direct income from the sale of the previous freehold offices and is currently set aside for the future purchase of new suitable premises. There is also designated funds totalling £203,993 which are amounts set aside from general funds to support specific UK ministry projects, and to fund medical expenses overseas. We have a separate designated fund of £531,246 which relates to our members missions.

The remaining undesignated amount of £678,060 (£1,915,953 - £502,654 reserved for the new building - £203,993 for specific UK ministry projects - £531,246 for member funds) is split into the following areas:

Our policy is to maintain available reserves of over £350,000, which is composed of:

- **Contingency Reserves (£205,000)**
- **Financial Management Reserve (£75,000)**
- **Strategic Initiatives Fund (£40,000)**
- **Pension Fund Reserve (£30,000)**

Our reserve policy sets out the target reserves level and key principles by which we manage any excesses or deficits are compared to the budget. Our aim is to maintain our reserves at a sufficient level to ensure our financial resilience and sustainability, including protecting us against risk identified in the risk register/policies. We will endeavour to gain the appropriate balance between ensuring a sustainable financial position and using funds to fulfil our charitable activities and mission.

BUDGET AND COSTS

In recognition of the amount in investment, we operated on a deficit budget basis during 2024, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.

The underlying position of PIUK on unrestricted funds comprised a surplus before gains on investments of £640,138 (2023: £400,075 deficit) and total surplus before gains on investments on all funds for the year of £1,865,962 (2023: £437,180 deficit). The net surplus after gains on all funds was £1,985,795 (2023: £355,933 deficit). These figures included the exceptional transfer of Arab World Ministries if £2,421,818, of which £1,318,739 was unrestricted.

During 2024 costs continued to be monitored and controlled well by management. In 2024, UK projects and overseas projects saw an increase in grants given out to the work of this ministry. Thank you to all our partners who gave generously towards this great cause.

Following the deficit in 2023 we were cautiously still able to invest in and encourage an increasing number of missionaries during 2024, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2025 financial year.

Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of

£185,180 to additional projects supported and championed by PIUKI.

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2020. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UKI remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

FINANCIAL CONCERNS

In the process of the merger journey, the management and trustees recognised there were some financial control deficiencies which had led to an amount of money being lost by Pioneers UK Ministries. On discovery of this, and with the support of their independent Auditors, the Charity immediately reviewed all the existing controls and put into place additional procedures and safeguards to prevent any such loss in the future. Management and trustees have approved and actioned these additional procedures and are confident there are now very robust financial controls in place.

INVESTMENT POLICY AND OBJECTIVES

During 2014, £1,250,000 was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, £650,000 was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using £500,000 to purchase a new head office for the Charity.

The largest investment held by the charity is the St James's Place portfolio, totalling £684,296 and this can be withdrawn as Cash, with seven days' notice if the charity has need of it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short-term investment income.

Trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charity Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

RESERVES POLICY

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2024 and stands at £3,272,952 (2023: £1,287,156). Of this, £502,654 has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives. There is also designated funds totalling £203,993 which are amounts set aside from general funds to support specific UK ministry projects, and to fund medical expenses overseas. We have a separate designated fund of £531,246 which relates to our members missions.

PI UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management, M&G Investments, BlackRock, CCLA and Lloyds Banking Group, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2024. The Board receives an update on its 3 years' Reserves Projection through the year, as a key aspect of its financial reporting.

The Board, in 2020, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, in 2021, PI UK trustees agreed to start including any legacy giving within their annual budget, with any legacies received helping to offset the deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also helps to offset the annual deficit. So far, we have managed to reduce the deficit each year based on this strategy.

The trustees believe that this new divestment and continued policy of a deficit budget rightly use the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.

FUNDRAISING POLICY

Pioneers UKI is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.

GOING CONCERN

The Trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.

Structure, Governance & Management

Pioneers UKI is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the Pioneers UKI Board are the Directors of the company.

The Pioneers UKI Board is the governing body of Trustees, to whom CEO, Reverend Stephen Carling, is accountable. New Trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the roles and responsibilities of Trustees.

In 2024 the Board met three times, in addition to the AGM. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The Trustees also hold planned Zoom calls in between Board meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The Trustees bring a mix of skills and experience to the governing body, many of whom have had a long, and therefore stable, association with the work.

STAFFING AND OFFICE

The UK office staff team are responsible for the implementation and execution of the policies and strategies and for maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 12 FTE. We were very pleased to welcome Mrs Rosie Button, based in Gloucester, onto the team to enhance the Member Care work with her extensive experience in that area. This is in addition to the appointment of Rev Kefas Tang'an, based in west London, as a part-time Mission Mentor and someone who is in a position to strengthen our connections with the African churches throughout Britain. Thus, we are very pleased to continue to be a significantly multi-cultural staff team, with staff from Asia, North America and Africa!

VOLUNTEERS

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, ongoing support of the present-day work of Pioneers UK Ministries is vital. In 2024 we had help from seven regular volunteers and a few occasional volunteers.

KEY MANAGEMENT REMUNERATION

Total remuneration paid to key management during the year amounted to £139,400 (2023: £225,161).

This is set by the board of Trustees, in consultation with the Director of Pioneers UK. The trustees have reviewed key management personnel and made changes to responsibilities in the year.

RISK MANAGEMENT

The Board of Trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely examines risk in the following categories: strategic risk, operational risk, personnel risk, financial risk and reputational risk.

A current operational risk concerns the IT systems, data security and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Aspen) who provide appropriate solutions. Additionally, we run our finance systems on two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

DATA PROTECTION AND THE UK-GDPR

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) and the UK General Data Protection Regulation (UK-GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and is supported by a staff member responsible as the Data Protection Officer. Pioneers UKI has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy. Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

SIGNIFICANT RELATIONSHIPS

We continue as a UK national base for the international Pioneers movement. During 2023 we continued the significant ministry partnership with the Afro Diaspora Mission Network (ADMiN) approved by the Trustees in 2021. This Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians to serve African and other people groups across the world, is in the final stages of applying for UK charitable status itself. A second objective of ADMiN is to support mobilisation movements in the global south and the Trustees of Pioneers UKI began to look at how this can be done practically, with plans to offer consultancy support to other Pioneers bases in 2024.

The Director visited Nigeria and the Church of Christ in Nations (COCIN) in 2024 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of the world.

The relationship between Pioneers UKI and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The increasingly close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between Trustees, the two respective Directors and staff plus engaging in various joint programmes; culminating in the merging together in July.

Pioneers UKI is a member of Global Connections, formerly the Evangelical Missionary Alliance.

In Summary

We are very pleased to say that Pioneers UKI continued to make progress towards its objectives in 2024 as evidenced by the increase of applicants to join as field worker members being sent to their new workplaces, representing a growing capacity.

Across 2024 we have settled on an effective hybrid of virtual and in-person engagement with churches, supporters and enquirers … as well as strengthening a hybrid approach to staff team gatherings and resourcing. A good proportion of our staff and volunteers work remotely now, reflecting the way that many organisations are operating. This allows us to employ some of the best people in the sector and to have a greater geographic reach than before.

Significant relationships with supporters, like-minded organisations and strategic listening have helped to create further network partnership opportunities for growth in each of our objectives.

We continue to enjoy the benefits of belonging to the wider Pioneers International network which has over 3,000 members, most of whom work on the field in 465 teams, working in 108 countries and 441 distinct people groups. Therefore, we have every reason to look forward to seeing much growth in 2025

FUTURE PLANS

We remain committed to the promotion of Pioneers in the UK and Ireland to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This includes developing our working relationship with other like-minded agencies. Now we are a merged agency, we can have a presence at addition Christian events and university Christian unions and work together in targeted areas of mobilisation. Diaspora ministry will continue and be strengthened.

We will explore developing mutually supportive relationships with the three African mobilisation offices for Pioneers in Africa.

The Trustees' decision to divest some of its money to put into new mobilising projects – especially where this supports global south initiatives - has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02917955 (England and Wales)

Registered Charity number
1037154

Registered office
Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

Trustees
C J Bignell (resigned 31.1.24)
J R Hickson
S D Jenkins
D R Maddock (resigned 31.1.24)
P J Maddock
K J McConkey
J Barthow (resigned 31.1.24)
E Aryee

Chief Executive Officer
S Carling

Company Secretary
P J Maddock

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors
Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers
National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

Key Management Personnel
Chief Executive Officer
Director of Member Care
Director of HR and Mobilisation
Director of Communications and Operations

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those 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;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 30 January 2026 and signed on the board's behalf by:



J R Hickson - Trustee

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Opinion
We have audited the financial statements of Pioneers UK Ministries (the 'charitable company') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 31 December 2024 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 Auditors' 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. 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 the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

During our initial assessment we noted that there were control deficiencies in the segregation of duties relating to management override making the charity susceptible to material fraud. Our approach was reviewed and additional testing was undertaken on transactions with management to increase the likelihood of detecting material fraud.

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 Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES
Date: 30 January 2026

Pioneers UK Ministries

Statement of Financial Activities for the Year Ended 31 December 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	3,099,095	2,250,135	-	5,349,230	1,546,142
Other trading activities	4	149,749	-	-	149,749	130,995
Investment income	5	41,057	-	-	41,057	8,915
Other income		3,680	-	-	3,680	70
Total		3,293,581	2,250,135	-	5,543,716	1,686,122
EXPENDITURE ON						
Raising funds	6	145,082	-	-	145,082	102,042
Charitable activities	7					
UK Ministries		761,065	-	-	761,065	568,157
Overseas Ministries		482,038	-	-	482,038	694,896
Support of projects		212,876	104,815	-	317,691	146,905
Infrastructure		906,527	-	-	906,527	611,302
AWM Ministry Costs		145,855	919,496	-	1,065,351	-
Total		2,653,443	1,024,311	-	3,677,754	2,123,302
Net gains/(losses) on investments		101,400	3	(569)	100,834	81,247
NET INCOME/(EXPENDITURE)		741,538	1,225,827	(569)	1,966,796	(355,933)
Transfers between funds	21	84,168	(84,168)	-	-	-
Other recognised gains/(losses)						
Gains on revaluation of fixed assets		19,000	-	-	19,000	20,000
Net movement in funds		844,706	1,141,659	(569)	1,985,796	(335,933)
RECONCILIATION OF FUNDS						
Total funds brought forward		1,071,247	148,075	67,834	1,287,156	1,623,089
TOTAL FUNDS CARRIED FORWARD		1,915,953	1,289,734	67,265	3,272,952	1,287,156

The notes form part of these financial statements

Balance Sheet
31 December 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	15	456,823	-	-	456,823	3,450
Investments						
Investments	16	1,136,943	947,098	67,265	2,151,306	844,079
Investment property	17	220,000	-	-	220,000	201,000
		1,813,766	947,098	67,265	2,828,129	1,048,529
CURRENT ASSETS						
Stocks	18	3,850	-	-	3,850	-
Debtors	19	105,992	13,939	-	119,931	61,351
Cash at bank and in hand		113,708	361,842	-	475,550	201,491
		223,550	375,781	-	599,331	262,842
CREDITORS						
Amounts falling due within one year	20	(121,363)	(33,145)	-	(154,508)	(24,215)
NET CURRENT ASSETS		102,187	342,636	-	444,823	238,627
TOTAL ASSETS LESS CURRENT LIABILITIES		1,915,953	1,289,734	67,265	3,272,952	1,287,156
NET ASSETS		1,915,953	1,289,734	67,265	3,272,952	1,287,156
FUNDS	21					
Unrestricted funds					1,915,953	1,071,247
Restricted funds					1,289,734	148,075
Endowment funds					67,265	67,834
TOTAL FUNDS					3,272,952	1,287,156

The financial statements were approved by the Board of Trustees and authorised for issue on 30 January 2026 and were signed on its behalf by:



J R Hickson - Trustee

The notes form part of these financial statements

Pioneers UK Ministries

Cash Flow Statement
for the Year Ended 31 December 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	1,936,924	(455,153)
Net cash provided by/(used in) operating activities		1,936,924	(455,153)
Cash flows from investing activities			
Purchase of tangible fixed assets		(456,472)	(1,046)
Purchase of fixed asset investments		(1,402,693)	-
Sale of fixed asset investments		196,300	165,558
Interest received		-	1,035
Net cash (used in)/provided by investing activities		(1,662,865)	165,547
Change in cash and cash equivalents in the reporting period		274,059	(289,606)
Cash and cash equivalents at the beginning of the reporting period		201,491	491,097
Cash and cash equivalents at the end of the reporting period		475,550	201,491

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 December 2024

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	1,966,796	(355,933)
Adjustments for:		
Depreciation charges	3,099	2,276
Gain on investments	(100,834)	(81,247)
Interest received	-	(1,035)
Increase in stocks	(3,850)	-
Increase in debtors	(58,580)	(10,178)
Increase/(decrease) in creditors	130,293	(9,036)
Net cash provided by/(used in) operations	1,936,924	(455,153)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24 £	Cash flow £	At 31.12.24 £
Net cash			
Cash at bank and in hand	201,491	274,059	475,550
	201,491	274,059	475,550
Total	201,491	274,059	475,550

The notes form part of these financial statements

1. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee registered in England and Wales. Details of the company number and registered office can be found in the reference and administration section of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The trustees have taken advantage of Section 405 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS102) to not prepare consolidated financial statements as the subsidiary (Action Partners Corporation) is not material for the purpose of giving a true and fair view.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs
Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly in relation to the charitable activities and;

- expenditure incurred in the governance of the charity. This expenditure includes audit fees, certain legal and professional fees and a proportion of management costs considered to be related to governance issues.

Expenditure includes attributable VAT which cannot be recovered.

In the year, the Trustees decided to adopt a more specific allocation method to head office costs. It was decided that 90% of costs would be allocated to general support costs with the remaining 10% allocated to the costs associated with raising funds.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	-	2% Straight line
Fixtures and fittings	-	25% on cost

Investment property
Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation
The charity is exempt from corporation tax on its charitable activities.

continued...

2. ACCOUNTING POLICIES - continued

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments
The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	2,806,849	1,456,682
Legacies	120,563	89,460
Assets transferred on merger	2,421,818	-
	5,349,230	1,546,142

	2024 Unrestricted funds	2024 Restricted funds	2024 Total	2023 Total
	£	£	£	£
Donations:				
UK Ministries	482,363	-	482,363	446,680
Overseas Ministries and projects	814,092	-	814,092	673,170
Contribution towards AWM payroll	465,841	-	465,841	-
Support of projects	-	122,537	122,537	55,164
Infrastructure	252,881	-	252,881	281,668
	2,015,177	122,537	2,137,714	1,456,682
Legacies	75,212	-	75,212	89,460
	2,090,389	122,537	2,212,926	1,546,142

continued...

4. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Admin fee income	149,749	130,995

5. INVESTMENT INCOME

	2024	2023
	£	£
Rents received	11,769	5,961
Investment income	29,288	1,919
Deposit account interest	-	1,035
	41,057	8,915

6. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Staff costs	51,167	30,391
Travel	1,161	301
Rates and water	3,048	2,888
Insurance	119	166
Postage and stationery	2,002	1,307
Sundries	3,686	12,057
Promotions activity	150	534
Travel	7,855	940
Internet/email	523	404
Books / literature	110	66
Computer support	1,434	167
Photocopier	48	52
Staff training	765	194
Staff conference	-	2,005
Office equipment support	4,619	1,962
Bank charges	552	502
HR Support costs	90	-
Fundraising costs	3,027	1,820
Gift boxes	26,966	18,734
Depreciation	310	228
	107,632	74,718

Other trading activities

	2024	2023
	£	£
Staff costs - mobilisation	23,065	11,201
Trustees' expenses	-	565
	23,065	11,766

continued...

6. RAISING FUNDS - continued

Investment management costs

	2024	2023
	£	£
Portfolio management	14,182	15,558
Property repairs	203	-
	14,385	15,558
Aggregate amounts	145,082	102,042

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
UK Ministries	761,065	-	-	761,065
Overseas Ministries	481,976	-	62	482,038
Support of projects	-	317,691	-	317,691
Infrastructure	185,955	-	720,572	906,527
AWM Ministry Costs	943,260	-	122,091	1,065,351
	2,372,256	317,691	842,725	3,532,672

8. GRANTS PAYABLE

	2024	2023
	£	£
Support of projects	317,691	146,905

The total grants paid to institutions during the year was as follows:

	2024	2023
	£	£
2023	-	146,905
2024	317,691	-
	317,691	146,905

The following Institutions were the recipients of the grants made during the year:

	2024	2023
	£	£
Pioneers Europe	1,910	-
Pioneers USA	73,929	-
Pioneers Australia	94,724	-
Pioneers UK	8,643	16,614
Pioneers Nigeria	17,623	5,285
Pioneers South Sudan	27,045	26,169
Pioneers India	7,866	-
Pioneers Kenya	361	-
Pioneers Uganda	14,255	3,635
Pioneers Singapore	9,243	-
Pioneers Nepal	27,403	66,735
Pioneers South Kosovo	1.620	-
Arboleda grant	2,850	-
Pioneers overseas	30,219	28,467
	317,691	146,905

continued...

9. SUPPORT COSTS

	Finance	Human resources	Head office
	£	£	£
Overseas Ministries	19	-	9
Infrastructure	214,721	146,896	80,865
AWM Ministry Costs	-	44,928	70,896
	214,740	191,824	151,770

	Mobilisation	Governance costs	Totals
	£	£	£
Overseas Ministries	34	-	62
Infrastructure	222,336	55,754	720,572
AWM Ministry Costs	6,267	-	122,091
	228,637	55,754	842,725

Support costs, included in the above, are as follows:

Finance

	Overseas Ministries	Infrastructure	2024 Total activities	2023 Total activities
	£	£	£	£
Wages	-	180,098	180,098	134,718
Social security	-	9,348	9,348	8,448
Pensions	19	14,986	15,005	14,271
Sundries	-	5,322	5,322	16,465
Bank charges	-	4,967	4,967	4,515
	19	214,721	214,740	178,417

Human resources

	Infrastructure	AWM Ministry Costs	2024 Total activities	2023 Total activities
	£	£	£	£
Wages	114,928	-	114,928	71,826
Social security	5,756	-	5,756	4,606
Pensions	9,965	-	9,965	8,550
Sundries	11,332	36,264	47,596	10,729
Travel	4,915	-	4,915	3,369
Medical expenses	-	8,664	8,664	-
	146,896	44,928	191,824	99,080

Head office

	Overseas Ministries	Infrastructure	AWM Ministry Total Costs	2024 Total activities	2023 activities
	£	£	£	£	£
Rates and water	-	27,431	-	27,431	25,995
Insurance	9	1,468	-	1,477	1,586
Postage and stationery	-	7,631	-	7,631	6,009
IT expenses	-	17,615	33,882	51,497	5,134
Staff training	-	2,263	37,014	39,277	1,750
Staff conferences	-	16,841	-	16,841	21,072
Carried forward	9	73,249	70,896	144,154	61,546

continued...

9. SUPPORT COSTS - continued

Head office - continued

	Overseas Ministries	Ministry Infrastructure	AWM Total Costs	2024 Total activities	2023 activities
	£	£	£	£	£
Brought forward	9	73,249	70,896	144,154	61,546
Repairs and renewals	-	7,616	-	7,616	17,657
	9	80,865	70,896	151,770	79,203

Mobilisation

	Overseas Ministries	Ministry Infrastructure	AWM Total Costs	2024 Total activities	2023 activities
	£	£	£	£	£
Wages	34	187,497	-	187,531	89,161
Social security	-	7,639	-	7,639	4,708
Pensions	-	12,443	-	12,443	6,938
Travel	-	13,795	1,987	15,782	4,266
Promotions activity	-	962	4,280	5,242	4,024
	34	222,336	6,267	228,637	109,097

Governance costs

	2024 Infrastructure	2023 Total activities
	£	£
Trustees' expenses	3,059	6,894
Auditors' remuneration	30,429	15,144
Auditors' remuneration for non audit work	2,650	2,400
Legal and professional fees	3,668	12,364
Conference	5,444	11,496
Membership/subscriptions	10,504	10,221
	55,754	58,519

10. NET INCOME/(EXPENDITURE)

	2024	2023
	£	£
Depreciation	3,126	2,276
Travel	32,234	10,169

11. AUDITORS' REMUNERATION

	2024	2023
	£	£
Fees payable to the charity's auditors and their associates for the audit of the charity's financial statements	30,429	15,144
Auditors' remuneration for non audit work	2,650	2,400

continued...

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

During the year 4 trustees were reimbursed a total £3,059 (2023: £2,713) for expenses.

13. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	1,349,417	1,036,131
Social security costs	63,999	48,426
Other pension costs	96,136	92,421
	1,509,552	1,176,978

The average monthly number of employees during the year was as follows:

	2024	2023
Overseas and city ministries staff	56	40
UK office	18	14
	74	54

No employees received emoluments in excess of £60,000.

The staff costs include all head office employees and members in the United Kingdom and overseas.

14. EXCEPTIONAL ITEMS

Included within exceptional items includes a donation of assets of £2,421,818 from Arab World Ministries, a charity that merged with Pioneers Uk Ministries on 01 July 2024. The value of assets were agreed within the signed deed of transfer signed on 16 July 2024.

Arab World Ministries is a registered charitable company whose objective's are the advancement of the Christian Faith amongst Muslim peoples of the Arab World.
Charity number - 1059106
Company number - 03275009

15. TANGIBLE FIXED ASSETS

	Freehold property	Fixtures and fittings	Totals
	£	£	£
COST			
At 1 January 2024	-	10,045	10,045
Additions	438,968	17,504	456,472
At 31 December 2024	438,968	27,549	466,517
DEPRECIATION			
At 1 January 2024	-	6,595	6,595
Charge for year	-	3,099	3,099
At 31 December 2024	-	9,694	9,694
NET BOOK VALUE			
At 31 December 2024	438,968	17,855	456,823
At 31 December 2023	-	3,450	3,450

continued...

16. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2024	844,079
Additions	1,417,833
Disposals	(198,398)
Revaluations	87,792
At 31 December 2024	2,151,306
NET BOOK VALUE	
At 31 December 2024	2,151,306
At 31 December 2023	844,079

At 31 December 2024 there were £531,619 (2023: £427,387) of assets invested outside the UK.

Cost or valuation at 31 December 2024 is represented by:

	Listed investments £
Valuation in 2022	(69,050)
Valuation in 2023	81,246
Valuation in 2024	87,792
Cost	2,051,318
	2,151,306

The company's investments at the balance sheet date in the share capital of companies include the following:

Action Partners Corporation
Registered office: Bawtry Hall, South Parade, Bawtry, Doncaster, South Yorkshire, DN10 6JH
Nature of business: Dormant Charitable Company

Class of share:	% holding
Ordinary	100

	31.12.24 £	31.12.23 £
Aggregate capital and reserves	1	1

17. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2024	201,000
Revaluation	19,000
At 31 December 2024	220,000
NET BOOK VALUE	
At 31 December 2024	220,000
At 31 December 2023	201,000

In December 2024, the investment properties were valued at £220,000 by the trustees following consultations with their letting agent.

continued...

17. INVESTMENT PROPERTY - continued

Fair value at 31 December 2024 is represented by:

	£
Valuation in 2022	1,900
Valuation in 2023	20,000
Valuation in 2024	19,000
Cost	179,100
	220,000

The directors have reviewed the properties as at 31 December 2024 and believe that the valuation reflects the current fair value. Their valuation was derived from using recent valuation estimates if they were to sell the properties.

18. STOCKS

	2024	2023
	£	£
Stocks	3,850	-

19. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	10,819	-
Other debtors	80,195	48,902
Prepayments and accrued income	28,917	12,449
	119,931	61,351

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	16,627	152
Social security and other taxes	28,004	13,093
Other creditors	80,376	5,069
Accrued expenses	29,501	5,901
	154,508	24,215

continued...

21. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	568,593	624,188	(514,721)	678,060
Property fund	502,654	-	-	502,654
Medical Fund (Designated)	-	1,563	23,347	24,910
UK Ministries (Designated)	-	(55,595)	55,595	-
Arab Workers (Designated)	-	76,525	(11,299)	65,226
Regional Expansion Fund (Designated)	-	113,857	-	113,857
Members Funds (Designated)	-	-	531,246	531,246
	1,071,247	760,538	84,168	1,915,953
Restricted funds				
UK	18,432	5,725	-	24,157
Burkina Faso	4,299	-	-	4,299
Cameroon	2,954	-	-	2,954
Chad	51	-	-	51
Ethopia	56	-	-	56
India	-	12,404	-	12,404
Nigeria	51,901	10,281	-	62,182
Kenya	-	108	-	108
Sudan	-	(697)	697	-
Pioneers Europe	30,709	-	-	30,709
Sundry	10,197	-	-	10,197
Uganda	3,941	3,617	-	7,558
USA	723	-	-	723
Nepal	22,976	(14,850)	-	8,126
Egypt	880	-	-	880
Kosovo	794	133	-	927
Bosnia	162	-	-	162
Tanzania	-	1,000	-	1,000
Education / Humanitarian	-	122,691	(1,427)	121,264
Media	-	6,781	(4,072)	2,709
National Workers	-	57,049	1,323	58,372
Other / Relief	-	27,406	(34)	27,372
UK Projects	-	9,488	(96)	9,392
Non UK Support	-	39,341	(1,171)	38,170
UK Support	-	945,350	(79,388)	865,962
	148,075	1,225,827	(84,168)	1,289,734
Endowment funds				
The Simmonds bequest	2,712	65	-	2,777
The Sidmouth bequest	65,122	(634)	-	64,488
	67,834	(569)	-	67,265
TOTAL FUNDS	1,287,156	1,985,796	-	3,272,952

continued...

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	3,144,905	(2,641,117)	120,400	624,188
Medical Fund (Designated)	10,227	(8,664)	-	1,563
UK Ministries (Designated)	(51,933)	(3,662)	-	(55,595)
Arab Workers (Designated)	76,525	-	-	76,525
Regional Expansion Fund (Designated)	113,857	-	-	113,857
	3,293,581	(2,653,443)	120,400	760,538
Restricted funds				
UK	14,367	(8,643)	1	5,725
India	20,271	(7,866)	(1)	12,404
Nigeria	27,904	(17,623)	-	10,281
Kenya	468	(361)	1	108
Sudan	26,348	(27,045)	-	(697)
Uganda	17,872	(14,255)	-	3,617
Nepal	12,552	(27,403)	1	(14,850)
Kosovo	1,752	(1,620)	1	133
Tanzania	1,000	-	-	1,000
Education / Humanitarian	136,400	(13,709)	-	122,691
Media	44,586	(37,804)	(1)	6,781
National Workers	223,881	(166,832)	-	57,049
Other / Relief	30,292	(2,887)	1	27,406
UK Projects	10,948	(1,460)	-	9,488
Non UK Support	67,698	(28,357)	-	39,341
UK Support	1,613,796	(668,446)	-	945,350
	2,250,135	(1,024,311)	3	1,225,827
Endowment funds				
The Simmonds bequest	-	-	65	65
The Sidmouth bequest	-	-	(634)	(634)
	-	-	(569)	(569)
TOTAL FUNDS	5,543,716	(3,677,754)	119,834	1,985,796

continued...

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	867,838	(299,245)	568,593
Property fund	502,654	-	502,654
	1,370,492	(299,245)	1,071,247
Restricted funds			
UK	15,298	3,134	18,432
Burkina Faso	4,299	-	4,299
Cameroon	2,954	-	2,954
Chad	51	-	51
Ethopia	56	-	56
Nigeria	40,295	11,606	51,901
Pioneers Europe	30,709	-	30,709
Sundry	10,197	-	10,197
Uganda	2,321	1,620	3,941
USA	723	-	723
Nepal	76,441	(53,465)	22,976
Egypt	880	-	880
Kosovo	794	-	794
Bosnia	162	-	162
	185,180	(37,105)	148,075
Endowment funds			
The Simmonds bequest	2,777	(65)	2,712
The Sidmouth bequest	64,640	482	65,122
	67,417	417	67,834
TOTAL FUNDS	1,623,089	(335,933)	1,287,156

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,630,958	(2,031,033)	100,830	(299,245)
Restricted funds				
UK	19,748	(16,614)	-	3,134
Nigeria	16,891	(5,285)	-	11,606
Uganda	5,255	(3,635)	-	1,620
Nepal	13,270	(66,735)	-	(53,465)
	55,164	(92,269)	-	(37,105)
Endowment funds				
The Simmonds bequest	-	-	(65)	(65)
The Sidmouth bequest	-	-	482	482
	-	-	417	417
TOTAL FUNDS	1,686,122	(2,123,302)	101,247	(335,933)

continued...

21. MOVEMENT IN FUNDS - continued

DETAILS OF FUNDS HELD BY THE CHARITY

Property Fund
The property fund is a designated fund created for the future purchase of offices for the charity.

Designated Funds
The Designated funds are amounts set aside from general funds to support specific UK ministry projects, and to fund medical expenses overseas. Unspent reserves from funds designated in 2021 to assist with the recruitment and training of workers in or for the Arab world remain designated for future training purposes.

Members Funds
These are specific designated funds which are for members to enable them to complete their missions.

Restricted Funds:
These are funds that can only be used for a specific purpose as determined by the donor. By recording them as such the donor can be assured that their use will only be for the purpose specified by them.

Country Specific Funds
Restricted funds for specific countries have arisen following missionaries fundraising for their trips or from donors who have given monies for use in certain countries or on certain projects.

Pioneers Europe
This restricted fund has arisen from funds generated by Pioneers Europe for use in Europe but is held by the charity.

Restricted Projects
These are charitable activities of the mission over and above the responsibilities of individual workers. Donations are received for these purposes and held in these funds. Most of the funds (including all the larger funds) are paid out in full each month to the managers of those funds and accounted for elsewhere.

Restricted Support Funds
These funds are used for the accommodation and general living expenses of workers both in the UK and abroad. Included within these funds are amounts to enable the workers to establish themselves in their place of ministry and to cover the costs of performing their ministry.

Endowment funds:
Endowment funds are funds held from the Simmonds and Sidmouth bequest, which under a Charity Commission ruling, cannot be sold unless they agree to the sale. Dividends come into general funds.

Transfers between funds

All transfers between funds relate to the support from general funds of the overspend on restricted funds. It also relates to administration charges relating to the management of restricted incoming resources.

A transfer was made between general fund and member funds (designated) in the year, this was to allocate any funds relating to supporting members on their missions against the correct designated fund.

22. RELATED PARTY DISCLOSURES

During the year 2 members of key management personnel were reimbursed a total £2,771 (2023: £843) for expenses.

Details of key management remuneration is shown in the trustee report on Page 21.

PIONEERS UK MINISTRIES

England & Wales - Charity number 1037154

Accounts



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2023 ANNUAL REPORT

Report of the Trustees and Financial Statements for the Year Ended 31 December 2023

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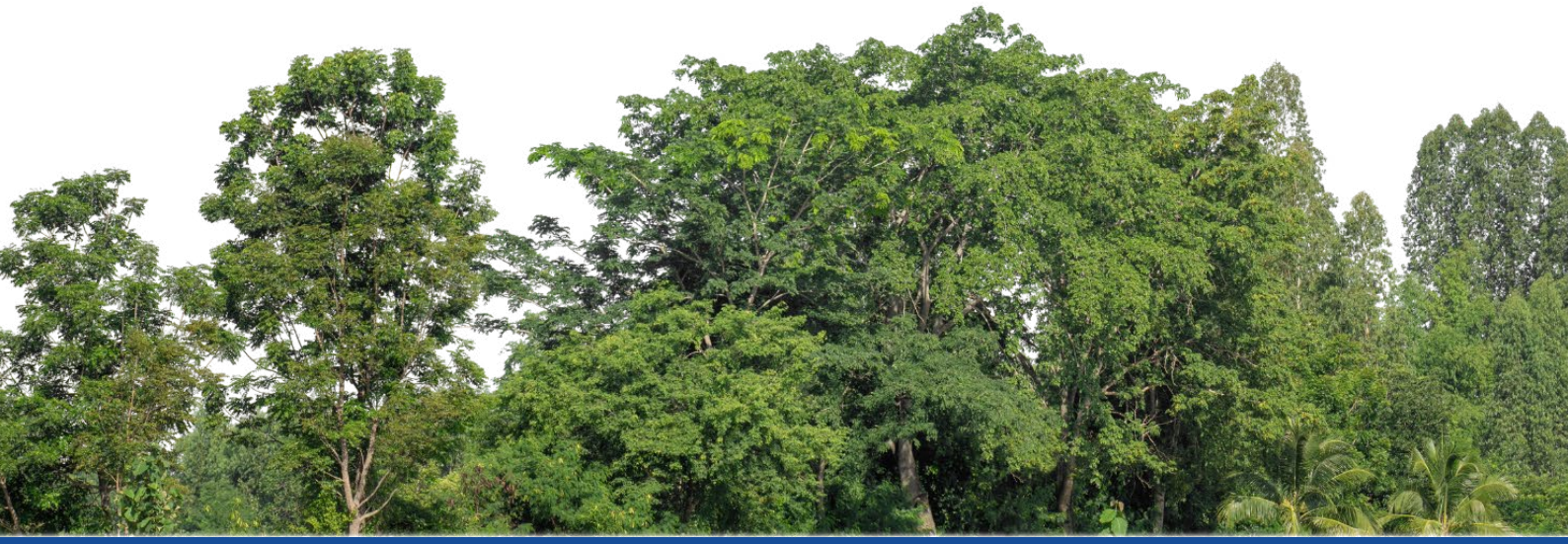
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REPORT OF THE TRUSTEES

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 December 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES & AIMS

The object of the Charity is to advance the Christian religion in the greater Sudan ("The Sahel"), elsewhere in Africa and throughout the world. To relieve persons in need (regardless of their religion or ethnic origin) living in the Sahel, elsewhere in Africa and throughout the world with the object of improving their conditions of life and thereby demonstrating the love of Jesus Christ.

To support, teach, instruct and otherwise encourage those in the Christian faith and those who profess to be committed Christians in Africa and the World.

PUBLIC BENEFIT

The Trustees are aware of the Charity Commission guidance on public benefit and this is taken into account when considering the Charity's objectives. The Trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.



WELCOME FROM THE CHAIR

I have had the privilege of being the Chair of Trustees for 7 years now and I continue to be encouraged and inspired by the extremely hard work that is carried out by the staff, members and volunteers associated with the organisation.

In 2023, we embedded our newly defined hybrid working practices for many of our office-based workers to reap the benefits of working together as a team face to face in the office while reducing our ecological impact of commuting by encouraging staff to work part of their week from home. Indeed, since the majority of our workers, both salaried and unsalaried, are primarily home based, we believe we have succeeded in significantly reducing our carbon footprint.

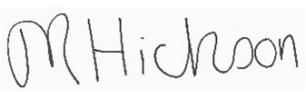
To this end, we have also established a carbon offsetting scheme based in north Kenya to which our workers can voluntarily contribute if they have travelled by aeroplane for work or private purposes. This scheme funds the planting of saplings in areas of desertification on the southern edge of the Sahara Desert and brings additional benefits to small landowners and tenant farmers in northern Kenya by protecting their land from further erosion.

I am pleased to say that the three new priorities for our Mission Mentor Team set up in 2021 have been established and are progressing very well indeed. These are: mobilising Christian diaspora in the UK, supporting mobilisation movements in the global south and mobilisation within UK churches. We continue to offer time and expertise to our Kenyan and Egyptian partner-sending bases.

Much time and resources have been fruitfully used to consciously form closer bonds with our partner organisation, AWM-Pioneers in Loughborough. We see this as a journey towards much greater co-operation leading to the sharing of knowledge, expertise and resources thus increasing efficiency and effectiveness significantly.

It is my hope that with these positive steps forward, our two charities can serve God by making an even greater contribution to the mission community both in this country and across the world.

I am grateful for each one of our inspiring team who are playing their part in this.



Dr Julie Ruth Hickson | Chair

HISTORY & OBJECTIVES

In 1904 the first four missionaries of the Sudan United Mission were sent by boat from Liverpool to Nigeria, West Africa. They went to offer the Christian message, to meet the holistic needs of human beings everywhere and to see a national church planted amongst the indigenous peoples of this part of Africa. Over the years, thousands of SUM missionaries have given their lives to medical, agricultural, educational and social work in Nigeria. As well as the hospitals, schools and colleges, agricultural projects and social initiatives established, a strong and growing national church has been planted which now sends its own missionaries to more and more countries of Africa and beyond.

From the 1990s, the Mission expanded its work to other countries throughout western, northern, central and eastern Africa, working in conscious partnership with indigenous churches and Christian agencies in these countries.

In 2007, the Mission joined Pioneers and, today, is part of an international mission family that sends Christian workers from 17 national sending gateways to 108 countries - over 3,000 members worldwide in over 450 ministry teams, serving over 400 people groups.

Throughout our 120-year history, our core DNA and vision have driven us to remain at the forefront of engagement and development across the world. We have a passion for God and his message of hope for all peoples. We are committed to working in partnership with indigenous churches and seeing the church of Jesus Christ planted and growing for the good of every people group across the world; and we continue to have wide-ranging social impact as we holistically serve others in a huge variety of ways to meet material as well as spiritual needs. Ever since 1904, when we tentatively stepped onto those boats to begin pioneering work in Nigeria, we have continued to support and encourage our members and partners in their passions and vocations to fulfil the vision and goals of the organisation.

- **Advancement of the Christian religion in Africa and the world**
- **Relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world**
- **To support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world**
- **The promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world**



WELCOME FROM THE CEO

2023 saw Pioneers UK, along with many of our Charity and mission colleagues move forward in our newly established hybrid working pattern developed through the COVID period. I am pleased to say that the team - both near and far from our South Yorkshire base – is flourishing in this new hybrid pattern. Our overall travel costs and our carbon footprint have been reduced and yet we have been able to maintain our cohesive, team-centred ethos. Indeed, the increased number of meetings using Zoom has enabled those living farther away, and those overseas, to feel far more intimately involved in every part of team life, from prayer times to board meetings.

Where necessary, however, the opening up of international travel has allowed us to make essential visits to strengthen our relations with Global South partners in order that we may develop greater synergy to help send more workers from each of our bases on to the mission field.

As a Sending Base team, we saw an increase in enquirers across 2023. This has been aided by our renewed opportunities to have a very visible presence at major Christian gatherings across the country, including the Keswick Convention, the Christian Medical Fellowship national conference and numerous other Christian events throughout the year.

I am grateful to God that we have been able to forge increasingly strong working relationships with the staff team and trustees of our sister charity, AWM-Pioneers, and have also strengthened our relationship with the British Chinese churches and our formal ministry partnership with Afro Diaspora Mission Network (ADMiN) with whom we share the desire to mobilise people of African heritage in the UK to reach out missionally to their near-neighbour communities and even be open to God calling them in mission to the regions of their ancestors' birth.

With a keen awareness of cyber security and advancing technology, we have held regular training sessions for staff and our non-stipendiary workers to ensure our overseas workers, our data, the data of our valued supporters, and our finances are protected with the best safety and security protocols.

Nevertheless, with a strong ethos of prayer and trust in God, we have continued to look several steps ahead for new opportunities and to our colleagues in other evangelical mission agencies around the UK for further ways to work together for the sake of God's calling to reach those who have never heard of the love of God for them.

We hope that as you read through this report of our 2023 activities, you too will be encouraged and inspired by the worldwide Pioneers mission family and network of mission agencies across the body of Christ within which we work for the sake of God's Kingdom.

On behalf of the Pioneers UK Team



Rev Stephen Carling | CEO

STRATEGIC REPORT & CHARITABLE ACTIVITES

Pioneers UK is deeply committed to ministering to not only the spiritual needs but also the material and 'felt' needs of those with whom we work. Below are some examples of how our workers have attempted to promote a positive and more just society in 2023 through our charitable aims.

We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world.

Working for Social Justice for the Marginalised in South East Asia

PI-UK Field Workers in South East Asia have set up a co-operative business revitalising the local chocolate industry. By employing and training over 45 local women and men, our workers have established a manufacturing and wholesale business which is already being managed by local people. Such a business provides family income to send children to school, provides nutritious food and respectable clothing, as well as allowing a money-saving, rather than a subsistence, culture to emerge.



Goats as Bank Accounts for the Poorest of Ugandan Women and Families



Abandoned women and widows in Uganda have very few rights and often their land and possessions are ‘grabbed’ by relatives when their husband dies or walks out, meaning they cannot even grow their own food. A Pioneers UK Team Leader serves as Assistant Director within a Ugandan- led charity registered in both Uganda and Scotland. Thanks to several grants from British charitable trusts partnering with Pioneers UK, he and the team have been able to buy many high-quality female goats to act as ‘cash cows’, quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 200 widows or abandoned women have benefitted from this project since 2020.



Offering Hope Through Education and Nutrition for Poor and Migrant Children

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The North East Ugandan district of Arua experiences multiple social problems caused by alcohol and drug addiction, family breakdown and a high disease burden.Many children are neglected, and many parents and guardians are not able to afford to send their children to school. They are often expected to bring in extra pennies.



Cheka Child, set up by Pioneers UK Field Members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children, selected by local social workers.

In 2023, 33 children were supported through school who otherwise wouldn't have been able to attend. Equally important, as the global food crisis continued, the charity's 'Emergency Food Pack' programme benefitted over 200 children and well over 120 adults.



Working Against Tackling Extreme Social Isolation among Refugee Families with Special Needs Members in Cardiff

It is recognised that migrants living in the UK are at risk of experiencing extreme loneliness and isolation. Migrant parents of children with special needs often find themselves doubly isolated, unable to fit into the mainstream culture because of language barriers and also struggling to be accepted even among their own ethnic group due to their child's needs.



Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events and classes led by our Pioneers member who is a qualified Special Needs teacher, herself of Asian origin. Such families see this network as a lifeline and frequently express their gratitude.

Other Pioneers UK workers provide friendship and hospitality to those who are most lonely.



Vital Support Received from Grant-making Trusts



In addition to our ongoing projects, we are grateful that many grant-making trusts in 2023 have provided funds to allow us to meet a number of one-off community development needs, each overseen by our Pioneers UK field workers. Our grant income was used, for example, to:

Empower Internally Displaced Peoples (IDPs) who have fled their homes in northern Nigeria to grow their own crops by funding fertiliser. This aims to provide such victims of conflict with the means to be economically self-reliant.

Fund the protection of natural water springs in Uganda by constructing sanitising structures. Such WASH (Water, Sanitation and Hygiene) provision will reduce infant deaths and loss of essential school days from water-borne diseases. UNICEF states that '2.2. billion people still lack access to safe drinking water' (Water, Sanitation and Hygiene (WASH) | UNICEF). Our local workers have also built bathing facilities to encourage better sanitation.



Help fund the construction of a meeting place for Christian women and their children in Kolkata, India. Despite severe temperatures and monsoon rain, this new building will allow vital English classes and women's support groups to take place, thus providing a way out of extreme poverty.
Ensure promising low-income students can complete their studies at the Theological College of Northern Nigeria.

Provide highly relational English language classes to facilitate the integration of otherwise isolated Asian women and their families in Yorkshire. These classes are offered in a safe, women- only environment in inner-city community halls. Home visits and long-term friendships develop which reduce mental health problems arising from isolation.

We are very grateful to the trusts who have invested in our work this year and we are working hard to develop these relationships in 2024 so that we may further increase our capacity to nurture positive change in the communities we serve and work towards all our objectives.

We have made a difference through the advancement of the Christian religion in Africa and the world.

By the end of 2023, we had 75 active adult field workers in PI UK (excluding short-term workers). This is an increase of 4 on the previous year.

To integrate effectively into local communities, our workers are encouraged to undertake intensive language acquisition and most will have received some cross-cultural training prior to departure. There is a dedicated Member Care team, including specialist volunteers, providing ongoing practical and mental health support.

As well as the specific project work outlined, our workers are engaged in local hospitals; schools (local and International); tertiary education (including theological colleges); youth initiatives; HIV/Aids screening and training, palliative care; IT administration and teaching; prison outreach; community development; environmental work; authoring books; setting up local business initiatives and encouraging understanding and friendship with other faith groups. In most cases, they are befriending the most vulnerable, often despised, in societies.

It is in these contexts that each worker sought to sensitively share the life, love and hope they have as a Christian in a gracious and loving way, both in actions and words.





Throughout 2023, PI UK maintained and strengthened excellent working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas and other agencies through the placement of field staff in numerous countries worldwide and by financial support of projects engaged in the holistic well-being of local communities.

The assessment of outcomes of such work is reinforced with field visits by the UK Director and base staff from time to time as finances permit and regular feedback from the Pioneers International network of local and regional leadership.

We have made a difference in supporting, teaching, instructing and otherwise encouraging the Christian faith of those who profess to be committed Christians in Africa and the world.

Students on Medical Electives sent and supported through Pioneers UK in 2023 in overseas hospital and field clinic locations have been able to enrich their training by learning from local doctors and nurses and working in cross-cultural partnerships in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.



Many of our workers gave many hours of their time sharing their faith to encourage younger or less mature believers. This may be in an informal setting such as youth work, sports coaching, medical and health advisory roles, or community development work. Additionally, some of our workers have been involved in more formal settings as teachers or lecturers.



One of our field workers, a Bolivian national, trekked on horseback to remote Bolivian churches to support and mentor the pastors there. Meanwhile, in the face of tribal and interface conflict, Christians in northern Nigeria were trained to relate to their Muslim neighbours with words of reconciliation rather than retaliation.

Our veteran workers at the Theological College of Northern Nigeria continued to prepare church pastors and evangelists for work in the more remote regions of the country while another field worker in South East Asia helped to strengthen the faith of young Christian school teachers being trained and sent out to state schools across the country. Here they will probably be the only Christian in the schools they serve.

Since 2003, over 200,000 West African churchgoers across six nations have been educated about HIV/Aids and how lifestyle choices can make them more vulnerable. Under the banner of Grace and Light and with the leadership of our Pioneers workers, over 4,000 people in Nigeria alone were tested for Aids in 2023. With teams in Cameroon, Chad, Liberia, Sierra Leone and Zambia, many are being tested and directed to appropriate support services and anti-retroviral medication programmes.





We have made a difference through the promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world.

During 2023 staff members and volunteers promoted the humanitarian and spiritual needs of people in Africa and
around the world at events, Bible colleges, churches and online events across the UK. We were able to make good use of promotional materials, the internet, social media sites and public meetings.

With close and cordial relationships, we helped share our beneficiaries' needs with British diaspora Christians, including African and Chinese churches, via various online training courses and sharing at events.

Our three-year partnership with the Guild of the Church of Scotland, almost at an end, allows us to clearly present spiritual needs in SE Asia and how we are alleviating poverty and demonstrating social justice through a co-operative business.



Short-term trips abroad were offered via our sister bases. Typically, these are offered to young people, providing an excellent means for them to get more exposure to the needs of other countries.

FINANCIAL REVIEW

The financial results for the company for the year ended 31 December 2023 are set out in the Financial Statements.

The Trustees of PI UK are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

HOW WE STEWARD OUR FINANCES

Our unrestricted reserves for the year ending 2023 show a balance of £1,069,830 (2022: £1,357,048).

Of which £776,326 is held as an investment with St James place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity were to need it. Therefore, this fixed asset is easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of £502,654 (2022: £502,654) which is the direct income from the sale of the previous freehold offices and is currently set aside for the future purchase of new suitable premises.

The remaining undesignated amount of £567,176 (£1,069,830 - £502,654 reserved for the new building) is split into the following:

Our reserve policy which sets out the target reserves level and key principles by which we manage any excesses or deficits are compared to the budget. Our aim is to maintain our reserves at a sufficient level to ensure our financial resilience and sustainability, including protecting us against risk identified in the risk register/policies. We will endeavour to gain the appropriate balance between ensuring a sustainable financial position and using funds to fulfil our charitable activities and mission.

Our policy is to maintain available reserves of over £350,000, which is composed of:

- Contingency Reserves (£205,000)
- Financial Management Reserve (£75,000)
- Strategic Initiatives Fund (£40,000)
- Pension Fund Reserve (£30,000)

We have also set aside £148,075 which are funds received in the 2022 financial year for the work of our missionaries overseas and within the United Kingdom.

The total amount of £350,000 + £148,075 + £502,654 = £1,000,729 is designated for this purpose.

The remaining £69,101 in a portfolio of investments designed to yield a 4% return in order to maximise resources both now and ongoing.

BUDGET AND COSTS

In recognition of the amount in investment, we operated on a deficit budget basis during 2023, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.

The underlying unconsolidated position of PIUK on Unrestricted Funds comprised a deficit before gains on investments of £401,573 (2022: £450,995 deficit) and total deficit before gains on investments on all funds for the year of £438,678 (2022: £413,216 deficit). The net deficit after gains on all funds was £357,767 (2022: £482,313 deficit).

During 2023 costs continued to be monitored and controlled well by management. This resulted in an underlying unconsolidated position of PIUK on Unrestricted Funds comprised a deficit of £320,662. In 2023, UK projects and overseas projects saw an increase in grants given out to the work of this ministry. Thank you to all our partners who gave generously towards this great cause.

This deficit means we were cautiously still able to invest in and encourage an increasing number of missionaries during 2023 and 2024, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2024 financial year.

Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of £185,180 to additional projects supported and championed by PIUK.

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2020. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UK Ministries remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

INVESTMENT POLICY AND OBJECTIVES

During 2014, £1,250,000 was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, £650,000 was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using £500,000 to purchase a new head office for the Charity.

The largest investment held by the charity is the St James Place portfolio, totalling £776,326 and this can be withdrawn as Cash, with seven days' notice if the charity has need of it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short-term investment income.

Trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charity Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

RESERVES POLICY

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2023 and stands at £1,285,322 (2022: £1,623,089). Of this, £502,654 has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives.

PI UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management and M&G Investments, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2023. The Board receives an update on its 3 years' Reserves Projection at each Board meeting in the year, as a key aspect of its financial reporting.

The Board, in 2020, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, in 2021, PI UK trustees agreed to start including any legacy giving within their annual budget, with any legacies received helping to offset the deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also helps to offset the annual deficit. So far, we have managed to reduce the deficit each year based on the above strategy.

The trustees believe that this new divestment and continued policy of a deficit budget rightly uses the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.

FUNDRAISING POLICY

Pioneers UK Ministries is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.

GOING CONCERN

The Trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Pioneers UK is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the Pioneers UK Board are the Directors of the company.

STRUCTURE, GOVERNANCE & MANAGEMENT

The Pioneers UK Board is the governing body of Trustees, to whom CEO, Reverend Stephen Carling, is accountable. New Trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the roles and responsibilities of Trustees.

In 2023 the Board met three times, in addition to the AGM. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The Trustees also hold planned Zoom calls in between Board meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The Trustees bring a mix of skills and experience to the governing body, many of whom have had a long, and therefore stable, association with the work.

STAFFING AND OFFICE

The UK office staff team are responsible for the implementation and execution of the policies and strategies and for maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 12 FTE. We were very pleased to welcome Miss Erin Tate, based in Belfast, onto the team to develop and progress the work in Northern Ireland as a Mission Mentor. This is in addition to the appointment of Mr Chee Weng Yong, based in Manchester, as a Mission Mentor and someone who is in a position to strengthen our connections with the Chinese churches throughout Britain. Thus, we are very pleased to continue to be a significantly multi-cultural staff team, with staff from Asia, North America and Africa!

VOLUNTEERS

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, ongoing support of the present-day work of Pioneers UK Ministries is vital. In 2023 we had help from seven regular volunteers and a few occasional volunteers.

KEY MANAGEMENT REMUNERATION

Total remuneration paid to key management during the year amounted to £225,352 (2022: £223,305).

This is set by the board of Trustees, in consultation with the Director of Pioneers UK. The Director of Pioneers UK then informs and arranges the salaries with the Finance Department.

RISK MANAGEMENT

The Board of Trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely examines risk in the following categories: strategic risk, operational risk, personnel risk, financial risk and reputational risk.

A current operational risk concerns the IT systems, data security and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Smellie Savage) who provide appropriate solutions. Additionally, we run our finance systems on two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

DATA PROTECTION AND THE UK-GDPR

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) and the UK General Data Protection Regulation (UK-GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and is supported by a staff member responsible as the Data Protection Officer. Pioneers UK Ministries has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy. Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

SIGNIFICANT RELATIONSHIPS

We continue as a UK national Base for the international Pioneers movement.

During 2023 we continued the significant ministry partnership with the Afro Diaspora Mission Network (ADMiN) approved by the Trustees in 2021. This Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians into serving African and other people groups across the world

is in the final stages of applying for UK charitable status itself. A second objective of ADMiN is to support mobilisation movements in the global south and the Trustees of Pioneers UK began to look at how this can be done practically, with plans to offer consultancy support to other Pioneers bases in 2024.

The Director visited Nigeria and the Church of Christ in Nations (COCIN) in 2023 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of the world.

The relationship between Pioneers UK and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The increasingly close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between Trustees, the two respective Directors and staff plus engaging in various joint programmes.

Pioneers UK is a member of Global Connections, formerly the Evangelical Missionary Alliance.

IN SUMMARY

We are very pleased to say that Pioneers UK continued to make progress towards its objectives in 2023 as evidenced by the increase of applicants to join the field work, field worker members being sent out to their new workplaces and a small net increase in office staff [true for 2023?], representing a growing capacity.

Across 2023 we have settled on an effective hybrid of virtual and in-person engagement with churches, supporters and enquirers … as well as strengthening a hybrid approach to staff team gatherings and resourcing. A greater proportion of our staff and volunteers work remotely compared to 2022, reflecting the way that many organisations are operating. This allows us to employ some of the best people in the sector and to have a greater geographic reach than before.

Significant relationships with supporters, like-minded organisations and strategic listening have helped to create further network partnership opportunities for growth in each of our objectives.

We continue to enjoy the benefits of belonging to the wider Pioneers International network which has over 3,000 members, most of whom work on the field in 465 teams, working in 108 countries and 441 distinct people groups. Therefore, we have every reason to look forward to seeing much growth in 2024.

FUTURE PLANS

We remain committed to the promotion of Pioneers in the UK to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This includes developing our working relationship with the London-based centre of an international mobilisation agency with experience and resources for the Christian student world as well as continuing a greater collaboration with our sister Pioneers' charity, AWM-Pioneers. The focus will be on developing a shared presence at Christian events and working together in targeted areas of mobilisation. Diaspora ministry will continue and be strengthened.

We will explore developing mutually supportive relationships with the three African mobilisation offices for Pioneers in Africa.

The Trustees' decision to divest some of its money to put into new mobilising projects – especially where this supports global south initiatives - has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02917955 (England and Wales)

Registered Charity number

1037154

Registered Office

Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

Trustees

Dr J R Hickson - Chairperson
Mr D R Maddock
Mrs C J Register
Mr P J Maddock FCCA
Rev Dr S Jenkins
Dr C Bignell MRCGP
Dr K McConkey MRCGP
Mrs J Barthow
Rev E Aryee
Mr C Clayton

Company Secretary

P J Maddock FCCA

Auditors

Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors

Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers

National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the Directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the Trustees 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, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records which 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
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report, approved by order of the board of Trustees, as the company Directors, on

..... / ..... / .....

and signed on the board's behalf by:



Dr J R Hickson - Chair

STRATEGIC REPORT
& CHARITABLE ACTIVITES

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02917955 (England and Wales)

Registered Charity number
1037154

Registered office
Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

Trustees
C J Bignell (resigned 27.4.24)
J R Hickson
S D Jenkins
D R Maddock (resigned 27.4.24)
P J Maddock
C J Register (resigned 30.12.23)
K J McConkey
S Gordon (resigned 20.4.23)
J Barthow (resigned 27.4.24)
E Aryee
C Clayton (resigned 30.12.23)

Company Secretary
P J Maddock

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors
Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers
National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

Key Management Personnel

Stephen Carling	CEO
Lois Fenton Smith	HR Manager
Steve Ludwig	Mobilisation Manager
Graeme Simpson	Member Care Manager
Amanda Hill	Communications Manager
Mark Cook	Developments Manager
Chris Mukuka	Finance Manager

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the Trustees 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, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 15 August 2024 and signed on the board's behalf by:

Dr Julie Ruth Hickson
Dr Julie Ruth Hickson (Aug 15, 2024 12:16 GMT+1)

J R Hickson - Trustee

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Opinion

We have audited the financial statements of Pioneers UK Ministries (the 'charitable company') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 31 December 2023 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 Auditors' 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. 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 the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

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 Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Colcomb
Paul Colcomb (Aug 15, 2024 16:52 GMT+1)

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

15 August 2024

Pioneers UK Ministries

Statement of Financial Activities for the Year Ended 31 December 2023

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	1,490,978	55,164	-	1,546,142	1,444,503
Other trading activities	4	130,995	-	-	130,995	133,873
Investment income	5	8,915	-	-	8,915	20,254
Other income		70	-	-	70	508
Total		1,630,958	55,164	-	1,686,122	1,599,138
EXPENDITURE ON						
Raising funds	6	102,042	-	-	102,042	73,036
Charitable activities	7					
UK Ministries		568,157	-	-	568,157	567,978
Overseas Ministries		694,896	-	-	694,896	736,748
Support of projects		54,636	92,269	-	146,905	118,920
Infrastructure		611,302	-	-	611,302	515,719
Total		2,031,033	92,269	-	2,123,302	2,012,401
Net gains/(losses) on investments		80,830	-	417	81,247	(69,050)
NET INCOME/(EXPENDITURE)		(319,245)	(37,105)	417	(355,933)	(482,313)
Other recognised gains/(losses)						
Gains on revaluation of fixed assets		20,000	-	-	20,000	1,900
Net movement in funds		(299,245)	(37,105)	417	(335,933)	(480,413)
RECONCILIATION OF FUNDS						
Total funds brought forward		1,370,492	185,180	67,417	1,623,089	2,103,502
TOTAL FUNDS CARRIED FORWARD		1,071,247	148,075	67,834	1,287,156	1,623,089

The notes form part of these financial statements

Balance Sheet
31 December 2023

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS						
Tangible assets	14	3,450	-	-	3,450	4,680
Investments						
Investments	15	776,245	-	67,834	844,079	928,390
Investment property	16	201,000	-	-	201,000	181,000
		980,695	-	67,834	1,048,529	1,114,070
CURRENT ASSETS						
Debtors	17	61,351	-	-	61,351	51,173
Cash at bank		53,416	148,075	-	201,491	491,097
		114,767	148,075	-	262,842	542,270
CREDITORS						
Amounts falling due within one year	18	(24,215)	-	-	(24,215)	(33,251)
NET CURRENT ASSETS		90,552	148,075	-	238,627	509,019
TOTAL ASSETS LESS CURRENT LIABILITIES		1,071,247	148,075	67,834	1,287,156	1,623,089
NET ASSETS		1,071,247	148,075	67,834	1,287,156	1,623,089
FUNDS	19					
Unrestricted funds					1,071,247	1,370,492
Restricted funds					148,075	185,180
Endowment funds					67,834	67,417
TOTAL FUNDS					1,287,156	1,623,089

The financial statements were approved by the Board of Trustees and authorised for issue on 15 August 2024 and were signed on its behalf by:

Dr Julie Ruth Hickson
Dr Julie Ruth Hickson (Aug 15, 2024 12:16 GMT+1)

J R Hickson - Trustee

The notes form part of these financial statements

Pioneers UK Ministries

Cash Flow Statement
for the Year Ended 31 December 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	(455,153)	(128,736)
Net cash used in operating activities		(455,153)	(128,736)
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,046)	(796)
Sale of fixed asset investments		165,558	15,444
Interest received		1,035	1,040
Net cash provided by investing activities		165,547	15,688
Change in cash and cash equivalents in the reporting period		(289,606)	(113,048)
Cash and cash equivalents at the beginning of the reporting period		491,097	604,145
Cash and cash equivalents at the end of the reporting period		201,491	491,097

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 December 2023

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(355,933)	(482,313)
Adjustments for:		
Depreciation charges	2,276	2,160
(Gain)/losses on investments	(81,247)	69,050
Interest received	(1,035)	(1,040)
(Increase)/decrease in debtors	(10,178)	281,634
(Decrease)/increase in creditors	(9,036)	1,773
Net cash used in operations	(455,153)	(128,736)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.23 £	Cash flow £	At 31.12.23 £
Net cash			
Cash at bank and in hand	491,097	(289,606)	201,491
	491,097	(289,606)	201,491
Total	491,097	(289,606)	201,491

The notes form part of these financial statements

1. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee registered in England and Wales. Details of the company number and registered office can be found in the reference and administration section of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The trustees have taken advantage of Section 405 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS102) to not prepare consolidated financial statements as the subsidiary (Action Partners Corporation) is not material for the purpose of giving a true and fair view.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs
Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly in relation to the charitable activities and;

- expenditure incurred in the governance of the charity. This expenditure includes audit fees, certain legal and professional fees and a proportion of management costs considered to be related to governance issues.

Expenditure includes attributable VAT which cannot be recovered.

In the year, the Trustees decided to adopt a more specific allocation method to head office costs. It was decided that 90% of costs would be allocated to general support costs with the remaining 10% allocated to the costs associated with raising funds.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost

Investment property
Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

continued...

2. ACCOUNTING POLICIES - continued

Fund accounting
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments
The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

3. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	1,456,682	1,441,738
Legacies	89,460	2,765
	1,546,142	1,444,503

	2023 Unrestricted funds	2023 Restricted funds	2023 Total	2022 Total
	£	£	£	£
Donations:				
UK Ministries	446,680	-	446,680	460,573
Overseas Ministries	673,170	-	673,170	592,195
Support of projects	-	55,164	55,164	172,096
Infrastructure	281,668	-	281,668	216,874
	1,401,518	55,164	1,456,682	1,441,738
Legacies	89,460	-	89,460	2,765
	1,490,978	55,164	1,546,142	1,444,503

4. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Admin fee income	130,995	133,873

continued...

5. INVESTMENT INCOME

	2023	2022
	£	£
Rents received	5,961	17,277
Investment income	1,919	1,937
Deposit account interest	1,035	1,040
	8,915	20,254

6. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Staff costs	30,391	26,884
Travel	301	236
Rates and water	2,888	3,226
Insurance	166	163
Postage and stationery	1,307	979
Sundries	12,057	5,174
Promotions activity	534	677
Travel	940	603
Internet/email	404	362
Books / literature	66	201
Computer support	167	682
Photocopier	52	85
Staff training	194	471
Staff conference	2,005	314
Office equipment support	1,962	671
Bank charges	502	534
Fundraising costs	1,820	1,871
Gift boxes	18,734	4,072
Depreciation	228	648
	74,718	47,853

Other trading activities

	2023	2022
	£	£
Staff costs - mobilisation	11,201	9,418
Trustees' expenses	565	321
	11,766	9,739

Investment management costs

	2023	2022
	£	£
Portfolio management	15,558	15,444
Aggregate amounts	102,042	73,036

continued...

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 8) £	Support costs (see note 9) £	Totals £
UK Ministries	568,157	-	-	568,157
Overseas Ministries	694,003	-	893	694,896
Support of projects	-	146,905	-	146,905
Infrastructure	87,879	-	523,423	611,302
	1,350,039	146,905	524,316	2,021,260

8. GRANTS PAYABLE

	2023 £	2022 £
Support of projects	146,905	118,920

The total grants paid to institutions during the year was as follows:

	2023 £	2022 £
2022	-	118,920
2023	146,905	-
	146,905	118,920

The following Institutions were the recipients of the grants made during the year:

	2023 £	2022 £
Pioneers Europe	-	-
Pioneers UK	16,614	15,869
Pioneers Nigeria	5,285	6,062
Pioneers South Sudan	26,169	9,731
Pioneers Dem Rep Congo	-	2,199
Pioneers Kenya	-	-
Pioneers Uganda	3,635	8,143
Pioneers Ghana	-	-
Pioneers Nepal	66,735	74,211
Pioneers South Kosovo	-	-
Pioneers overseas	28,467	2,705
	146,905	118,920

9. SUPPORT COSTS

	Finance £	Human resources £	Head office £
Overseas Ministries	-	-	-
Infrastructure	178,417	99,080	79,203
	178,417	99,080	79,203

continued...

9. SUPPORT COSTS - continued

	Mobilisation	Governance costs	Totals
	£	£	£
Overseas Ministries	-	893	893
Infrastructure	109,097	57,626	523,423
	109,097	58,519	524,316

Support costs, included in the above, are as follows:

Finance

	2023 Infrastructure	2022 Total activities
	£	£
Wages	134,718	122,009
Social security	8,448	8,451
Pensions	14,271	12,392
Sundries	16,465	9,843
Bank charges	4,515	4,805
	178,417	157,500

Human resources

	2023 Infrastructure	2022 Total activities
	£	£
Wages	71,826	56,383
Social security	4,606	4,536
Pensions	8,550	7,227
Sundries	10,729	13,841
Travel	3,369	1,999
	99,080	83,986

Head office

	2023 Infrastructure	2022 Total activities
	£	£
Rates and water	25,995	28,555
Insurance	1,586	1,900
Postage and stationery	6,009	2,909
IT expenses	5,134	9,393
Staff training	1,750	4,202
Staff conferences	21,072	8,329
Repairs and renewals	17,657	8,325
	79,203	63,613

continued...

9. SUPPORT COSTS - continued

Mobilisation

	2023 Infrastructure £	2022 Total activities £
Wages	89,161	71,926
Social security	4,708	4,304
Pensions	6,938	8,535
Travel	4,266	1,770
Promotions activity	4,024	4,930
	109,097	91,465

Governance costs

	Overseas Ministries £	Infrastructure £	2023 Total activities £	2022 Total activities £
Trustees' expenses	893	6,001	6,894	10,186
Auditors' remuneration	-	15,144	15,144	13,712
Auditors' remuneration for non audit work	-	2,400	2,400	2,100
Legal and professional fees	-	12,364	12,364	3,024
Conference	-	11,496	11,496	10,063
Membership/subscriptions	-	10,221	10,221	5,406
	893	57,626	58,519	44,491

10. NET INCOME/(EXPENDITURE)

	2023 £	2022 £
Depreciation	2,276	2,160
Travel	10,169	5,675

11. AUDITORS' REMUNERATION

	2023 £	2022 £
Fees payable to the charity's auditors and their associates for the audit of the charity's financial statements	15,144	13,712
Auditors' remuneration for non audit work	2,400	2,100

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

During the year 3 trustees were reimbursed a total £2,713 (2022: £10,186) for expenses.

continued...

13. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	1,036,131	995,476
Social security costs	48,426	57,443
Other pension costs	92,421	92,064
	1,176,978	1,144,983

The average monthly number of employees during the year was as follows:

	2023	2022
Overseas and city ministries staff	40	46
UK office	14	12
	54	58

No employees received emoluments in excess of £60,000.

The staff costs include all head office employees and members in the United Kingdom and overseas.

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 January 2023	9,000
Additions	1,045
At 31 December 2023	10,045
DEPRECIATION	
At 1 January 2023	4,320
Charge for year	2,275
At 31 December 2023	6,595
NET BOOK VALUE	
At 31 December 2023	3,450
At 31 December 2022	4,680

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2023	928,390
Disposals	(165,558)
Revaluations	81,247
At 31 December 2023	844,079
NET BOOK VALUE	
At 31 December 2023	844,079
At 31 December 2022	928,390

At 31 December 2023 there were £427,387 (2022: £352,179) of assets invested outside the UK.

continued...

15. FIXED ASSET INVESTMENTS - continued

Cost or valuation at 31 December 2023 is represented by:

	Listed investments
	£
Valuation in 2022	(69,050)
Valuation in 2023	81,247
Cost	831,882
	844,079

16. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2023	181,000
Revaluation	20,000
At 31 December 2023	201,000
NET BOOK VALUE	
At 31 December 2023	201,000
At 31 December 2022	181,000

In December 2023, the investment property was valued at £201,000 (namely £100,500 each).

Fair value at 31 December 2023 is represented by:

	£
Valuation in 2022	1,900
Valuation in 2023	20,000
Cost	179,100
	201,000

The directors have reviewed the properties as at 31 December 2023 and believe that the valuation still reflects the current fair value. Their valuation was derived from using similar recent property sales in the surrounding area.

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Other debtors	48,902	37,444
Prepayments and accrued income	12,449	13,729
	61,351	51,173

continued...

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	152	152
Social security and other taxes	13,093	13,009
Other creditors	5,069	71
Accrued expenses	5,901	20,019
	24,215	33,251

19. MOVEMENT IN FUNDS

	At 1.1.23	Net movement in funds	At 31.12.23
	£	£	£
Unrestricted funds			
General fund	867,838	(299,245)	568,593
Property fund	502,654	-	502,654
	1,370,492	(299,245)	1,071,247
Restricted funds			
UK	15,298	3,134	18,432
Burkina Faso	4,299	-	4,299
Cameroon	2,954	-	2,954
Chad	51	-	51
Ethopia	56	-	56
Nigeria	40,295	11,606	51,901
Pioneers Europe	30,709	-	30,709
Sundry	10,197	-	10,197
Uganda	2,321	1,620	3,941
USA	723	-	723
Nepal	76,441	(53,465)	22,976
Egypt	880	-	880
Kosovo	794	-	794
Bosnia	162	-	162
	185,180	(37,105)	148,075
Endowment funds			
The Simmonds bequest	2,777	(65)	2,712
The Sidmouth bequest	64,640	482	65,122
	67,417	417	67,834
TOTAL FUNDS	1,623,089	(335,933)	1,287,156

continued...

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,630,958	(2,031,033)	100,830	(299,245)
Restricted funds				
UK	19,748	(16,614)	-	3,134
Nigeria	16,891	(5,285)	-	11,606
Uganda	5,255	(3,635)	-	1,620
Nepal	13,270	(66,735)	-	(53,465)
	55,164	(92,269)	-	(37,105)
Endowment funds				
The Simmonds bequest	-	-	(65)	(65)
The Sidmouth bequest	-	-	482	482
	-	-	417	417
TOTAL FUNDS	1,686,122	(2,123,302)	101,247	(335,933)

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	1,407,398	(533,303)	(6,257)	867,838
Property fund	502,654	-	-	502,654
	1,910,052	(533,303)	(6,257)	1,370,492
Restricted funds				
UK	1,636	7,683	-	9,319
Burkina Faso	4,299	-	-	4,299
Cameroon	2,954	-	-	2,954
Chad	51	-	-	51
Dem Rep Congo	-	(2,199)	2,199	-
Ethopia	56	-	-	56
Nigeria	22,858	17,437	-	40,295
Sudan	5,673	(9,731)	4,058	-
Pioneers Europe	30,709	-	-	30,709
Sundry	15,080	1,096	-	16,176
Uganda	1,572	749	-	2,321
USA	723	-	-	723
Nepal	38,300	38,141	-	76,441
Egypt	880	-	-	880
Kosovo	794	-	-	794
Bosnia	162	-	-	162
	125,747	53,176	6,257	185,180
Endowment funds				
The Simmonds bequest	2,941	(164)	-	2,777
The Sidmouth bequest	64,762	(122)	-	64,640
	67,703	(286)	-	67,417
TOTAL FUNDS	2,103,502	(480,413)	-	1,623,089

continued...

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,427,042	(1,893,481)	(66,864)	(533,303)
Restricted funds				
UK	23,552	(15,869)	-	7,683
Dem Rep Congo	-	(2,199)	-	(2,199)
Nigeria	23,499	(6,062)	-	17,437
Sudan	-	(9,731)	-	(9,731)
Sundry	3,801	(2,705)	-	1,096
Uganda	8,892	(8,143)	-	749
Nepal	112,352	(74,211)	-	38,141
	172,096	(118,920)	-	53,176
Endowment funds				
The Simmonds bequest	-	-	(164)	(164)
The Sidmouth bequest	-	-	(122)	(122)
	-	-	(286)	(286)
TOTAL FUNDS	1,599,138	(2,012,401)	(67,150)	(480,413)

DETAILS OF FUNDS HELD BY THE CHARITY

Property Fund
The property fund is a designated fund created for the future purchase of offices for the charity.

Restricted Funds:
These are funds that can only be used for a specific purpose as determined by the donor. By recording them as such the donor can be assured that their use will only be for the purpose specified by them.

Country Specific Funds
Restricted funds for specific countries have arisen following missionaries fundraising for their trips or from donors who have given monies for use in certain countries or on certain projects.

Pioneers Europe
This restricted fund has arisen from funds generated by Pioneers Europe for use in Europe but is held by the charity.

Endowment funds:
Endowment funds are funds held from the Simmonds and Sidmouth bequest, which under a Charity Commission ruling, cannot be sold unless they agree to the sale. Dividends come into general funds.

20. RELATED PARTY DISCLOSURES

During the year 1 member of key management personnel were reimbursed a total £843 (2022: £1,867) for expenses.

continued...

21. SUBSIDIARY COMPANIES

Pioneers UK Ministries is the parent company to Action Partners Corporation (company number 0094558; charity number 225364). Action Partners Corporation is a company limited by guarantee to the value of £1 and both companies are incorporated in England and Wales.

The trading results of the subsidiary companies are summarised below:

Action Partners Corporation	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Total £
Incoming resources	-	-	-	-
Expended resources	-	-	-	-
Net incoming resources for the year	-	-	-	-
Total funds brought forward	-	1	1	1
Total funds carried forward	-	1	1	1

The company is now dormant.

Pioneers UK Ministries

Detailed Statement of Financial Activities for the Year Ended 31 December 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,456,682	1,441,738
Legacies	89,460	2,765
	1,546,142	1,444,503
Other trading activities		
Admin fee income	130,995	133,873
Investment income		
Rents received	5,961	17,277
Investment income	1,919	1,937
Deposit account interest	1,035	1,040
	8,915	20,254
Other income		
Sundry income	70	508
Total incoming resources	1,686,122	1,599,138
EXPENDITURE		
Raising donations and legacies		
Wages	25,827	22,689
Social security	1,652	1,657
Pensions	2,912	2,538
Travel	301	236
Rates and water	2,888	3,226
Insurance	166	163
Postage and stationery	1,307	979
Sundries	12,057	5,174
Promotions activity	534	677
Travel	940	603
Internet/email	404	362
Books / literature	66	201
Computer support	167	682
Photocopier	52	85
Staff training	194	471
Staff conference	2,005	314
Office equipment support	1,962	671
Bank charges	502	534
Fundraising costs	1,820	1,871
Gift boxes	18,734	4,072
Fixtures and fittings	228	648
	74,718	47,853
Other trading activities		
Trustees' expenses	565	321
Wages	9,907	7,992
Social security	523	478
Pensions	771	948
	11,766	9,739

Pioneers UK Ministries

Detailed Statement of Financial Activities for the Year Ended 31 December 2023

	2023 £	2022 £
Other trading activities		
Investment management costs		
Portfolio management	15,558	15,444
Charitable activities		
Wages	704,692	714,477
Social security	28,489	38,017
Pensions	58,979	60,424
Insurance	19,534	10,761
Postage and stationery	6,223	6,663
Advertising	946	3,187
Sundries	9,278	22,932
Travel	1,293	1,067
Training costs	-	9,805
Ministry costs	442,114	439,502
Pre-field costs	28,792	34,405
Children education	2,700	8,965
Other field costs	8,600	25,863
Books and literature	594	1,810
Operation strategic initiative	35,757	-
Fixtures and fittings	2,048	1,512
Grants to institutions	146,905	118,920
	1,496,944	1,498,310
Support costs		
Finance		
Wages	134,718	122,009
Social security	8,448	8,451
Pensions	14,271	12,392
Sundries	16,465	9,843
Bank charges	4,515	4,805
	178,417	157,500
Human resources		
Wages	71,826	56,383
Social security	4,606	4,536
Pensions	8,550	7,227
Sundries	10,729	13,841
Travel	3,369	1,999
	99,080	83,986
Head office		
Rates and water	25,995	28,555
Insurance	1,586	1,900
Postage and stationery	6,009	2,909
IT expenses	5,134	9,393
Staff training	1,750	4,202
Staff conferences	21,072	8,329
Repairs and renewals	17,657	8,325
	79,203	63,613
Mobilisation		
Wages	89,161	71,926
Social security	4,708	4,304
Carried forward	93,869	76,230

Pioneers UK Ministries

Detailed Statement of Financial Activities for the Year Ended 31 December 2023

	2023 £	2022 £
Mobilisation		
Brought forward	93,869	76,230
Pensions	6,938	8,535
Travel	4,266	1,770
Promotions activity	4,024	4,930
	109,097	91,465
Governance costs		
Trustees' expenses	6,894	10,186
Auditors' remuneration	15,144	13,712
Auditors' remuneration for non audit work	2,400	2,100
Legal and professional fees	12,364	3,024
Conference	11,496	10,063
Membership/subscriptions	10,221	5,406
	58,519	44,491
Total resources expended	2,123,302	2,012,401
Net expenditure	(437,180)	(413,263)

PIONEERS UK MINISTRIES

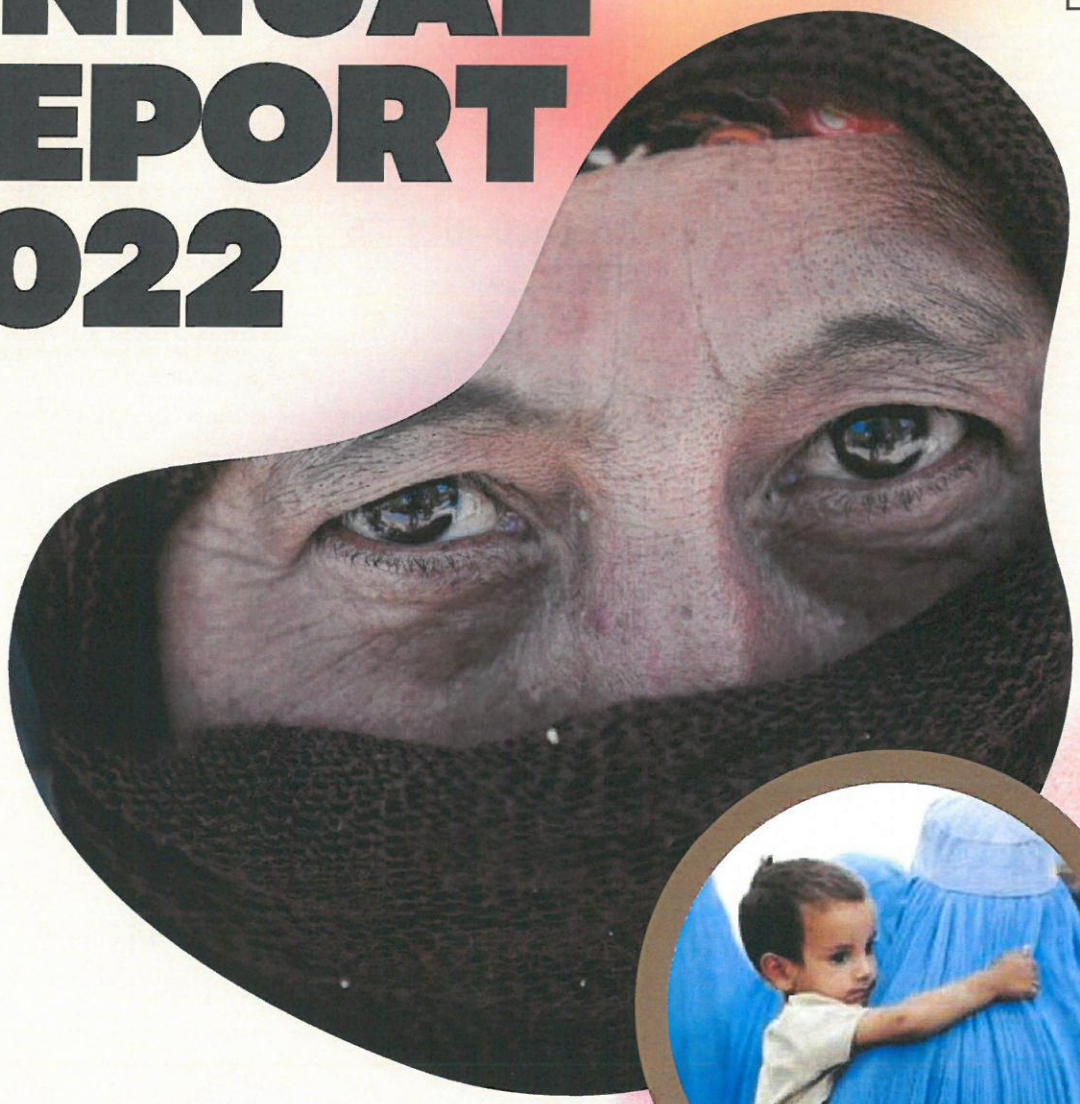
England & Wales - Charity number 1037154

Accounts

PIONEERS

REACHING FORGOTTEN PEOPLES

ANNUAL REPORT 2022





PIONEERS
REACHING FORGOTTEN PEOPLES

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The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 December 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

// Objectives and aims

The object of the Charity is to advance the Christian religion in the greater Sudan ("The Sahel"), elsewhere in Africa and throughout the world. To relieve persons in need (regardless of their religion or ethnic origin) living in the Sahel, elsewhere in Africa and throughout the world with the object of improving their conditions of life and thereby demonstrating the love of Jesus Christ.

// Public benefit

The Trustees are aware of the Charity Commission guidance on public benefit and this is taken into account when considering the Charity's objectives. The Trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.

PIONEERS
REACHING FORGOTTEN PEOPLES

WELCOME FROM THE CHAIR

I am delighted to welcome you to the 2022 Annual Report for Pioneers UK.

I have had the privilege of being the Chair of Trustees for 6 years now and each year I am greatly encouraged by the sacrificial work that is carried out by the staff, members and volunteers associated with the organisation.

In 2022, following the challenge of the COVID pandemic, it has been wonderful for the staff to move properly back into the office whilst maintaining some benefits of working from home where appropriate.

Our CEO, Rev Stephen Carling, has continued to skilfully lead our ever-expanding office team, many of whom are volunteers. We have also been able to fully resume our in-person board meetings and I appreciated being able to take part in the Pioneers International Council meeting in Accra, Ghana in November.

We continue to invest and steward our resources carefully to fulfil our goals of advancing the Christian religion in Africa and the world. We have approved three new ongoing priorities for our mission mobilisation team. These are mobilising Christian diaspora in the UK, supporting mobilisation movements in the global south and mobilisation within UK churches. We have also increased our donations to support projects relieving people in need and in crisis and supporting mobilisation projects worldwide.

We have developed ever closer fellowship and collaboration with our sister organisation AWM Pioneers in Loughborough. We have continued to refine and develop our 'creation care' policy.

It is our hope and expectation that over the coming years, as well as continuing to mobilise Christians from the UK into mission, we will also be able to impart a greater vision of God's mission to the world in the UK church.

I am grateful for each one of our inspiring team who are playing their part in this.

JM Hickson

Dr Julie Ruth Hickson
Chair



HISTORY

In 1904 the first four missionaries of the Sudan United Mission were sent by boat from Liverpool to Nigeria, West Africa. They went so as to offer the Christian message, to meet the holistic need of human beings everywhere and to see a national church planted amongst the indigenous peoples of this part of Africa. Over the years, thousands of SUM missionaries have given their lives to medical, agricultural, educational and social work in Nigeria. As well as the hospitals, schools and colleges, agricultural projects and social initiatives established, a strong and growing national church has been planted which now sends its own missionaries to more and more countries of Africa and beyond.

From the 1990s, the Mission expanded its work to other countries throughout western, northern, central and eastern Africa, working in conscious partnership with indigenous churches and Christian agencies in these countries.

In 2007, the Mission joined Pioneers and, today, is part of an international Mission family that sends Christian workers from 17 national sending gateways to 104 countries - over 3,200 members worldwide in 340 ministry teams, serving 510 people groups in 287 languages.

OBJECTIVES

Advancement of the Christian religion in Africa and the world

Relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world

To support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world

The promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world

Throughout our 119-year history, our core DNA and vision have driven us to remain at the forefront of engagement and development across the world. We have a passion for God and his message of hope for all peoples. We are committed to working in partnership with indigenous churches and seeing the church of Jesus Christ planted and growing for the good of every people group across the world; and we continue to have wide ranging social impact as we holistically serve others in a huge variety of ways to meet material as well as spiritual needs. And ever since 1904, when we tentatively stepped onto those boats to begin a pioneering work in Nigeria, we have continued to support and encourage our members and partners in their passions and vocations in order to fulfil the vision and goals of the organisation.

PIONEERS
REACHING FORGOTTEN PEOPLES

WELCOME FROM THE CEO

2022 saw Pioneers UK, along with many of our charity and mission colleagues, emerging from lockdown restriction with its 100% remote working and into a new hybrid working week of productive remote working alongside face-to-face meetings and team office days where we can build relationships and progress the work of the mission together around tables and desks.

I am pleased to say that the team - both near and far from our South Yorkshire base - has adapted well and even flourished in this new hybrid pattern. Our overall travel costs and our carbon footprint have been reduced and yet we have been able to maintain our cohesive, team-centred ethos. Indeed, the increased number of meetings using Zoom rather has enabled those living farther away, and those overseas, to feel far more intimately involved in every part of team life, from prayer times to board meetings.

As a Sending Base team, we saw a steady flow of enquirers across 2022. Moreover, by being creative in our communications, mentoring and church relationships, we have been able to press on with the recruitment, sending and sustaining of field workers both in the UK and overseas, in the work of the missio Dei.

I am grateful to God that we have been able to forge increasingly strong working relationships with the staff team and Trustees of our sister charity, AWM-Pioneers and have also strengthened our formalised ministry partnership with the Leeds-based Afro Diaspora Mission Network (ADMiN) with whom we share the desire to mobilise people of African heritage in the UK to reach out missionally to their near-neighbour communities and even be open to God calling them in mission to the regions of their ancestors' birth.

In the face of advancing technology, increased risks across many countries in which we work, and with a keen awareness of cyber security, we have held regular training sessions for staff and our non-stipendiary workers to ensure our overseas workers, our data, the data of our valued supporters, and our finances are protected with the best safety and security protocols.

Nevertheless, with a strong ethos of prayer and trust in God, we have continued to look several steps ahead for new opportunities and to our colleagues in other evangelical mission agencies around the UK for further ways to work together for the sake of God's calling to reach those who have never heard of the love of God for them.

We hope that as you read through this report of our 2022 activities, you too will be encouraged and inspired by the worldwide Pioneers mission family and network of mission agencies across the body of Christ within which we work for the sake of God's Kingdom.

On behalf of the Pioneers UK Team

Stephen Carling

Rev Stephen Carling
CEO



STRATEGIC REPORT

We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world.

Using Business to Help Achieve Social Justice for the Poor in South East Asia

Pioneers UK Field Workers in South East Asia have set up a co-operative business revitalising the local chocolate industry. By employing and training over 45 local women and men, our workers have established a manufacturing and wholesale business which is already being managed by local people. Such a business provides family income to send children to school, provide nutritious food and respectable clothing, as well as allowing a money-saving, rather than a subsistence, culture to emerge.



Goats as Investments for the Poorest of Ugandan Women



Widows and abandoned women have very few rights and often their land is 'grabbed' by relatives when their husband dies, meaning they cannot even grow their own food. A Pioneers UK Field Member serves as Assistant Director within a Ugandan-led charity registered in both Uganda and Scotland. Thanks to several grants from British charitable trusts partnering with Pioneers UK, David and the team have been able to buy many high-quality female goats to act as 'cash cows', quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 100 widows or abandoned women have benefitted from this project since 2021.

We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world.

Offering Hope Through Education and Nutrition for Poor and Migrant Children

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The Arua area experiences multiple social problems caused by family breakdown, alcohol and drug addiction and a high disease burden. Many children are neglected and many parents and guardians are not able to afford to send their children to school.

Cheka Child, set up by Pioneers UK Field Members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children, selected by local social workers.

In 2022, 30 children were supported through school who otherwise wouldn't have been able to attend. In addition, in the face of teh global food crisis exacerbated by the Ukrainian conflict, the charity's 'Emergency Food Pack' programme benefitted nearly 200 children and well over 120 adults.





Tackling Extreme Social Isolation among Refugee Families with Special Needs Members in Cardiff

Migrant parents of children with special needs often find themselves doubly isolated, unable to fit into the mainstream foreign culture because of language barriers and also struggling to be accepted even among their own ethnic group due to their child's needs.

Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events and classes led by our Pioneers member who is quaified Special Needs teacher, herself of Asian origin. A beneficiary said, "Because of my son's needs we have felt very isolated. We are so grateful for this help. It makes us feel we belong."

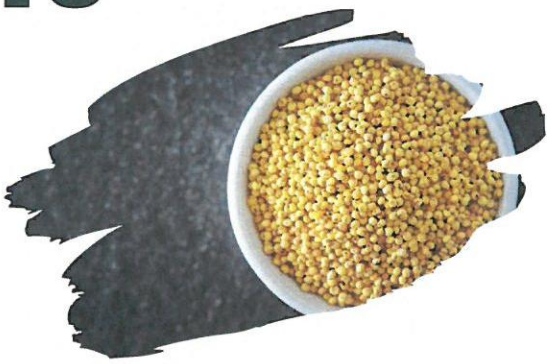
WE COULDN'T HAVE DONE IT WITHOUT YOUR GENEROUS SUPPORT



We are very grateful to the trusts who have invested in our work this year and we are working hard to develop these relationships in 2023 so that we may further increase our capacity to nurture positive change in the communities we serve.

GRANT SUPPORTED PROJECTS

Support Internally Displaced Peoples (IDPs) who have fled their homes in northern Nigeria by funding fertiliser for cultivating their own crops. This aims to provide such victims of conflict with the means to be economically self-reliant.

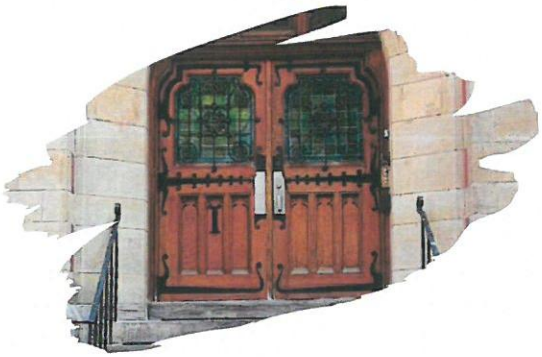




Fund the protection of natural water springs in Uganda by constructing sanitising structures. Such WASH (Water, Sanitation and Hygiene) provision will reduce deaths from water-borne diseases. UNICEF states that '2.2. billion people still lack access to safe drinking water' (Water, Sanitation and Hygiene (WASH) | UNICEF). Our local workers have also built bathing facilities to encourage better sanitation.

Help fund a large-scale peace and reconciliation project in northern Nigeria between Muslim and Christian communities caught up in the violence and hostage-taking often fuelled by inter-faith friction and extremists.





Encourage promising low-income students to pursue their studies at the Theological College of Northern Nigeria.

Help the integration of otherwise isolated Asian women and their families in Yorkshire with highly relational classes in English language provided in a safe women-only environment in community halls.



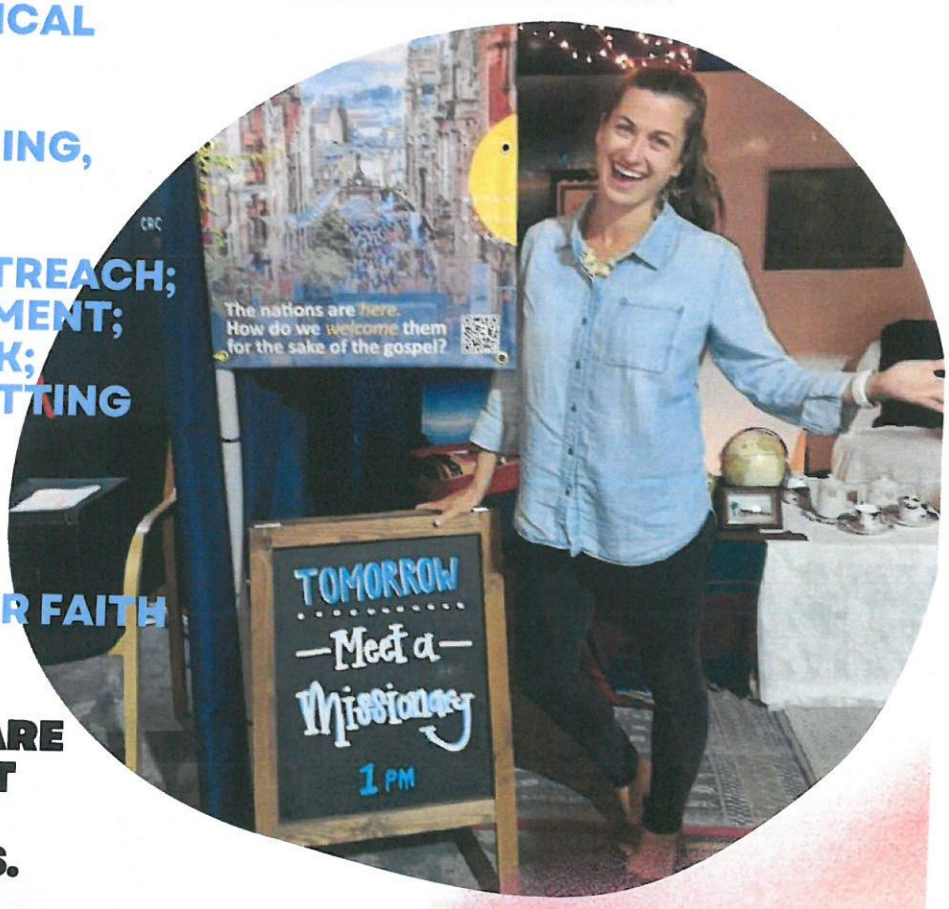
We have made a difference through the advancement of the Christian religion in Africa and the world.

BY THE END OF 2022 WE HAD 71 ACTIVE ADULT FIELD WORKERS IN PI UK (EXCLUDING SHORT-TERM WORKERS).

AS WELL AS THE SPECIFIC PROJECT WORK OUTLINED, OUR WORKERS ARE ENGAGED IN LOCAL HOSPITALS; SCHOOLS (LOCAL AND INTERNATIONAL); TERTIARY EDUCATION (INCLUDING THEOLOGICAL COLLEGES); YOUTH INITIATIVES; HIV/AIDS SCREENING AND TRAINING, PALLIATIVE CARE; IT ADMINISTRATION AND TEACHING; PRISON OUTREACH; COMMUNITY DEVELOPMENT; ENVIRONMENTAL WORK; AUTHORING BOOKS; SETTING UP LOCAL BUSINESS INITIATIVES AND ENCOURAGING UNDERSTANDING AND FRIENDSHIP WITH OTHER FAITH GROUPS.

IN MOST CASES, THEY ARE BEFRIENDING THE MOST VULNERABLE, OFTEN DESPISED, IN SOCIETIES.

IN ORDER TO INTEGRATE EFFECTIVELY INTO LOCAL COMMUNITIES, OUR WORKERS ARE ENCOURAGED TO UNDERTAKE INTENSIVE LANGUAGE ACQUISITION AND MOST WILL HAVE RECEIVED SOME CROSS-CULTURAL TRAINING PRIOR TO DEPARTURE. THERE IS A DEDICATED MEMBER CARE TEAM, INCLUDING SPECIALIST VOLUNTEERS, PROVIDING ONGOING PRACTICAL AND MENTAL HEALTH SUPPORT.

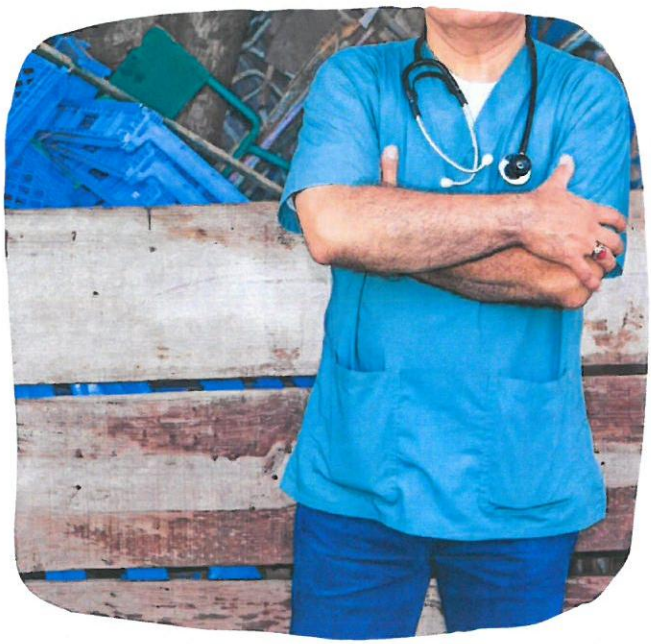


We have made a difference to support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world.

Throughout 2022, Pioneers UK maintained and developed excellent working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas and other agencies through the placement of staff in numerous countries worldwide and by financial support of projects engaged in the holistic wellbeing of local communities.

The assessment of outcomes of such work is reinforced with field visits by the UK Director and base staff from time to time as finances permit and regular feedback from the Pioneers International structure of local and regional leadership.

Students on Medical Electives serving through Pioneers UK in 2022 in overseas hospital locations have been able to enrich their training by learning from local doctors and nurses and working in cross-cultural partnership in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.



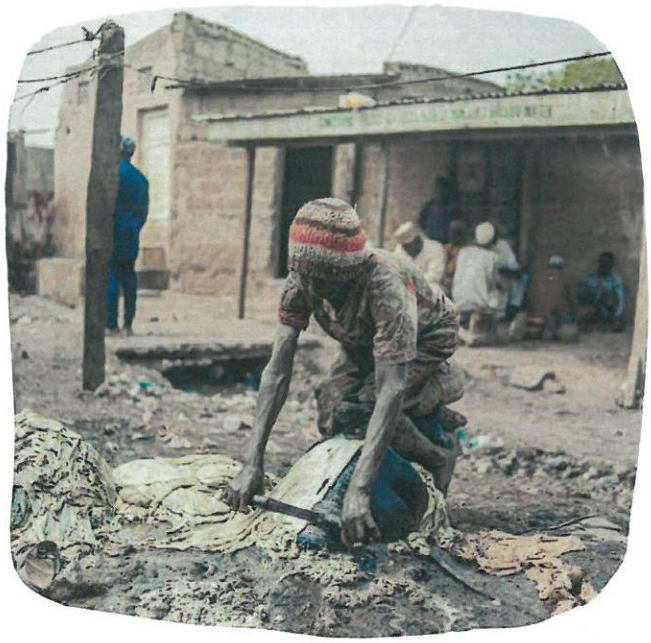


Many of our workers gave many hours of their time sharing their faith to encourage younger or less mature believers. This may be in an informal setting as youth workers, sports coaches, medical and health advisors or as community development workers or in more formal settings, as teachers or lecturers.

In the face of tribal and interfaith conflict, Christians in northern Nigeria have begun to be trained to relate to their Muslim neighbours with words of reconciliation rather than discord.

Meanwhile, our established workers in Nigeria continued to lecture and work alongside the Nationals at the Theological College of Northern Nigeria.

Another continued to train Christian school teachers in South East Asia, while our fieldworkers, a Bolivian national, travelled regularly from the UK to support poorly resourced rural church pastors in his homeland.





Since 2003, over 195,000 West African Christians in six nations have been educated about HIV/Aids and how lifestyle choices can make them more vulnerable. Under the banner of Grace and Light and with the leadership of our Pioneers workers, over 14,000 people in Nigeria, Cameroon, Chad, Liberia, Sierra Leone and Zambia were tested for Aids in 2022.

We have made a difference through the promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world.

During 2022 staff members and volunteers promoted the humanitarian and spiritual needs and opportunities at events, Bible colleges, churches and online events spanning the UK. We were able to make good use of promotional materials, the internet, social media sites and public meetings.

These included an annual joint conference (with life-minded mission agency, AIM) for retired, senior missionaries who continue to provide a vital source of prayerful and financial support to the work.

Through our partnership with ADMiN (see our CEO's report above) we helped share our beneficiaries' needs with British diaspora Christians via various online training courses.

Our three-year partnership with the Guild of the Church of Scotland allows us to clearly present spiritual needs in SE Asia and how we are alleviating poverty for one community.

Short-term trips abroad were offered via our sister bases. Typically, these are offered to young people, providing an excellent means for them to get more exposure to the needs in other countries.



FINANCIAL REVIEW

FINANCIAL REVIEW

The financial results for the company for the year ended 31 December 2022 are set out in the Financial Statements.

The Trustees of PI UK are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

// How we steward our Finances

Our unrestricted reserves for the year ending 2022 show a balance of **£1,370,492 (2021: £1,910,055)** of which **£860,973** is held as an investment with St James place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity needed it. Therefore, this variable asset is easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of **£502,654 (2021: £502,654)** which is the direct income from the sale of the previous freehold offices, and is currently set aside for the future purchase of new suitable premises.

The remaining undesignated amount of **£867,838 (£1,370,492 - £502,654)** reserved for the new building) is split into the following areas:

£350,000 is to maintain available reserves which is composed of:

- Contingency Reserves (£205,000)
- Financial Management Reserve (£75,000)
- Strategic Initiatives Fund (£40,000)
- Pension Fund Reserve (£30,000)

£112,616.71 are funds received in the 2022 financial year for the work of our missionaries overseas and within the United Kingdom.

£405,221.29 is in a portfolio of investments designed to yield a 4% return in order to maximise resources both now and ongoing.

//Budget And Costs

In recognition of the amount in investment, we operated on a deficit budget basis during 2022, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.

The underlying unconsolidated position of Pioneers UK on Unrestricted Funds comprised a deficit before gains on investments of **£466,439 (2021: £314,631 surplus)** and total deficit before gains on investments on all funds for the year of **£413,216 (2021: £350,706 surplus)**. The net deficit after gains on all funds was **£482,313 (2021: £462,771 surplus)**.

During 2022 costs continued to be monitored and controlled well by management. This resulted in an underlying unconsolidated position of Pioneers UK on Unrestricted Funds comprised a deficit of **£535,203.** In 2022, UK projects saw an increase of 22% whilst the overseas projects saw an increase of 33% in grants given out to the work of this ministry.

This deficit means we were cautiously still able to invest in and encourage an increasing number of missionaries during 2022 and 2023, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2023 financial year.

Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of **£125,747** to additional projects supported and championed by Pioneers UK.

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2020. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UK remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

//Investment Policy And Objectives

During 2014, **£1,250,000** was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, **£650,000** was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using **£500,000** to purchase a new head office for the Charity.

The largest investment held by the charity is the St James Place portfolio, totalling **£860,973** and this can be withdrawn as Cash, with seven days' notice if the charity needed it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short term investment income.

Trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charities Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

// Reserves policy

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2022 and stands at **£1,623,089 (2021: £2,103,502)**. Of this, **£502,654** has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives.

Pioneers UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management and M&G Investments, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2022. The Board receives an update on its 3 years' Reserves Projection at each Board meeting in the year, as a key aspect of its financial reporting.

The Board has, in 2020, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, Pioneers UK trustees continue not to include any legacy giving within the annual budget, and instead plan an annual deficit budget, with any legacies offsetting the deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also help to offset the annual deficit. So far, we have managed to clear the deficit each year based on the above strategy.

The trustees believe that this new divestment and continued policy of a deficit budget rightly uses the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.

// Fundraising Policy

Pioneers UK is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.

Registered with FUNDRAISING REGULATOR

// Going Concern

The Trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.

STRUCTURE, GOVERNANCE & MANAGEMENT

Pioneers UK is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the Pioneers UK Board are the Directors of the company.

// Organisational Structure / Governance

The Pioneers UK Board is the governing body of Trustees, to whom CEO, Reverend Stephen Carling, is accountable. New Trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the role and responsibility of Trustees.

In 2022 the Board met three times, in addition to the AGM. Two of these on Zoom calls and one in person. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The Trustees also held three planned zoom calls in between trustee meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The Trustees bring a mix of skills and experience to the governing body, many of whom have had a long and therefore stable association with the work.

// Staffing and Office

The UK office staff team are responsible for the implementation and execution of the policies and strategies and maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 12 FTE. We were very pleased to welcome Chris Burges and Justin Elkins onto the team to develop and progress the work we do amongst students and churches. We have been especially pleased to have employed Harriet Ngugi from Kenya to continue to develop our work among the African Diaspora in the UK. Paul Flack, our Australian Finance manager, moved on to a field appointment with Pioneers and Chris Mukuka (originally from Zambia) has stepped up into this role ... and, during 2022, we have appointed two part-time Finance Assistants to support the work of our finance department. We are very pleased to continue to be a significantly multi-cultural staff team!

// Volunteers

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, on-going support of the present-day work of Pioneers UK Ministries is vital. In 2022 we had help from ten regular volunteers and a few occasional volunteers.

// Key Management Remuneration

Total remuneration paid to key management during the year amounted to £223,305 (2021: £223,135). This is set by the board of Trustees, in consultation with the Director of Pioneers UK. The Director of Pioneers UK then informs and arranges the salaries with the finance Department.

// Risk Management

The Board of Trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely exams risk in the following categories: strategic risk, operational risk, personnel risk, financial riskand reputational risk.

A current operational risk concerns the IT systems, data security and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Smellie Savage) who provide appropriate solutions. Additionally, we have completed the transitioning of our finance systems to two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

// Data Protection and the UK-GDPR

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) and also the UK General Data Protection Regulation (UK-GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and supported by a staff member responsible as Data Protection Manager. Pioneers UK has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy.

Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

// Significant Relationships

We continue as a UK national Base for the international Pioneers movement.

During 2022 we continued the significant ministry partnership with the Afro Diaspora Mission Network (ADMiN) approved by the Trustees in 2021. This Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians into serving African and other people groups across the world is in the final stages of applying for UK charitable status itself. A second objective of ADMiN is to support mobilisation movements in the global south and the Trustees of Pioneers UK have approved in 2021 the employment of an Afro-diaspora mobiliser as part of our own Mission's wider mobilisation efforts.

The Director and Chair visited Nigeria and the Church of Christ in Nations (COCIN) in October/November 2022 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of the world.

The relationship between Pioneers UK and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between Trustees, the two respective Directors and staff plus engaging in various joint programmes.

Pioneers UK is a member of Global Connections, formerly the Evangelical Missionary Alliance.

Global Connections

IN SUMMARY

We are very pleased to say that Pioneers UK continued to make progress towards its objectives in 2022 as evidenced in the increase of applicants to join the field work, field worker members being sent out to their new workplaces and a small net increase of office staff, representing a growing capacity.

We have developed through 2022 a hybrid of virtual and in-person engagement with churches, supporters and enquirers ... as well as strengthening a hybrid approach to staff team gatherings and resourcing.

Significant relationships with supporters, like-minded organisations and strategic listening has helped to create further network partnership opportunities for growth in each of our objectives. We are grateful to come out of almost two years of the pandemic with good resources, healthy staff, new opportunities and creative ways to further our work.

We continue to enjoy the benefits of belonging to the wider group of Pioneers International, with additional expertise in mission work being drawn from some 104 countries with staff deployed through this worldwide movement totalling over 3,000 members, involving 287 language groups. We have every reason to look forward to seeing such growth in 2023.

// Future Plans

We remain committed to the promotion of Pioneers in the UK in order to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This includes developing our working relationship with the London-based centre of an international mobilisation agency with experience and resources for the Christian student world as well as continuing a greater collaboration with our sister Pioneers' charity, AWM-Pioneers. The focus will be on developing a shared presence at Christian events and working together in targeted areas of mobilisation. Diaspora ministry will continue and be strengthened.

We will explore developing mutually-supportive relationships with the three African mobilisation offices for Pioneers in Africa.

The Trustees' decision to divest some of its money to put into new mobilising projects – especially where this supports global south initiatives - has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.

We continue to explore options in respect to the purchase of a new facility to act as HQ for Pioneers in the years to come.

REFERENCE & ADMINISTRATIVE DETAILS

Registered Company number
02917955 (England and Wales)

Registered Charity number
1037154

Registered office
Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

Trustees
Dr J R Hickson - Chairperson
Mr D R Maddock
Mrs C J Register
Mr P J Maddock FCCA
Rev Dr S Jenkins
Dr C Bignell MRCGP
Dr K McConkey MRCGP
Rev Dr S Gordon
Mrs J Barthow
Rev E Aryee
Mr C Clayton

Company Secretary

P J Maddock FCCA

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors
Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers
National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees (who are also the Directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the Trustees 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, including the income and expenditure, of the charitable company for that period.

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

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

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report, approved by order of the board of Trustees, as the company Directors, on

..... / ..... / ..... and signed on the board's behalf by: JM Hickson .....

Dr J R Hickson - Chair

REPORT OF THE INDEPENDENT AUDITORS AND FINANCIAL INFORMATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 28 September 2023 and signed on the board's behalf by:

J R Hickson
J R Hickson (Sep 28, 2023 12:40 GMT+1)

J R Hickson - Trustee

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Opinion
We have audited the financial statements of Pioneers UK Ministries (the 'charitable company') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 31 December 2022 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 Auditors' 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. 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 the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

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 Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Colcomb
Paul Colcomb (Sep 28, 2023 13:00 GMT+1)

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

28 September 2023

Pioneers UK Ministries

Statement of Financial Activities for the Year Ended 31 December 2022

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	1,272,407	172,096	-	1,444,503	1,704,195
Other trading activities	4	133,873	-	-	133,873	124,595
Investment income	5	20,254	-	-	20,254	11,229
Other income		508	-	-	508	2,177
Total		1,427,042	172,096	-	1,599,138	1,842,196
EXPENDITURE ON						
Raising funds	6	73,036	-	-	73,036	49,630
Charitable activities	7					
UK Ministries		567,978	-	-	567,978	445,370
Overseas Ministries		736,748	-	-	736,748	496,195
Support of projects		-	118,920	-	118,920	71,397
Infrastructure		515,719	-	-	515,719	428,898
Total		1,893,481	118,920	-	2,012,401	1,491,490
Net gains/(losses) on investments		(68,764)	-	(286)	(69,050)	112,065
NET INCOME/(EXPENDITURE)		(535,203)	53,176	(286)	(482,313)	462,771
Transfers between funds	19	(6,257)	6,257	-	-	-
Other recognised gains/(losses)						
Gains on revaluation of fixed assets		1,900	-	-	1,900	-
Net movement in funds		(539,560)	59,433	(286)	(480,413)	462,771
RECONCILIATION OF FUNDS						
Total funds brought forward		1,910,052	125,747	67,703	2,103,502	1,640,731
TOTAL FUNDS CARRIED FORWARD		1,370,492	185,180	67,417	1,623,089	2,103,502

The notes form part of these financial statements

Balance Sheet
31 December 2022

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS						
Tangible assets	14	4,680	-	-	4,680	6,044
Investments						
Investments	15	860,973	-	67,417	928,390	1,012,883
Investment property	16	181,000	-	-	181,000	179,100
		1,046,653	-	67,417	1,114,070	1,198,027
CURRENT ASSETS						
Debtors	17	51,173	-	-	51,173	332,808
Cash at bank and in hand		305,917	185,180	-	491,097	604,145
		357,090	185,180	-	542,270	936,953
CREDITORS						
Amounts falling due within one year	18	(33,251)	-	-	(33,251)	(31,478)
NET CURRENT ASSETS		323,839	185,180	-	509,019	905,475
TOTAL ASSETS LESS CURRENT LIABILITIES		1,370,492	185,180	67,417	1,623,089	2,103,502
NET ASSETS		1,370,492	185,180	67,417	1,623,089	2,103,502
FUNDS	19					
Unrestricted funds					1,370,492	1,910,052
Restricted funds					185,180	125,747
Endowment funds					67,417	67,703
TOTAL FUNDS					1,623,089	2,103,502

The financial statements were approved by the Board of Trustees and authorised for issue on 28 September 2023 and were signed on its behalf by:

J R Hickson
J R Hickson (Sep 28, 2023 12:40 GMT+1)

J R Hickson - Trustee

The notes form part of these financial statements

Pioneers UK Ministries

Cash Flow Statement
for the Year Ended 31 December 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	(128,736)	47,601
Net cash (used in)/provided by operating activities		(128,736)	47,601
Cash flows from investing activities			
Purchase of tangible fixed assets		(796)	(3,624)
Sale of fixed asset investments		15,444	4,706
Interest received		1,040	1,035
Net cash provided by investing activities		15,688	2,117
Change in cash and cash equivalents in the reporting period		(113,048)	49,718
Cash and cash equivalents at the beginning of the reporting period		604,145	554,427
Cash and cash equivalents at the end of the reporting period		491,097	604,145

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 December 2022

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(482,313)	462,771
Adjustments for:		
Depreciation charges	2,160	1,415
Losses/(gain) on investments	69,050	(112,065)
Interest received	(1,040)	(1,035)
Decrease/(increase) in debtors	281,634	(305,942)
Increase in creditors	1,773	2,457
Net cash (used in)/provided by operations	(128,736)	47,601

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22 £	Cash flow £	At 31.12.22 £
Net cash			
Cash at bank and in hand	604,145	(113,048)	491,097
	604,145	(113,048)	491,097
Total	604,145	(113,048)	491,097

The notes form part of these financial statements

1. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee registered in England and Wales. Details of the company number and registered office can be found in the reference and administration section of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The trustees have taken advantage of Section 405 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS102) to not prepare consolidated financial statements as the subsidiary (Action Partners Corporation) is not material for the purpose of giving a true and fair view.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs
Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly in relation to the charitable activities and;

- expenditure incurred in the governance of the charity. This expenditure includes audit fees, certain legal and professional fees and a proportion of management costs considered to be related to governance issues.

Expenditure includes attributable VAT which cannot be recovered.

In the year, the Trustees decided to adopt a more specific allocation method to head office costs. It was decided that 90% of costs would be allocated to general support costs with the remaining 10% allocated to the costs associated with raising funds.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost

Investment property
Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

continued...

2. ACCOUNTING POLICIES - continued

Fund accounting
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Fixed asset investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

3. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	1,441,738	1,275,070
Legacies	2,765	429,125
	1,444,503	1,704,195

	2022 Unrestricted funds	2022 Restricted funds	2022 Total	2021 Total
	£	£	£	£
Donations:				
UK Ministries	460,573	-	460,573	406,336
Overseas Ministries	592,195	-	592,195	459,065
Support of projects	-	172,096	172,096	105,479
Infrastructure	216,874	-	216,874	304,190
	1,269,642	172,096	1,441,738	1,275,070
Legacies	2,765	-	2,765	429,125
	1,272,407	172,096	1,444,503	1,704,195

4. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Admin fee income	133,873	124,595

5. INVESTMENT INCOME

	2022	2021
	£	£
Rents received	17,277	8,465
Investment income	1,937	1,729
Deposit account interest	1,040	1,035
	20,254	11,229

continued...

6. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£
Staff costs	26,884	22,531
Travel	236	64
Rates and water	3,226	2,887
Insurance	163	130
Telephone	-	64
Postage and stationery	979	1,233
Sundries	9,246	4,881
Promotions activity	677	338
Travel	603	219
Internet/email	362	306
Books / literature	201	-
Computer support	682	729
Photocopier	85	37
Staff training	471	758
Staff conference	314	452
Office equipment support	671	776
Bank charges	534	502
Fundraising costs	1,871	-
Depreciation	648	367
	47,853	36,274

Other trading activities

	2022	2021
	£	£
Staff costs - mobilisation	9,418	8,415
Trustees' expenses	321	235
	9,739	8,650

Investment management costs

	2022	2021
	£	£
Portfolio management	15,444	4,706
Aggregate amounts	73,036	49,630

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
UK Ministries	567,978	-	-	567,978
Overseas Ministries	725,569	-	11,179	736,748
Support of projects	-	118,920	-	118,920
Infrastructure	85,843	-	429,876	515,719
	1,379,390	118,920	441,055	1,939,365

continued...

8. GRANTS PAYABLE

	2022	2021
	£	£
Support of projects	118,920	71,397

The total grants paid to institutions during the year was as follows:

	2022	2021
	£	£
2021	-	71,397
2022	118,920	-
	118,920	71,397

The following Institutions were the recipients of the grants made during the year:

	2022	2021
	£	£
Pioneers Europe	-	11,100
Pioneers UK	15,869	36,162
Pioneers Nigeria	6,062	7,687
Pioneers South Sudan	9,731	-
Pioneers Dem Rep Congo	2,199	-
Pioneers Kenya	-	2,858
Pioneers Uganda	8,143	3,666
Pioneers Ghana	-	1,120
Pioneers Nepal	74,211	5,000
Pioneers South Kosovo	-	1,809
Pioneers overseas	2,705	1,995
	118,920	71,397

9. SUPPORT COSTS

	Finance	Human resources	Head office
	£	£	£
Overseas Ministries	-	1,117	4,335
Infrastructure	157,500	82,869	59,278
	157,500	83,986	63,613

	Mobilisation	Governance costs	Totals
	£	£	£
Overseas Ministries	-	5,727	11,179
Infrastructure	91,465	38,764	429,876
	91,465	44,491	441,055

continued...

9. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

Finance

	2022 Infrastructure £	2021 Total activities £
Wages	122,009	91,857
Social security	8,451	7,875
Pensions	12,392	9,528
Sundries	9,843	12,063
Bank charges	4,805	4,522
	157,500	125,845

Human resources

	Overseas Ministries £	Infrastructure £	2022 Total activities £	2021 Total activities £
Wages	-	56,383	56,383	50,114
Social security	-	4,536	4,536	4,505
Pensions	-	7,227	7,227	6,588
Telephone	-	-	-	577
Sundries	-	13,841	13,841	5,067
Travel	1,117	882	1,999	1,104
	1,117	82,869	83,986	67,955

Head office

	Overseas Ministries £	Infrastructure £	2022 Total activities £	2021 Total activities £
Rates and water	-	28,555	28,555	25,986
Insurance	-	1,900	1,900	2,371
Postage and stationery	-	2,909	2,909	4,998
IT expenses	-	9,393	9,393	9,313
Staff training	-	4,202	4,202	6,822
Staff conferences	4,335	3,994	8,329	4,788
Repairs and renewals	-	8,325	8,325	6,986
	4,335	59,278	63,613	61,264

Mobilisation

	2022 Infrastructure £	2021 Total activities £
Wages	71,926	64,060
Social security	4,304	4,392
Pensions	8,535	7,278
Travel	1,770	871
Promotions activity	4,930	465
	91,465	77,066

continued...

9. SUPPORT COSTS - continued

Governance costs

	Overseas Ministries	Infrastructure	2022 Total activities	2021 Total activities
	£	£	£	£
Trustees' expenses	5,727	4,459	10,186	4,475
Auditors' remuneration	-	13,712	13,712	12,024
Auditors' remuneration for non audit work	-	2,100	2,100	1,800
Legal and professional fees	-	3,024	3,024	3,144
Conference	-	10,063	10,063	3,762
Membership/subscriptions	-	5,406	5,406	9,345
	5,727	38,764	44,491	34,550

10. NET INCOME/(EXPENDITURE)

	2022	2021
	£	£
Depreciation	2,160	1,174
Travel	5,675	2,830

11. AUDITORS' REMUNERATION

	2022	2021
	£	£
Fees payable to the charity's auditors and their associates for the audit of the charity's financial statements	13,712	12,024
Auditors' remuneration for non audit work	2,100	1,800

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

During the year 5 trustees were reimbursed a total £10,186 (2021: £4,475) for expenses.

13. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	995,476	779,180
Social security costs	57,443	45,516
Other pension costs	92,064	81,180
	1,144,983	905,876

The average monthly number of employees during the year was as follows:

	2022	2021
Overseas and city ministries staff	46	39
UK office	12	12
	58	51

No employees received emoluments in excess of £60,000.

The staff costs include all head office employees and members in the United Kingdom and overseas.

continued...

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 January 2022	8,204
Additions	796
At 31 December 2022	9,000
DEPRECIATION	
At 1 January 2022	2,160
Charge for year	2,160
At 31 December 2022	4,320
NET BOOK VALUE	
At 31 December 2022	4,680
At 31 December 2021	6,044

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2022	1,012,883
Disposals	(15,444)
Revaluations	(69,049)
At 31 December 2022	928,390
NET BOOK VALUE	
At 31 December 2022	928,390
At 31 December 2021	1,012,883

At 31 December 2022 there were £352,179 (2021: £364,257) of assets invested outside the UK.

Cost or valuation at 31 December 2022 is represented by:

	Listed investments £
Valuation in 2022	(84,493)
Cost	1,012,883
	928,390

continued...

16. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2022	179,100
Revaluation	1,900
At 31 December 2022	181,000
NET BOOK VALUE	
At 31 December 2022	181,000
At 31 December 2021	179,100

In December 2022, the investment property was valued at £181,000 (namely £90,500 each).

Fair value at 31 December 2022 is represented by:

	£
Valuation in 2022	1,900
Cost	179,100
	181,000

The directors have reviewed the properties as at 31 December 2022 and believe that the valuation still reflects the current fair value. Their valuation was derived from using similar recent property sales in the surrounding area.

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Other debtors	37,444	332,808
Prepayments and accrued income	13,729	-
	51,173	332,808

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	152	-
Social security and other taxes	13,009	11,625
Other creditors	71	4,424
Accrued expenses	20,019	15,429
	33,251	31,478

continued...

19. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	1,407,398	(533,303)	(6,257)	867,838
Property fund	502,654	-	-	502,654
	1,910,052	(533,303)	(6,257)	1,370,492
Restricted funds				
UK	1,636	7,683	-	9,319
Burkina Faso	4,299	-	-	4,299
Cameroon	2,954	-	-	2,954
Chad	51	-	-	51
Dem Rep Congo	-	(2,199)	2,199	-
Ethopia	56	-	-	56
Nigeria	22,858	17,437	-	40,295
Sudan	5,673	(9,731)	4,058	-
Pioneers Europe	30,709	-	-	30,709
Sundry	15,080	1,096	-	16,176
Uganda	1,572	749	-	2,321
USA	723	-	-	723
Nepal	38,300	38,141	-	76,441
Egypt	880	-	-	880
Kosovo	794	-	-	794
Bosnia	162	-	-	162
	125,747	53,176	6,257	185,180
Endowment funds				
The Simmonds bequest	2,941	(164)	-	2,777
The Sidmouth bequest	64,762	(122)	-	64,640
	67,703	(286)	-	67,417
TOTAL FUNDS	2,103,502	(480,413)	-	1,623,089

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,427,042	(1,893,481)	(66,864)	(533,303)
Restricted funds				
UK	23,552	(15,869)	-	7,683
Dem Rep Congo	-	(2,199)	-	(2,199)
Nigeria	23,499	(6,062)	-	17,437
Sudan	-	(9,731)	-	(9,731)
Sundry	3,801	(2,705)	-	1,096
Uganda	8,892	(8,143)	-	749
Nepal	112,352	(74,211)	-	38,141
	172,096	(118,920)	-	53,176
Endowment funds				
The Simmonds bequest	-	-	(164)	(164)
The Sidmouth bequest	-	-	(122)	(122)
	-	-	(286)	(286)
TOTAL FUNDS	1,599,138	(2,012,401)	(67,150)	(480,413)

continued...

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund	852,041	417,364	137,993	1,407,398
Designated	140,039	-	(140,039)	-
Property fund	502,654	-	-	502,654
	1,494,734	417,364	(2,046)	1,910,052
Restricted funds				
UK	-	1,636	-	1,636
Burkina Faso	4,299	-	-	4,299
Cameroon	2,954	-	-	2,954
Chad	51	-	-	51
Ethopia	56	-	-	56
Nigeria	12,154	10,704	-	22,858
Kenya	812	(2,858)	2,046	-
Sudan	5,673	-	-	5,673
Pioneers Europe	41,810	(11,101)	-	30,709
Sundry	13,927	1,153	-	15,080
Uganda	-	1,572	-	1,572
USA	723	-	-	723
Nepal	1,522	36,778	-	38,300
Egypt	880	-	-	880
Kosovo	2,603	(1,809)	-	794
Bosnia	162	-	-	162
	87,626	36,075	2,046	125,747
Endowment funds				
The Simmonds bequest	2,595	346	-	2,941
The Sidmouth bequest	55,776	8,986	-	64,762
	58,371	9,332	-	67,703
TOTAL FUNDS	1,640,731	462,771	-	2,103,502

continued...

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,736,717	(1,422,087)	102,734	417,364
Restricted funds				
UK	37,798	(36,162)	-	1,636
Nigeria	18,391	(7,687)	-	10,704
Kenya	-	(2,858)	-	(2,858)
Pioneers Europe	-	(11,101)	-	(11,101)
Sundry	1,153	-	-	1,153
Uganda	6,358	(4,786)	-	1,572
Nepal	41,778	(5,000)	-	36,778
Kosovo	-	(1,809)	-	(1,809)
	105,478	(69,403)	-	36,075
Endowment funds				
The Simmonds bequest	-	-	346	346
The Sidmouth bequest	1	-	8,985	8,986
	1	-	9,331	9,332
TOTAL FUNDS	1,842,196	(1,491,490)	112,065	462,771

DETAILS OF FUNDS HELD BY THE CHARITY

Property Fund
The property fund is a designated fund created for the future purchase of offices for the charity.

Restricted Funds:
These are funds that can only be used for a specific purpose as determined by the donor. By recording them as such the donor can be assured that their use will only be for the purpose specified by them.

Country Specific Funds
Restricted funds for specific countries have arisen following missionaries fundraising for their trips or from donors who have given monies for use in certain countries or on certain projects.

Pioneers Europe
This restricted fund has arisen from funds generated by Pioneers Europe for use in Europe but is held by the charity.

Endowment funds:
Endowment funds are funds held from the Simmonds and Sidmouth bequest, which under a Charity Commission ruling, cannot be sold unless they agree to the sale. Dividends come into general funds.

Transfers between funds

All transfers between funds relate to the support from general funds of the overspend on restricted funds.

continued...

20. RELATED PARTY DISCLOSURES

During the year 1 Key management personnel were reimbursed a total £1,867 (2021: £2,434) for expenses.

21. SUBSIDIARY COMPANIES

Pioneers UK Ministries is the parent company to Action Partners Corporation (company number 0094558; charity number 225364). Action Partners Corporation is a company limited by guarantee to the value of £1 and both companies are incorporated in England and Wales.

The trading results of the subsidiary companies are summarised below:

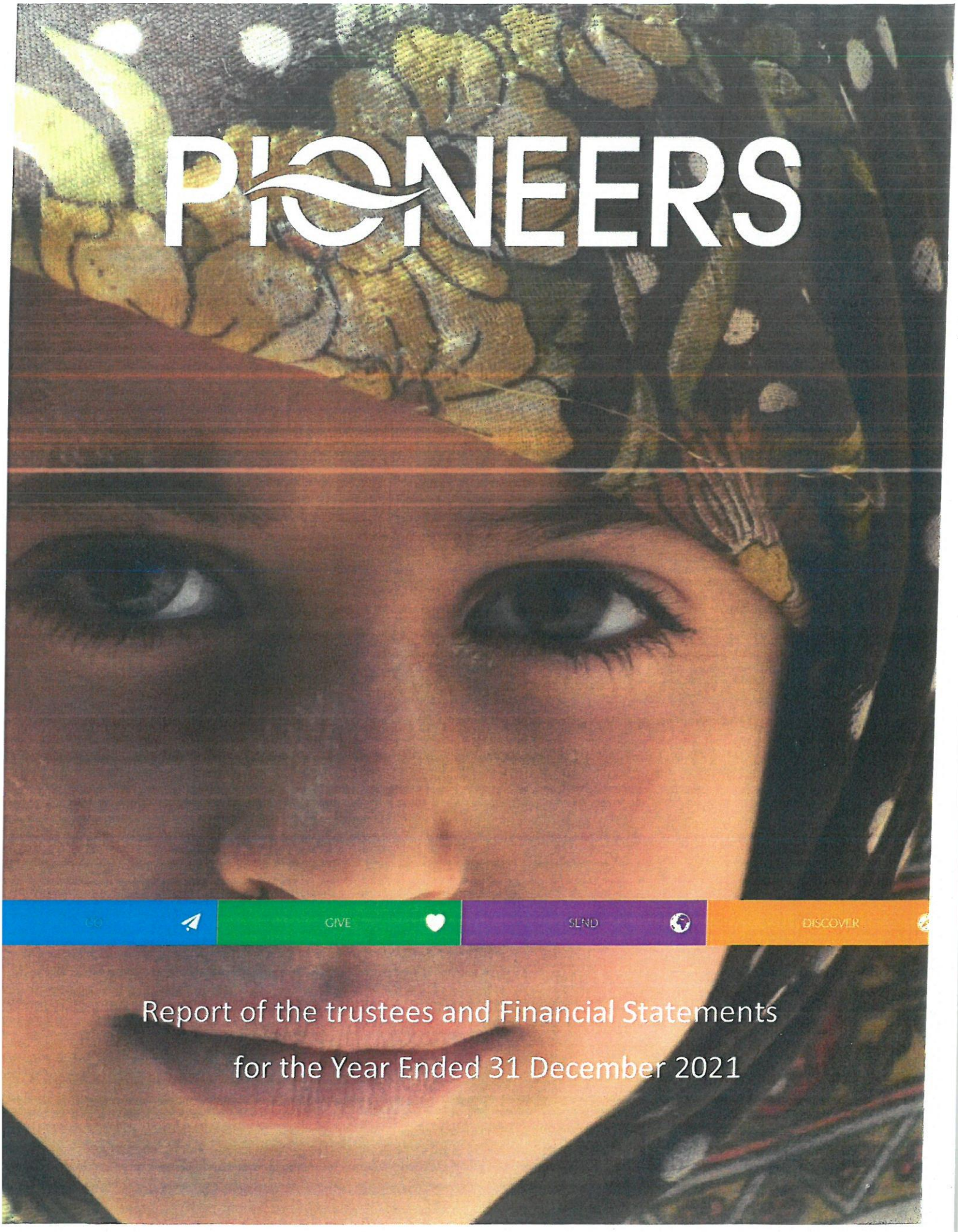
Action Partners Corporation	**2022 Unrestricted £**	**2022 Restricted £**	**2022 Total £**	**2021 Total £**
Incoming resources	-	-	-	-
Expended resources	-	-	-	-
Net incoming resources for the year	-	-	-	-
Total funds brought forward	-	1	1	1
Total funds carried forward	-	1	1	1

The company is now dormant.

PIONEERS UK MINISTRIES

England & Wales - Charity number 1037154

Accounts


PIONEERS
GIVE
SEND
DISCOVER
Report of the trustees and Financial Statements
for the Year Ended 31 December 2021

PIONEERS

REPORT OF THE TRUSTEES
YEAR ENDED 31st DECEMBER 2021

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

// Objectives and aims

The object of the Charity is to advance the Christian religion in the greater Sudan ("The Sahel"), elsewhere in Africa and throughout the world. To relieve persons in need (regardless of their religion or ethnic origin) living in the Sahel, elsewhere in Africa and throughout the world with the object of improving their conditions of life and thereby demonstrating the love of Jesus Christ.

// Public benefit

The trustees are aware of the Charity Commission guidance on Public benefit and this is taken into account when considering the charity's objectives. The trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.

// Welcome from the Chair

It is a pleasure to welcome you to the 2021 Annual Report for Pioneers UK.

I have had the privilege of being the chair of trustees for 5 years now and each year I am astounded by the sacrificial work that is carried out by the staff, members and volunteers associated with the organisation.

2021 has brought ongoing challenges as, along with the rest of the world, we have continued to navigate the complexities of gradually emerging from the global pandemic. I am so pleased that despite this we have continued to innovate and to mobilise Pioneers workers to serve in different countries.

As trustees we continue to appreciate the excellent leadership given to our ever expanding office team by our CEO, Rev Stephen Carling. This has resulted in locally based staff being able reap the benefits of being able to flexibly move back into the office when allowed whilst maintaining the positives of some working from home. Daily Zoom catch up and prayer times have been tremendously helpful to continue leading to greater team inclusion for both remote and office based staff. Sometimes trustees have also been able to join, leading to increased staff and trustee engagement.

As trustees we have continued to fulfil our responsibilities by holding board meetings both online and in person as well as being part of working groups and individual connections with staff.

We continue to invest and steward the resources we have in order to fulfil our goals and to that end we plan to significantly streamline our reserves in order to invest funds into visionary field projects. The trustees and staff have also developed a Creation Care policy that we are continuing to expand and develop as we see caring for God's creation as an integral part of our mission.

The trustees hope that we will continue to mobilise many more Christians from the U.K. into mission both here and abroad and to promote a greater vision of God's mission to the world in our churches in the U.K., especially amongst the African diaspora.

I am grateful for each one of our inspiring team who are playing a part in this.



JMHickson

Dr Julie Ruth Hickson

Chair

// History and Objectives

In 1904 the first four missionaries of the Sudan United Mission were sent by boat from Liverpool to Nigeria, West Africa. They went so as to offer the Christian message, to meet the holistic need of human beings everywhere and to see a national church planted amongst the indigenous peoples of this part of Africa. Over the years, thousands of SUM missionaries have given their lives to medical, agricultural, educational, and social work in Nigeria. As well as the hospitals, schools and colleges, agricultural projects and social initiatives established, a strong and growing national church has been planted which now sends its own missionaries to more and more countries of Africa and beyond.

From the 1990s, the Mission expanded its work to other countries throughout western, northern, central, and eastern Africa, working in conscious partnership with indigenous churches and Christian agencies in these countries.

In 2007, the Mission joined Pioneers and, today, is part of an international Mission family that sends Christian workers from 17 national sending gateways to 103 countries - over 3,200 members worldwide in 340 ministry teams, serving 510 people groups in 287 languages.

PIONEERS

Throughout our 116-year history, our core DNA and vision have driven us to remain at the forefront of engagement and development across the world. We have a passion for God and his message of hope for all peoples. We are committed to working in partnership with indigenous churches and seeing the church of Jesus Christ planted and growing for the good of every people group across the world; and we continue to have wide ranging social impact as we holistically serve others in a huge variety of ways to meet material as well as spiritual needs. And ever since 1904, when we tentatively stepped onto those boats to begin a pioneering work in Nigeria, we have continued to support and encourage our members and partners in their passions and vocations in order to fulfil the vision and goals of the organisation.

- **Advancement of the Christian religion in Africa and the world**
- **Relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world**
- **To support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world**
- **The promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world**

// Welcome from the CEO

Alongside many organisations worldwide, Pioneers found 2021 to be a year full of challenges, just as the previous year had been.

COVID restrictions affecting travel and the work environment meant that we have needed to be creative in the work that God has put before us.

I am therefore pleased to say that, in the face of these difficulties, I have had the privilege of witnessing our field workers - those overseas as well as in needy locations within the UK - and also our hard-working office staff team here in South Yorkshire, adapt and grow to respond to the circumstances around them. As a sending Base team, we saw a continuous flow of enquirers across 2021. Moreover, by being creative in our communications, mentoring and church relationships, we have been able to press on with the recruitment, sending and sustaining of field workers both in the UK and overseas, in the work of the *missio Dei*.

I am grateful to God that we have been able to forge closer working relationships with the staff team of our sister Charity, AWM-Pioneers and have also established a formal ministry partnership with the Leeds-based Afro Diaspora Mission Network (ADMiN) with whom we share the desire to mobilise people of African heritage in the UK to reach out missionally to their near-neighbour communities and even be open to God calling them in mission to the regions of their ancestors' birth.

Twice-yearly staff training, now a regular feature of our office calendar, has enabled us to not only improve our professional skills but also to become aware of any areas for improvement within the process of supporting people called to mission. We have drawn upon good practice from our sister sending Bases across 6 continents and continue to offer help to emerging sending Bases in whatever way we can to enable them to continue to grow and gain momentum.

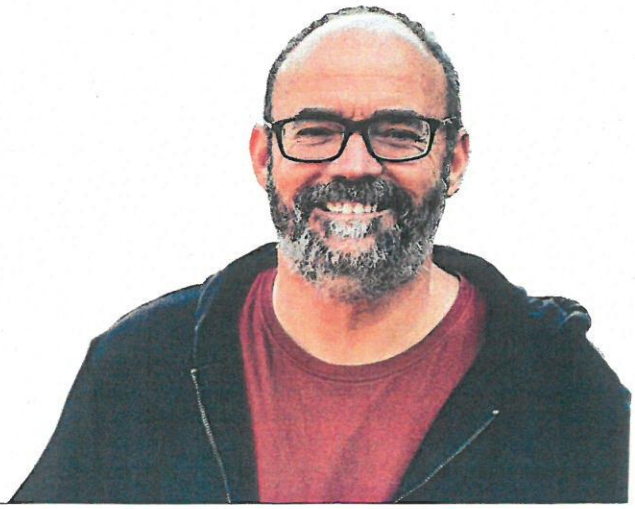
We hope that as you read through this report of our 2021 activities, you too will be encouraged and inspired by the worldwide Pioneers mission family and network of mission agencies across the body of Christ within which we work for the sake of God's Kingdom.

On behalf of the Pioneers UK Team

Stephen Carling

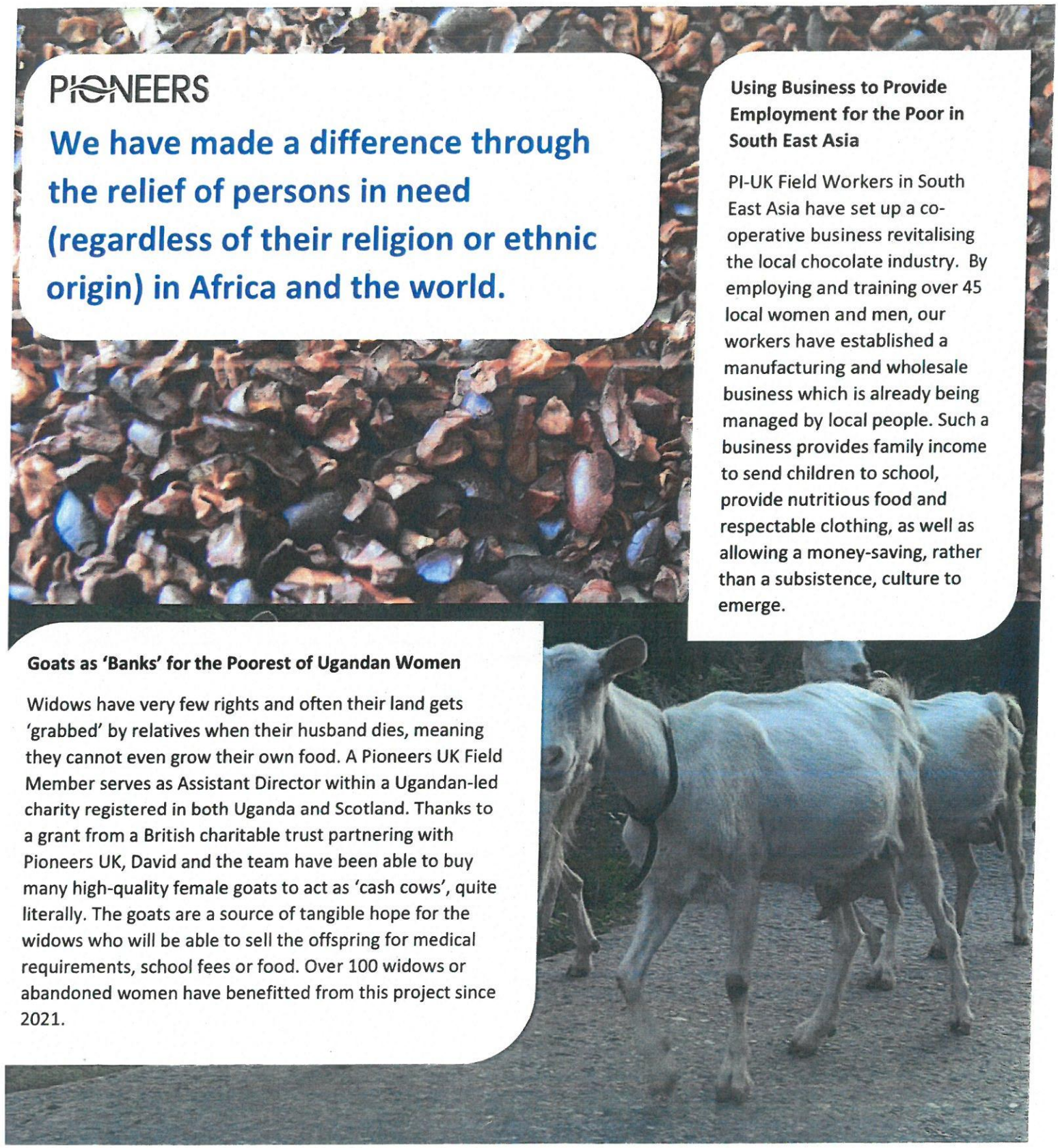
Rev Stephen Carling

CEO



// Strategic Report – Charitable Activities

At Pioneers UK, we are deeply committed to ministering to both the spiritual needs and to the material and 'felt' needs of those with whom we work. Below are some of the highlights that have promoted a fairer, more hopeful society in 2021 through our charitable aims.



PIONEERS

We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world.

Using Business to Provide Employment for the Poor in South East Asia

PI-UK Field Workers in South East Asia have set up a co-operative business revitalising the local chocolate industry. By employing and training over 45 local women and men, our workers have established a manufacturing and wholesale business which is already being managed by local people. Such a business provides family income to send children to school, provide nutritious food and respectable clothing, as well as allowing a money-saving, rather than a subsistence, culture to emerge.

Goats as 'Banks' for the Poorest of Ugandan Women

Widows have very few rights and often their land gets 'grabbed' by relatives when their husband dies, meaning they cannot even grow their own food. A Pioneers UK Field Member serves as Assistant Director within a Ugandan-led charity registered in both Uganda and Scotland. Thanks to a grant from a British charitable trust partnering with Pioneers UK, David and the team have been able to buy many high-quality female goats to act as 'cash cows', quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 100 widows or abandoned women have benefitted from this project since 2021.



Facilitating Education and Nutrition for Poor and Migrant Children

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The Arua area experiences multiple social problems caused by family breakdown, alcohol and drug addiction and a high disease burden. Many children are neglected and many parents and guardians are not able to afford to send their children to school.

Cheka Child, set up by Pioneers UK Field Members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children, selected by local social workers.

In 2021, 28 children were given a place in school who otherwise wouldn't have been able to be there. In 2021 this number increased to 30. In addition, in the face of deepening Covid crisis, the charity's 'Covid Meals' programme provided emergency food packs benefitting nearly 200 children and well over 120 adults.



Tackling Extreme Social Isolation among Refugee Families with Special Needs Members in Cardiff

Migrants living in the UK are at risk of experiencing extreme loneliness and isolation. Migrant parents of children with special needs often find themselves doubly isolated, unable to fit into the mainstream foreign culture because of language barriers and also struggling to find community among their own ethnic group due to their child's needs.

Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events and classes. One service user recently explained, "Because of my son's needs we have felt very isolated. We are so grateful for this help. It makes us feel we belong."

Vital Support Received from Grant-making Trusts

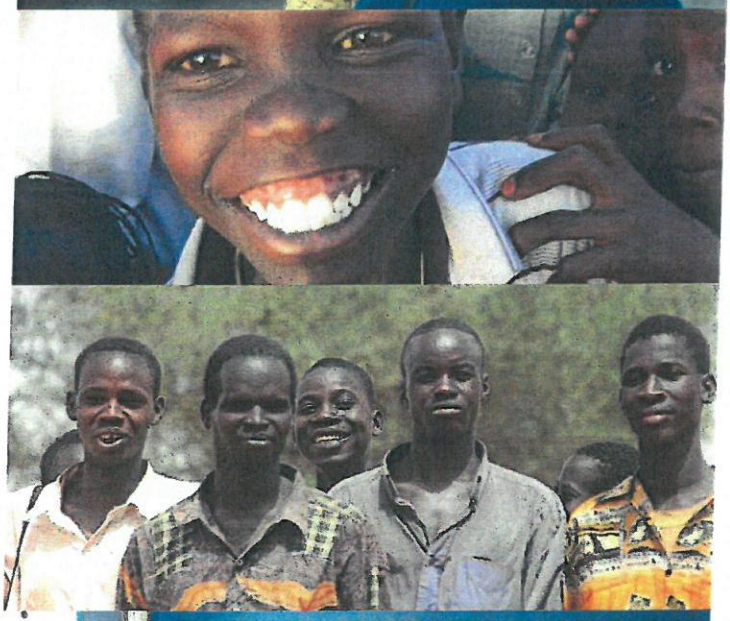
In addition to the social impact of our ongoing projects, we are delighted to report that our income from grant-making trusts in 2021 allowed us to provide a number of one-off needs-based grants through our project partners. Our grant income was used, for example, to:

Support isolated Asian women and their families in Northern England through regular home visits and formal English lessons to enable them to better integrate into their community.



Supply equipment for our Cardiff-based programme which promotes the integration of migrant children with learning disabilities and their families into local communities and which combats the risk of severe social isolation.

Help fund a large-scale peace and reconciliation project in northern Nigeria between Muslim and Christian communities caught up in the violence and hostage-taking often fuelled by inter-faith friction and extremists.

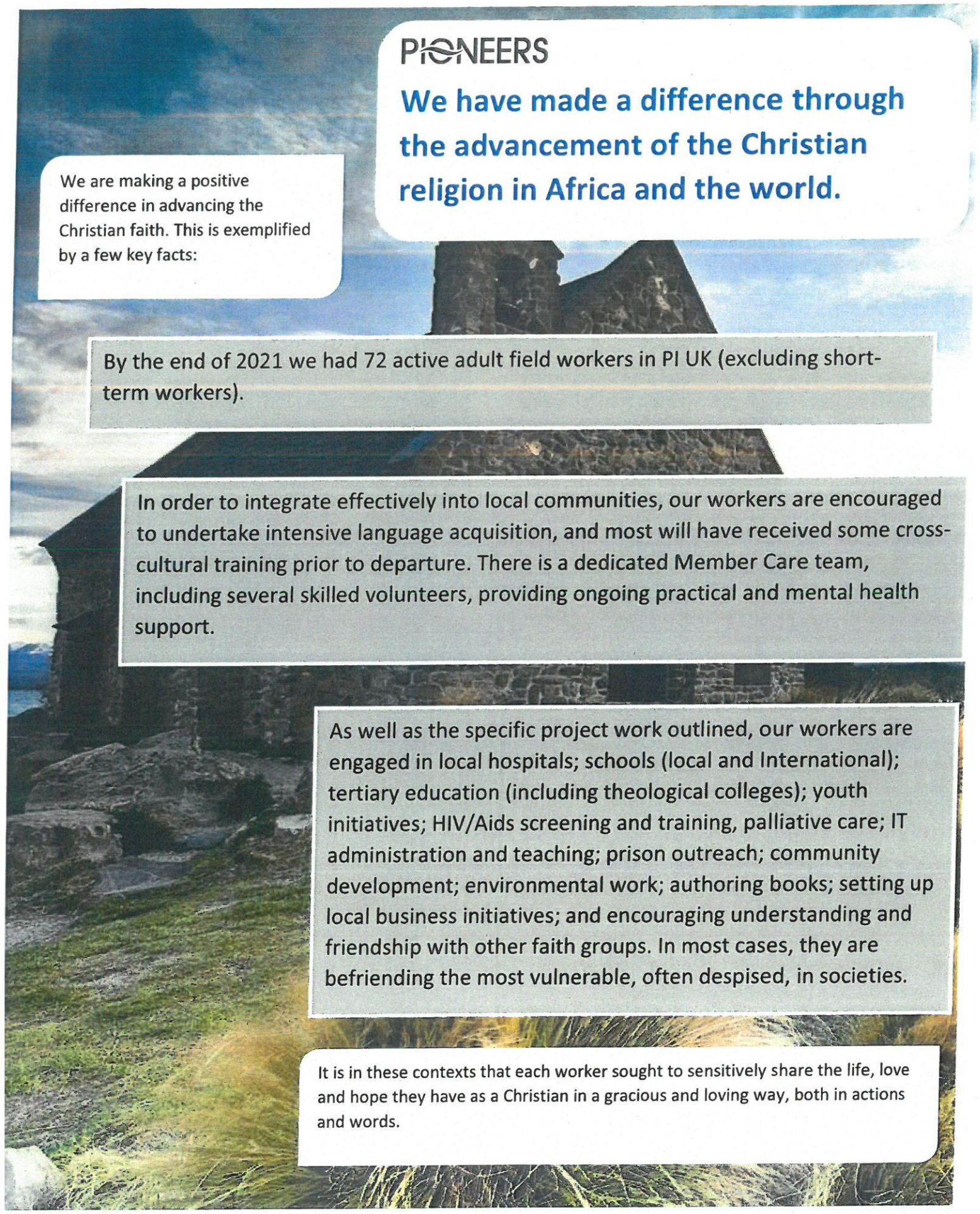


Keep low-income students in their studies at the Theological College of Northern Nigeria.



Help fund a website for isolated young people seeking answers to their heart-felt spiritual questions.

We are very grateful to the trusts who have invested in our work this year and we plan to continue developing these relationships in 2022 so that we may further increase our capacity to nurture positive change in the communities we serve.



PIONEERS

We have made a difference through the advancement of the Christian religion in Africa and the world.

We are making a positive difference in advancing the Christian faith. This is exemplified by a few key facts:

By the end of 2021 we had 72 active adult field workers in PI UK (excluding short-term workers).

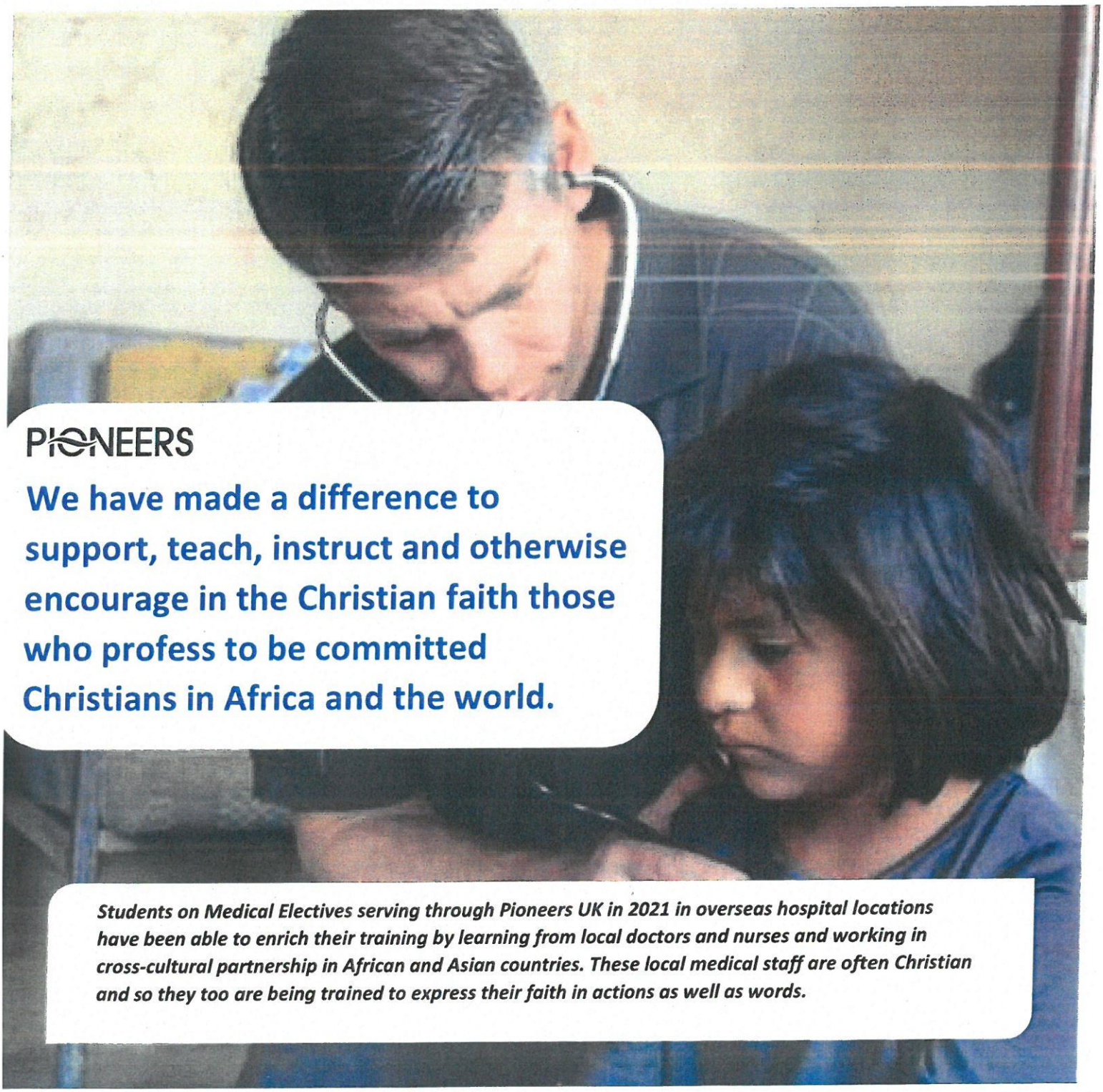
In order to integrate effectively into local communities, our workers are encouraged to undertake intensive language acquisition, and most will have received some cross-cultural training prior to departure. There is a dedicated Member Care team, including several skilled volunteers, providing ongoing practical and mental health support.

As well as the specific project work outlined, our workers are engaged in local hospitals; schools (local and International); tertiary education (including theological colleges); youth initiatives; HIV/Aids screening and training, palliative care; IT administration and teaching; prison outreach; community development; environmental work; authoring books; setting up local business initiatives; and encouraging understanding and friendship with other faith groups. In most cases, they are befriending the most vulnerable, often despised, in societies.

It is in these contexts that each worker sought to sensitively share the life, love and hope they have as a Christian in a gracious and loving way, both in actions and words.

Despite the pandemic, throughout 2021, PI UK maintained and developed excellent working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas, and other agencies through the placement of staff in numerous countries worldwide and by financial support of projects engaged in the holistic wellbeing of local communities.

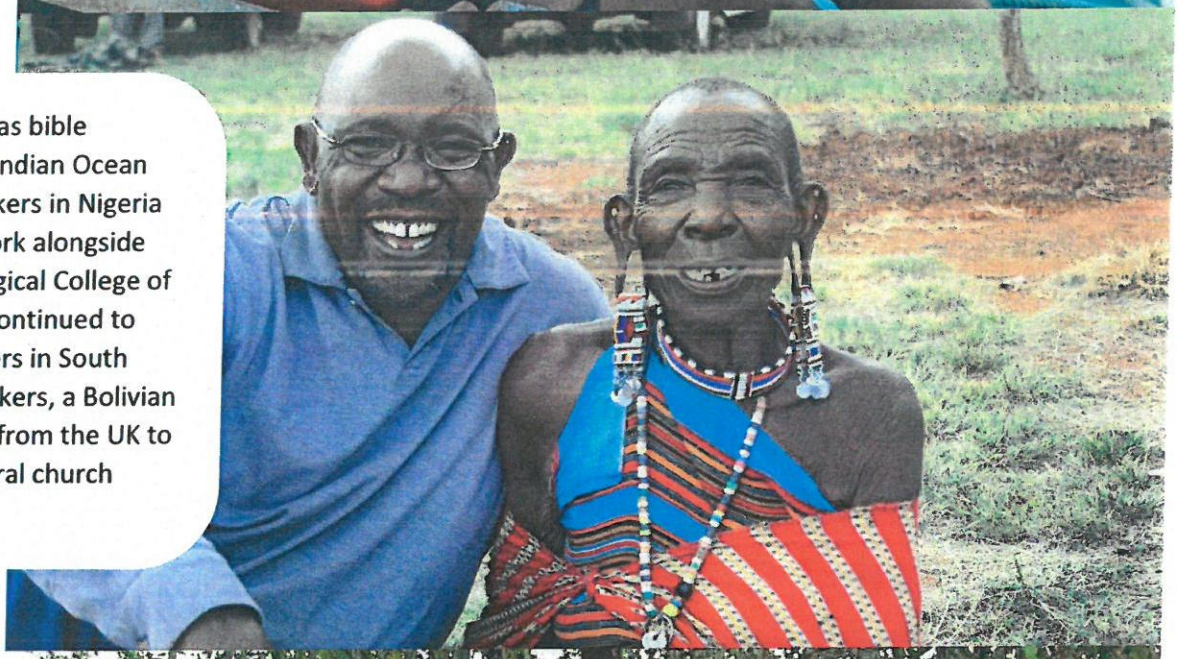
The assessment of outcomes of such work is reinforced with field visits by trustees, the UK Director and base staff from time to time, as finances permit, and regular feedback from the Pioneers International structure of local and regional leadership.



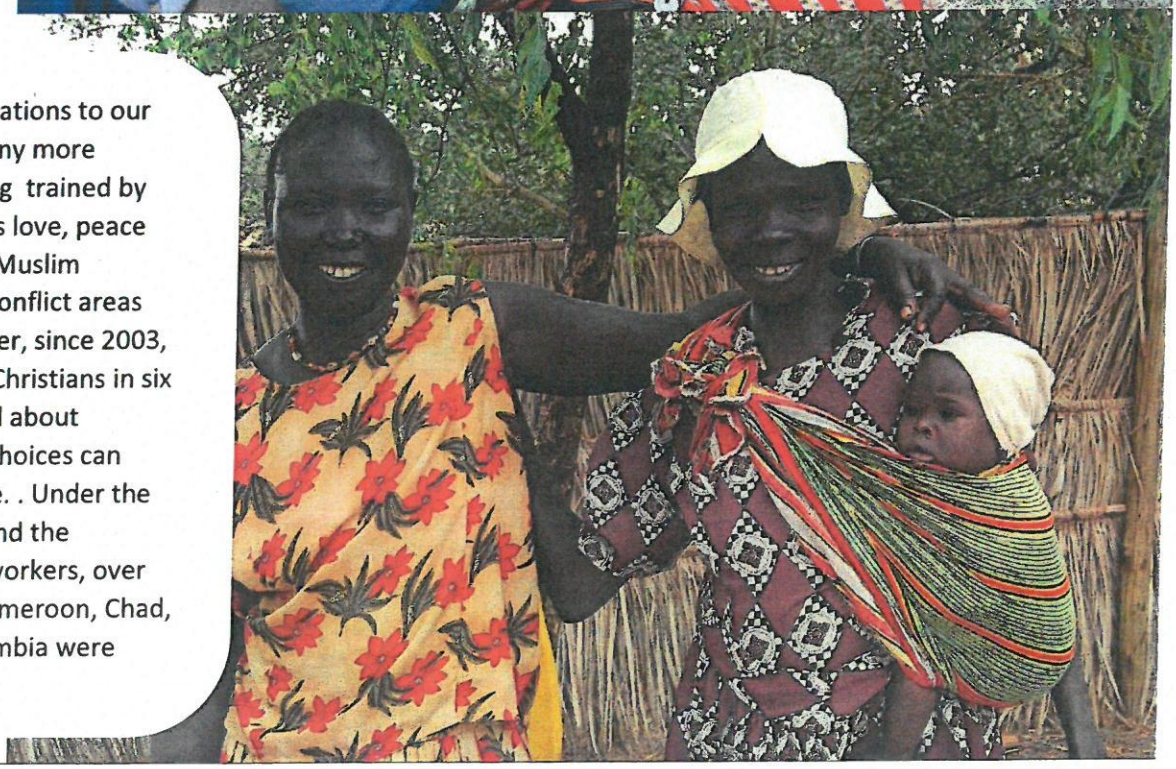
Students on Medical Electives serving through Pioneers UK in 2021 in overseas hospital locations have been able to enrich their training by learning from local doctors and nurses and working in cross-cultural partnership in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.



Many of our workers give many hours of their time sharing their faith to encourage younger or less mature believers. This may be in a formal setting, as teachers or lecturers, or in a less formal setting, as youth workers, sports coaches, medical and lifestyle advisors and local community development workers.



While new workers started as bible teachers in a college in the Indian Ocean region, our established workers in Nigeria continued to lecture and work alongside the managers at the Theological College of Northern Nigeria. Another continued to train Christian school teachers in South East Asia, while our fieldworkers, a Bolivian national, travelled regularly from the UK to support poorly resourced rural church pastors in his homeland.



Thanks to generous UK donations to our Christmas 2021 Appeal, many more Nigerian Christians are being trained by Pioneers workers to express love, peace and humility towards their Muslim neighbours in inter-ethnic conflict areas across the country. Moreover, since 2003, over 175,000 West African Christians in six nations have been educated about HIV/Aids and how lifestyle choices can make them more vulnerable. . Under the banner of Grace and Light and the leadership of our Pioneers workers, over 12,000 people in Nigeria, Cameroon, Chad, Liberia, Sierra Leone and Zambia were tested for Aids in 2021.

PIONEERS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st DECEMBER 2021

PIONEERS

We have made a difference through the promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world.

In 2021, despite the closure of our office during part of the year, staff members and volunteers promoted the needs and opportunities to interested parties, Bible colleges, churches, supporters and donors in the UK. To raise awareness in the UK and beyond, use was made of promotional and resource materials, the internet, social media sites and public meetings. These include special conferences made up of retired, senior missionaries who continue to provide a vital source of spiritual support to the work.

Due to the Covid pandemic, we were not able to offer our usual short-term trips abroad. Typically, these are offered to young people, providing an excellent means for them to get more exposure to the needs of other countries. We also encourage younger people to serve as Interns in our UK based cross-cultural programmes and through the staff team.



6 | 8 | 64 | 19 | 182

applications for long term missions were received	new adult field workers appointed into Pioneers	new people interested in long term or short-term field work asked to be put on to our database.	attended our 'taster' weekend for prospective field workers asked to be put on to our database.	attendees to our webinars – a new feature to our calendar thanks to the changes due to the pandemic asked to be put on to our database.

// Financial Review

The financial results for the company for the year ended 31 December 2021 are set out in the Financial Statements.

The trustees of Pioneers UK are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

// How We Steward Our Finances

Our unrestricted reserves for the year ending 2021 show a balance of £1,910,055 (2021: £1,494,734).

Of which £938,964 is held as an investment with St James place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity needed it. Therefore, this fixed asset is easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of £502,654 (2021: £502,654) which is the direct income from the sale of the previous freehold offices, and is currently set aside for the future purchase of new suitable premises.

The remaining undesignated amount of £1,407.401 (£1,910,055 - £502,654 reserved for the new building) is split into the following:

Our reserve policy which sets out the target reserves level and key principles by which we manage any excesses or deficits are compared to the budget. Our aim is to maintain our reserves at a sufficient level to ensure our financial resilience and sustainability, including protecting us against risk identified in the risk register/policies. We will endeavour to gain the appropriate balance between ensuring a sustainable financial position and using funds to fulfil our charitable activities and mission.

Our policy is to maintain available reserves of over £350,000, which is composed of:

- Contingency Reserves (£205,000)
- Financial Management Reserve (£75,000)
- Strategic Initiatives Fund (£40,000)
- Pension Fund Reserve (£30,000)

We have also set aside £492,031 which are funds received in the 2021 financial year for the work of our missionaries overseas and within the United Kingdom.

We have also set aside an amount of £305,118 as an asset held for the sale of property left to Pioneers UK Ministries as a legacy.

The total amount of £350,000 + £305,118 +£492,031+ £502,654 = £1,649,803 is designated for this purpose.

The remaining £260,252 is in a portfolio of investments designed to yield a 4% return in order to maximise resources both now and ongoing.

// Budget and Costs

In recognition of the amount in investment, we operated on a deficit budget basis during 2021, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.

The underlying unconsolidated position of PIUK on Unrestricted Funds comprised a surplus before gains on investments of £314,631 (2021: £58,673 deficit) and total surplus before gains on investments on all funds for the year of £350,706 (2021: £65,710 deficit). The net surplus after gains on all funds was £462,771 (2021: £57,884 deficit).

The increase in surplus was due to the amount of £305,118 asset held for the sale of property left to Pioneers UK Ministries as a legacy.

During 2021 costs continued to be monitored and controlled well by management. This resulted in an underlying unconsolidated position of PIUK on Unrestricted Funds comprised a Surplus of £417,365

This surplus means we cautiously still able to invest in and encourage an increasing number of missionaries during 2021 and 2022, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2022 financial year.

Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of £87,626 to additional projects supported and championed by PIUK.

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2021. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UK Ministries remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

// Investment Policy And Objectives

During 2014, £1,250,000 was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, £650,000 was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using £500,000 to purchase a new head office for the Charity.

The largest investment held by the charity is the St James Place portfolio, totalling £938,964.35 and this can be withdrawn as Cash, with seven days' notice if the charity needed it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short term investment income.

Trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charities Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

// Reserves Policy

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2021 and stands at £2,103,502 (2021: £1,640,731). Of this, £502,654 has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives.

Pioneers UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management and M&G Investments, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2021. The Board receives an update on its 3 years' Reserves Projection at each Board meeting in the year, as a key aspect of its financial reporting.

The Board had already, in 2021, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, Pioneers UK trustees continue not to budget for any projected legacy income, and instead, where an annual deficit budget is approved, plan that legacy income will be used to offset any deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also help to offset the annual deficit.

The trustees believe that this new divestment and continued policy of a deficit budget rightly uses the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.

// Fundraising Policy

Pioneers UK Ministries is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.

Registered with FUNDRAISING REGULATOR

// Going Concern

The trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.

// Structure, Governance and Management

Pioneers UK is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the Pioneers UK Board are the Directors of the company.

// Organisational Structure / Governance

The Pioneers UK Board is the governing body of trustees, to whom CEO, Reverend Stephen Carling, is accountable. New trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the role and responsibility of trustees.

In 2021 the Board met three times, in addition to the AGM. Two of these on Zoom calls and one in person. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The trustees also held three planned zoom calls in between trustee meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The trustees bring a mix of skills and experience to the governing body, many of whom have had a long and therefore stable association with the work.

// Staffing and Office

The UK office staff team are responsible for the implementation and execution of the policies and strategies and maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 12 FTE. We were very pleased to welcome Chris Burges and Justin Elkins onto the team to develop and progress the work we do amongst students and churches. We have been especially pleased to have employed Harriet Ngugi from Kenya to continue to develop our work among the African Diaspora in the UK. Paul Flack, our Australian Finance manager, moved on to a field appointment with Pioneers and Chris Mukuka (originally from Zambia) has stepped up into this role ... and, during 2021, we have appointed two part-time Finance Assistants to support the work of our finance department. We are very pleased to continue to be a significantly multi-cultural staff team!

// Volunteers

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, on-going support of the present-day work of Pioneers UK Ministries is vital. In 2021 we had help from ten regular volunteers and a few occasional volunteers.

// Key Management Remuneration

Total remuneration paid to key management during the year amounted to £223,135 (2021: £186,445).

This is set by the board of trustees, in consultation with the Director of Pioneers UK. The Director of Pioneers UK then informs and arranges the salaries with the finance Department.

// Risk Management

The Board of trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely exams risk in the following categories: strategic risk, operational risk, personnel risk, financial risk, and reputational risk.

A current operational risk concerns the IT systems, data security, and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Smellie Savage) who provide appropriate solutions. Additionally, we have completed the transitioning of our finance systems to two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

// Data Protection and GDPR

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) which includes the General Data Protection Regulation (GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and supported by a staff member responsible as Data Protection Officer. Pioneers UK Ministries has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy. Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

// Significant Relationships

We continue as a UK national Base for the international Pioneers movement.

During 2021 we continued the significant ministry partnership with the Afro Diaspora Mission Network (ADMiN) approved by the trustees in 2021. This ~~is an~~ Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians into serving African and other people groups across the world is in the final stages of applying for UK charitable status itself. A second objective of ADMiN is to support mobilisation movements in the global south and the trustees of Pioneers UK have approved in 2021 the employment of an Afro-diaspora mobiliser as part of our own Mission's wider mobilisation efforts.

The director hopes to visit Nigeria and the Church of Christ in Nations (COCIN) in October/November 2022 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of the world.

The relationship between Pioneers UK and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between trustees, the two respective directors and staff plus engaging in various joint programmes.

Pioneers UK is a member of Global Connections, formerly the Evangelical Missionary Alliance.

// In Summary

We are very pleased to say that despite the pandemic, Pioneers UK continued to make progress towards its objectives in 2021 as evidenced in the increase of applicants to join the field work, field worker members being sent out to their new workplaces, and a ~~further~~ small net increase of office staff, representing a growing capacity.

We have developed through 2021 a hybrid of virtual and in-person engagement with churches, supporters, and enquirers ... as well as strengthening a hybrid approach to staff team gatherings and resourcing.

Significant relationships with supporters, like-minded organisations and strategic listening has helped to create further network partnership opportunities for growth in each of our objectives.

We are grateful to come out of almost two years of the pandemic with good resources, healthy staff, new opportunities and creative ways to further our work.

We continue to enjoy the benefits of belonging to the wider group of Pioneers International, with additional expertise in mission work being drawn from some 104 countries with staff deployed through this worldwide movement totalling over 3,000 members, involving 227 language groups. We have every reason to look forward to seeing such growth in 2022.

// Future Plans

We remain committed to the promotion of Pioneers in the UK in order to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This includes developing our working relationship with the London-based centre of an international mobilisation agency with experience and resources for the Christian student world as well as continuing a greater collaboration with our sister Pioneers' charity, AWM-Pioneers. The focus will be on developing a shared presence at Christian events and working together in targeted areas of mobilisation. Diaspora ministry will continue and be strengthened.

We will explore developing mutually-supportive relationships with the three African mobilisation offices for Pioneers in Africa.

The trustees' decision to divest some of its money to put into new mobilising projects – especially where this supports global south initiatives - has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.

We continue to explore options in respect to the purchase of a new facility to act as HQ for Pioneers in the years to come.

// Reference and Administrative Details

Registered Company number
02917955 (England and Wales)

Registered Charity number
1037154

Registered office
Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

trustees
Dr J R Hickson - Chairperson
Mr D R Maddock
Mrs C J Register
Mr P J Maddock FCCA
Rev Dr S Jenkins
Dr C Bignell MRCGP
Dr K McConkey MRCGP
Rev Dr S Gordon
Mrs J Barthow
Rev E Aryee
Mr C Clayton

Company Secretary

P J Maddock FCCA

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors
Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers
National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

// Statement of trustees Responsibilities

The trustees (who are also the directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the trustees 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, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on

27/09/2022

and signed on the board's behalf by:

JRHickson

Dr J R Hickson - Chair

REPORT OF THE INDEPENDENT AUDITORS

&

FINANCIAL INFORMATION

REGISTERED COMPANY NUMBER: 02917955 (England and Wales)
REGISTERED CHARITY NUMBER: 1037154

Report of the Trustees and

Financial Statements

for the Year Ended 31 December 2021

for

Pioneers UK Ministries

Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Pioneers UK Ministries

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Report of the Trustees for the Year Ended 31 December 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

It is a pleasure to welcome you to the 2021 Annual Report for Pioneers UK.

I have had the privilege of being the chair of trustees for 5 years now and each year I am astounded by the sacrificial work that is carried out by the staff, members and volunteers associated with the organisation.

2021 has brought ongoing challenges as, along with the rest of the world, we have continued to navigate the complexities of gradually emerging from the global pandemic. I am so pleased that despite this we have continued to innovate and to mobilise Pioneers workers to serve in different countries.

As trustees we continue to appreciate the excellent leadership given to our ever expanding office team by our CEO, Rev Stephen Carling. This has resulted in locally based staff being able reap the benefits of being able to flexibly move back into the office when allowed whilst maintaining the positives of some working from home. Daily Zoom catch up and prayer times have been tremendously helpful to continue leading to greater team inclusion for both remote and office based staff. Sometimes trustees have also been able to join, leading to increased staff and trustee engagement. As trustees we have continued to fulfil our responsibilities by holding board meetings both online and in person as well as being part of working groups and individual connections with staff.

We continue to invest and steward the resources we have in order to fulfil our goals and to that end we plan to significantly streamline our reserves in order to invest funds into visionary field projects. The trustees and staff have also developed a Creation Care policy that we are continuing to expand and develop as we see caring for God's creation as an integral part of our mission.

The trustees hope that we will continue to mobilise many more Christians from the U.K. into mission both here and abroad and to promote a greater vision of God's mission to the world in our churches in the U.K., especially amongst the African diaspora.

I am grateful for each one of our inspiring team who are playing a part in this.

Julie Ruth Hickson
Julie Ruth Hickson (Sep 27, 2022 11:44 GMT+1)

Dr Julie Ruth Hickson - Trustee

Alongside many organisations worldwide, Pioneers found 2021 to be a year full of challenges, just as the previous year had been.

COVID restrictions affecting travel and the work environment meant that we have needed to be creative in the work that God has put before us.

I am therefore pleased to say that, in the face of these difficulties, I have had the privilege of witnessing our field workers - those overseas as well as in needy locations within the UK - and also our hard-working office staff team here in South Yorkshire, adapt and grow to respond to the circumstances around them. As a sending Base team, we saw a continuous flow of enquirers across 2021. Moreover, by being creative in our communications, mentoring and church relationships, we have been able to press on with the recruitment, sending and sustaining of field workers both in the UK and overseas, in the work of the missio Dei.

I am grateful to God that we have been able to forge closer working relationships with the staff team of our sister Charity, AWM-Pioneers and have also established a formal ministry partnership with the Leeds-based Afro Diaspora Mission Network (ADMiN) with whom we share the desire to mobilise people of African heritage in the UK to reach out missionally to their near-neighbour communities and even be open to God calling them in mission to the regions of their ancestors' birth.

Twice-yearly staff training, now a regular feature of our office calendar, has enabled us to not only improve our professional skills but also to become aware of any areas for improvement within the process of supporting people called to mission. We have drawn upon good practice from our sister sending Bases across 6 continents and continue to offer help to emerging sending Bases in whatever way we can to enable them to continue to grow and gain momentum.

We hope that as you read through this report of our 2021 activities, you too will be encouraged and inspired by the worldwide Pioneers mission family and network of mission agencies across the body of Christ within which we work for the sake of God's Kingdom.

On behalf of the Pioneers UK Team



Rev Stephen Carling - CEO

OBJECTIVES AND ACTIVITIES

Objectives and aims

The object of the Charity is to advance the Christian religion in the greater Sudan ("The Sahel"), elsewhere in Africa and throughout the world. To relive persons in need (regardless of their religion or ethnic origin) living in the Sahel, elsewhere in Africa and throughout the world with the object of improving their conditions of life and thereby demonstrating the love of Jesus Christ.

Public benefit

The Trustees are aware of the Charity Commission guidance on Public benefit and this is taken into account when considering the charity's objectives. The Trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.

Who are Pioneers UK?

In 1904 the first four missionaries of the Sudan United Mission were sent by boat from Liverpool to Nigeria, West Africa. They went so as to offer the Christian message, to meet the holistic need of human beings everywhere and to see a national church planted amongst the indigenous peoples of this part of Africa. Over the years, thousands of SUM missionaries have given their lives to medical, agricultural, educational, and social work in Nigeria. As well as the hospitals, schools and colleges, agricultural projects and social initiatives established, a strong and growing national church has been planted which now sends its own missionaries to more and more countries of Africa and beyond.

From the 1990s, the Mission expanded its work to other countries throughout western, northern, central, and eastern Africa; working in conscious partnership with indigenous churches and Christian agencies in these countries.

In 2007, the Mission joined Pioneers and, today, is part of an international Mission family that sends Christian workers from 16 national sending gateways to 103 countries - over 3,200 members worldwide in 340 ministry teams, serving 510 people groups in 287 languages.

Throughout our 115 year history, our core DNA and vision have driven us to remain at the forefront of engagement and development across the world. We have a passion for God and his message of hope for all peoples. We are committed to working in partnership with indigenous churches and seeing the church of Jesus Christ planted and growing for the good of every people group across the world; and we continue to have wide ranging social impact as we holistically serve others in a huge variety of ways to meet material as well as spiritual needs. And ever since 1904, when we tentatively stepped onto those boats to begin a pioneering work in Nigeria, we have continued to support and encourage our members and partners in their passions and vocations in order to fulfil the vision and goals of the organisation.

The goals of Pioneers UK are:

- Advancement of the Christian religion in Africa and the world
- Relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world
- To support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world
- The promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world

These objectives embrace a holistic mission approach that addresses a person's physical, emotional, and spiritual needs, all areas that Jesus addressed in the Christian Gospels.

STRATEGIC REPORT

Achievement and performance

Charitable activities

At Pioneers UK, we are deeply committed to ministering to both the spiritual needs and to the material and 'felt' needs of those with whom we work. Below are some of the highlights that have promoted a fairer, more hopeful society in 2021 through our charitable aims.

We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world by:

Using Business to Provide Employment for the Poor in South East Asia

PI-UK Field Workers in South East Asia have set up a co-operative business revitalising the local chocolate industry. By employing and training over 45 local women and men, our workers have established a manufacturing and wholesale business which is already being managed by local people. Such a business provides family income to send children to school, provide nutritious food and respectable clothing, as well as allowing a money-saving, rather than a subsistence, culture to emerge.

Goats as 'Banks' for the Poorest of Ugandan Women

Widows have very few rights and often their land gets 'grabbed' by relatives when their husband dies, meaning they cannot even grow their own food. A Pioneers UK Field Member serves as Assistant Director within a Ugandan-led charity registered in both Uganda and Scotland. Thanks to a grant from a British charitable trust partnering with Pioneers UK, David and the team have been able to buy many high-quality female goats to act as 'cash cows', quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 100 widows or abandoned women have benefitted from this project since 2021.

Facilitating Education and Nutrition for Poor and Migrant Children

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The Arua area experiences multiple social problems caused by family breakdown, alcohol and drug addiction and a high disease burden. Many children are neglected and many parents and guardians are not able to afford to send their children to school.

Cheka Child, set up by Pioneers UK Field Members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children, selected by local social workers.

In 2021, 28 children were given a place in school who otherwise wouldn't have been able to be there. In 2021 this number increased to 30. In addition, in the face of deepening Covid crisis, the charity's 'Covid Meals' programme provided emergency food packs benefitting nearly 200 children and well over 120 adults.

Tackling Extreme Social Isolation among Refugee Families with Special Needs Members in Cardiff

Migrants living in the UK are at risk of experiencing extreme loneliness and isolation. Migrant parents of children with special needs often find themselves doubly isolated, unable to fit into the mainstream foreign culture because of language barriers and also struggling to find community among their own ethnic group due to their child's needs.
Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events and classes. One service user recently explained, "Because of my son's needs we have felt very isolated. We are so grateful for this help. It makes us feel we belong."

Vital Support Received from Grant-making Trusts

In addition to the social impact of our ongoing projects, we are delighted to report that our income from grant-making trusts in 2021 allowed us to provide a number of one-off needs-based grants through our project partners. Our grant income was used, for example, to:

- Support isolated Asian women and their families in Northern England through regular home visits and formal English lessons to enable them to better integrate into their community.
- Supply new project equipment for our Cardiff-based programme which promotes the integration of migrant children with learning disabilities and their families into local communities and which combats the risk of severe social isolation.
- Help fund a large-scale peace and reconciliation project in northern Nigeria between Muslim and Christian communities caught up in the violence and hostage-taking, which is often fuelled by inter-faith friction and extremists.

- Sustain hardship funds for students of the Theological College of Northern Nigeria.

We are very grateful to the trusts who have invested in our work this year and we plan to continue developing these relationships in 2022 so that we may further increase our capacity to nurture positive change in the communities we serve.

We have made a difference through the advancement of the Christian religion in Africa and the world by:

We are making a positive difference in advancing the Christian faith. This is exemplified by a few key facts:

- By the end of 2021 we had 72 active adult field workers in Pioneers UK (excluding short-term workers).
- In order to integrate effectively into local communities, our workers are encouraged to undertake intensive language acquisition, and most will have received some cross-cultural training prior to departure. There is a dedicated Member Care team, including several skilled volunteers, providing ongoing practical and mental health support.
- As well as the specific project work outlined, our workers are engaged in local hospitals; schools (local and International); tertiary education (including theological colleges); youth initiatives; HIV/Aids screening and training, palliative care; IT administration and teaching; prison outreach; community development; environmental work; authoring books; setting up local business initiatives; and encouraging understanding and friendship with other faith groups. In most cases, they are befriending the most vulnerable, often despised, in societies.

It is in these contexts that each worker sought to sensitively share the life, love and hope they have as a Christian in a gracious and loving way, both in actions and words.

Despite the pandemic, throughout 2021, PI UK maintained and developed excellent working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas, and other agencies through the placement of staff in numerous countries worldwide and by financial support of projects engaged in the holistic wellbeing of local communities.

The assessment of outcomes of such work is reinforced with field visits by trustees, the UK Director and base staff from time to time, as finances permit, and regular feedback from the Pioneers International structure of local and regional leadership.

We have made a difference to support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world by:

Students on Medical Electives serving through Pioneers UK in 2021 in overseas hospital locations have been able to enrich their training by learning from local doctors and nurses and working in cross-cultural partnership in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.

Many of our workers give many hours of their time sharing their faith to encourage younger or less mature believers. This may be in a formal setting, as teachers or lecturers, or in a less formal setting, as youth workers, sports coaches, medical and lifestyle advisors and local community development workers.

While new workers started as bible teachers in a college in the Indian Ocean region, our established workers in Nigeria continued to lecture and work alongside the managers at the Theological College of Northern Nigeria. Another continued to train Christian school teachers in South East Asia, while our fieldworkers, a Bolivian national, travelled regularly from the UK to support poorly resourced rural church pastors in his homeland.

Thanks to generous UK donations to our Christmas 2021 Appeal, many more Nigerian Christians are being trained by Pioneers workers to express love, peace and humility towards their Muslim neighbours in inter-ethnic conflict areas across the country. Moreover, since 2003, over 175,000 West African Christians in six nations have been educated about HIV/Aids and how lifestyle choices can make them more vulnerable. Under the banner of Grace and Light and the leadership of our Pioneers workers, over 12,000 people in Nigeria, Cameroon, Chad, Liberia, Sierra Leone and Zambia were tested for Aids in 2021.

We have made a difference through the promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world by:

In 2021, despite the closure of our office during part of the year, staff members and volunteers promoted the needs and opportunities to interested parties, Bible colleges, churches, supporters and donors in the UK. To raise awareness in the UK and beyond, use was made of promotional and resource materials, the internet, social media sites and public meetings. These include special conferences made up of retired, senior missionaries who continue to provide a vital source of spiritual support to the work.

Due to the Covid pandemic, we were not able to offer our usual short-term trips abroad. Typically, these are offered to young people, providing an excellent means for them to get more exposure to the needs of other countries. We also encourage younger people to serve as Interns in our UK based cross-cultural programmes and through the staff team.

The result of these efforts is shown in our 2021 statistics:

- 6 applications for long term missions were received.
- 8 new adult field workers appointed into Pioneers.
- 64 new people interested in long term or short-term field work asked to be put on onto our database.
- 19 attended our 'taster' weekend for prospective field workers asked to be put on onto our database.
- 182 attendees to our webinars - a new feature to our calendar thanks to the changes due to the pandemic asked to be put on onto our database.

STRATEGIC REPORT

Financial review

Financial position

The financial results for the company for the year ended 31 December 2021 are set out in the Financial Statements.

The Trustees of Pioneers UK are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

How We Steward Our Finances

Our unrestricted reserves for the year ending 2021 show a balance of £1,910,052 (2020: £1,494,734) of which £943,670 is held as an investment with St James place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity needed it. Therefore, this fixed asset is easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of £502,654 (2020: £502,654) which is the direct income from the sale of the previous freehold offices, and is currently set aside for the future purchase of new suitable premises.

The remaining undesignated amount of £1,407,398 (£1,910,052 - £502,654 reserved for the new building) is split into the following:

- Our reserve policy which sets out the target reserves level and key principals by which we manage any excesses or deficits are compared to the budget. Our aim is to maintain our reserves at a sufficient level to ensure our financial resilience and sustainability, including protecting us against risk identified in the risk register/policies. We will endeavour to gain the appropriate balance between ensuring a sustainable financial position and using funds to fulfil our charitable activities and mission.Our policy is to maintain available reserves of over £350,000, which is composed of:

  - Contingency Reserves (£205,000)
  - Financial Management Reserve (£75,000)
  - Strategic Initiatives Fund (£40,000)
  - Pension Fund Reserve (£30,000)

- We have also set aside £492,031 which are funds received in the 2021 financial year for the work of our missionaries overseas and within the United Kingdom.

- The trustees have also set aside an amount of £305,118 as an asset held for the sale of property left to Pioneers UK Ministries as a legacy. The total amount of £350,000 + £305,118 +£492,031+ £502,654 = £1,649,803 is set for this purpose. These items are not formally designated, they are spending aims to be met by current and future funding received.

The remaining £260,252 is in a portfolio of investments designed to yield a 4% return in order to maximise resources both now and ongoing.

Budget And Costs

In recognition of the amount in investment, we operated on a deficit budget basis during 2021, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.
The underlying unconsolidated position of PIUK on Unrestricted Funds comprised a surplus before gains on investments of £314,630 (2020: £58,673 deficit) and total surplus before gains on investments on all funds for the year of £350,706 (2020: £65,710 deficit). The net surplus after gains on all funds was £462,771 (2020: £57,884 deficit). The increase in surplus was due to the amount of £305,118 asset held for the sale of property left to Pioneers UK Ministries as a legacy.

During 2021 costs continued to be monitored and controlled well by management. This resulted in an underlying unconsolidated position of PIUK on Unrestricted Funds comprised a Surplus of £417,364 before transfers.

This surplus means we cautiously still able to invest in and encourage an increasing number of missionaries during 2021 and 2022, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2022 financial year. Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of £105,478 to additional projects supported and championed by PIUK.

STRATEGIC REPORT

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2021. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UK Ministries remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

Fundraising policy

Pioneers UK Ministries is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.

Investment policy and objectives

During 2014, £1,250,000 was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, £650,000 was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using £500,000 to purchase a new head office for the Charity.

The largest investment held by the charity is the St James Place portfolio, totalling £943,670 and this can be withdrawn as Cash, with seven days' notice if the charity needed it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short term investment income.

Trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charities Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

Reserves policy

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2021 and stands at £2,103,502 (2020: £1,640,731). Of this, £502,654 has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives.

Pioneers UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management and M&G Investments, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2021. The Board receives an update on its 3 years' Reserves Projection at each Board meeting in the year, as a key aspect of its financial reporting.

The Board had already, in 2021, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, Pioneers UK trustees continue not to budget for any projected legacy income, and instead, where an annual deficit budget is approved, plan that legacy income will be used to offset any deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also help to offset the annual deficit.

The trustees believe that this new divestment and continued policy of a deficit budget rightly uses the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.

Going concern

The Trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.

STRATEGIC REPORT

Financial review

Data Protection and GDPR

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) which includes the General Data Protection Regulation (GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and supported by a staff member responsible as Data Protection Officer. Pioneers UK Ministries has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy. Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

Future plans

We remain committed to the promotion of Pioneers in the UK in order to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This includes developing our working relationship with the London-based centre of an international mobilisation agency with experience and resources for the Christian student world as well as continuing a greater collaboration with our sister Pioneers' charity, AWM-Pioneers. The focus will be on developing a shared presence at Christian events and working together in targeted areas of mobilisation. Diaspora ministry will continue and be strengthened.

We will explore developing mutually-supportive relationships with the three African mobilisation offices for Pioneers in Africa.

The trustees' decision to divest some of its money to put into new mobilising projects - especially where this supports global south initiatives - has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.
We continue to explore options in respect to the purchase of a new facility to act as HQ for Pioneers in the years to come.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

PI UK is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the PI UK Board are the Directors of the company.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

Governance

The Pioneers UK Board is the governing body of trustees, to whom CEO, Reverend Stephen Carling, is accountable. New trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the role and responsibility of trustees.

In 2021 the Board met three times, in addition to the AGM. Two of these on Zoom calls and one in person. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The trustees also held three planned zoom calls in between trustee meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The trustees bring a mix of skills and experience to the governing body, many of whom have had a long and therefore stable association with the work.

Staffing and Office

The UK office staff team are responsible for the implementation and execution of the policies and strategies and maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 12 FTE. We were very pleased to welcome Chris Burges and Justin Elkins onto the team to develop and progress the work we do amongst students and churches. We have been especially pleased to have employed Harriet Ngugi from Kenya to continue to develop our work among the African Diaspora in the UK. Paul Flack, our Australian Finance manager, moved on to a field appointment with Pioneers and Chris Mukuka (originally from Zambia) has stepped up into this role and, during 2021, we have appointed two part-time Finance Assistants to support the work of our finance department. We are very pleased to continue to be a significantly multi-cultural staff team!

Volunteers

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, on-going support of the present-day work of Pioneers UK Ministries is vital. In 2021 we had help from ten regular volunteers and a few occasional volunteers.

Key management remuneration

Total remuneration paid to key management during the year amounted to £223,135 (2020: £186,445).

This is set by the board of trustees, in consultation with the Director of Pioneers UK. The Director of Pioneers UK then informs and arranges the salaries with the finance Department.

Risk management

The Board of trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely exams risk in the following categories: strategic risk, operational risk, personnel risk, financial risk, and reputational risk.

A current operational risk concerns the IT systems, data security, and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Smellie Savage) who provide appropriate solutions. Additionally, we have completed the transitioning of our finance systems to two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Significant Relationships

We continue as a UK national Base for the international Pioneers movement.

During 2021 we continued the significant ministry partnership with the Afro Diaspora Mission Network (ADMiN) approved by the trustees in 2021. This is an Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians into serving African and other people groups across the world is in the final stages of applying for UK charitable status itself. A second objective of ADMiN is to support mobilisation movements in the global south and the trustees of Pioneers UK have approved in 2021 the employment of an Afro-diaspora mobiliser as part of our own Mission's wider mobilisation efforts.

The director hopes to visit Nigeria and the Church of Christ in Nations (COCIN) in October/November 2022 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of the world.

The relationship between Pioneers UK and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between trustees, the two respective directors and staff plus engaging in various joint programmes.

Pioneers UK is a member of Global Connections, formerly the Evangelical Missionary Alliance.

In Summary

We are very pleased to say that despite the pandemic, Pioneers UK continued to make progress towards its objectives in 2021 as evidenced in the increase of applicants to join the field work, field worker members being sent out to their new workplaces, and a further small net increase of office staff, representing a growing capacity.

We have developed through 2021 a hybrid of virtual and in-person engagement with churches, supporters, and enquirers as well as strengthening a hybrid approach to staff team gatherings and resourcing.

Significant relationships with supporters, like-minded organisations and strategic listening has helped to create further network partnership opportunities for growth in each of our objectives.

We are grateful to come out of almost two years of the pandemic with good resources, healthy staff, new opportunities and creative ways to further our work.

We continue to enjoy the benefits of belonging to the wider group of Pioneers International, with additional expertise in mission work being drawn from some 104 countries with staff deployed through this worldwide movement totalling over 3,000 members, involving 227 language groups. We have every reason to look forward to seeing such growth in 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02917955 (England and Wales)

Registered Charity number
1037154

Registered office
Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

Trustees
Dr C J Bignell
Dr J R Hickson
Rev S D Jenkins
D R Maddock
P J Maddock
Mrs C J Register
Dr K J McConkey
Rev Dr S Gordon
Ms J Barthow
E Aryee
C Clayton

Company Secretary
P J Maddock

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors
Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers
National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

Key Management Personnel

Stephen Carling	CEO
Lois Fenton Smith	HR Manager
Steve Ludwig	Mobilisation Manager
Graeme Simpson	Member Care Manager
Amanda Hill	Communications Manager
Mark Cook	Developments Manager
Chris Mukuka	Finance Manager

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the Trustees 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, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 27 September 2022 and signed on the board's behalf by:

Julie Ruth Hickson
Julie Ruth Hickson (Sep 27, 2022 11:44 GMT+1)

Dr J R Hickson - Trustee

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Opinion

We have audited the financial statements of Pioneers UK Ministries (the 'charitable company') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 31 December 2021 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 Auditors' 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. 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 the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

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 Report of the Independent Auditors.

Pioneers UK Ministries

Statement of Financial Activities for the Year Ended 31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	1,598,716	105,478	1	1,704,195	1,174,237
Other trading activities	4	124,595	-	-	124,595	112,644
Investment income	5	11,229	-	-	11,229	12,973
Other income		2,177	-	-	2,177	1,060
Total		1,736,717	105,478	1	1,842,196	1,300,914
EXPENDITURE ON						
Raising funds	6	49,630	-	-	49,630	49,386
Charitable activities	7					
UK Ministries		445,370	-	-	445,370	409,427
Overseas Ministries		496,195	-	-	496,195	448,764
Support of projects		1,994	69,403	-	71,397	57,437
Infrastructure		428,898	-	-	428,898	401,610
Total		1,422,087	69,403	-	1,491,490	1,366,624
Net gains on investments		102,734	-	9,331	112,065	7,826
NET INCOME/(EXPENDITURE)		417,364	36,075	9,332	462,771	(57,884)
Transfers between funds	19	(2,046)	2,046	-	-	-
Net movement in funds		415,318	38,121	9,332	462,771	(57,884)
RECONCILIATION OF FUNDS						
Total funds brought forward		1,494,734	87,626	58,371	1,640,731	1,698,615
TOTAL FUNDS CARRIED FORWARD		1,910,052	125,747	67,703	2,103,502	1,640,731

The notes form part of these financial statements

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Use of our report

This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Colcomb
Paul Colcomb (Sep 27, 2022 11:54 GMT+1)

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

27 September 2022

Balance Sheet
31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS						
Tangible assets	14	6,044	-	-	6,044	3,835
Investments						
Investments	15	945,183	-	67,700	1,012,883	905,525
Investment property	16	179,100	-	-	179,100	179,100
		1,130,327	-	67,700	1,198,027	1,088,460
CURRENT ASSETS						
Debtors	17	332,808	-	-	332,808	26,866
Cash at bank and in hand		478,395	125,747	3	604,145	554,427
		811,203	125,747	3	936,953	581,293
CREDITORS						
Amounts falling due within one year	18	(31,478)	-	-	(31,478)	(29,022)
NET CURRENT ASSETS		779,725	125,747	3	905,475	552,271
TOTAL ASSETS LESS CURRENT LIABILITIES		1,910,052	125,747	67,703	2,103,502	1,640,731
NET ASSETS		1,910,052	125,747	67,703	2,103,502	1,640,731
FUNDS	19					
Unrestricted funds					1,910,052	1,494,734
Restricted funds					125,747	87,626
Endowment funds					67,703	58,371
TOTAL FUNDS					2,103,502	1,640,731

The financial statements were approved by the Board of Trustees and authorised for issue on 27 September 2022 and were signed on its behalf by:

Julie Ruth Hickson
Julie Ruth Hickson (Sep 27, 2022 11:44 GMT+1)

J R Hickson - Trustee

The notes form part of these financial statements

Pioneers UK Ministries

Cash Flow Statement
for the Year Ended 31 December 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	47,601	(23,325)
Net cash provided by/(used in) operating activities		47,601	(23,325)
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,624)	(4,157)
Sale of fixed asset investments		4,706	4,171
Interest received		1,035	1,817
Net cash provided by investing activities		2,117	1,831
Change in cash and cash equivalents in the reporting period		49,718	(21,494)
Cash and cash equivalents at the beginning of the reporting period		554,427	575,921
Cash and cash equivalents at the end of the reporting period		604,145	554,427

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 December 2021

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	462,771	(57,884)
Adjustments for:		
Depreciation charges	1,415	1,618
Gain on investments	(112,065)	(7,826)
Interest received	(1,035)	(1,817)
(Increase)/decrease in debtors	(305,942)	43,417
Increase/(decrease) in creditors	2,457	(833)
Net cash provided by/(used in) operations	47,601	(23,325)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.21 £	Cash flow £	At 31.12.21 £
Net cash			
Cash at bank and in hand	554,427	49,718	604,145
	554,427	49,718	604,145
Total	554,427	49,718	604,145

The notes form part of these financial statements

1. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee registered in England and Wales. Details of the company number and registered office can be found in the reference and administration section of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The trustees have taken advantage of Section 405 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS102) to not prepare consolidated financial statements as the subsidiary (Action Partners Corporation) is not material for the purpose of giving a true and fair view.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs
Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly in relation to the charitable activities and;

- expenditure incurred in the governance of the charity. This expenditure includes audit fees, certain legal and professional fees and a proportion of management costs considered to be related to governance issues.

Expenditure includes attributable VAT which cannot be recovered.

In the year, the Trustees decided to adopt a more specific allocation method to head office costs. It was decided that 90% of costs would be allocated to general support costs with the remaining 10% allocated to the costs associated with raising funds.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost

Investment property
Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

Taxation
The charity is exempt from corporation tax on its charitable activities.

continued...

2. ACCOUNTING POLICIES - continued

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Fixed asset investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	1,275,070	1,084,049
Legacies	429,125	90,188
	1,704,195	1,174,237

	2021 Unrestricted funds £	2021 Restricted funds £	2021 Total £	2020 Total £
Donations:				
UK Ministries	406,338	-	406,338	378,273
Overseas Ministries	459,065	-	459,065	470,195
Support of projects	-	105,478	105,479	40,173
Infrastructure	304,190	-	304,190	195,408
	1,169,593	105,478	1,275,071	1,084,049
Legacies	429,125	-	429,125	90,188
	1,598,718	105,478	1,704,196	1,174,237

4. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Admin fee income	124,595	112,644

5. INVESTMENT INCOME

	2021	2020
	£	£
Rents received	8,465	9,826
Investment income	1,729	1,330
Deposit account interest	1,035	1,817
	11,229	12,973

continued...

6. RAISING FUNDS

Raising donations and legacies

	2021	2020
	£	£
Staff costs	22,531	22,234
Travel	64	231
Rates and water	2,887	2,933
Insurance	130	131
Telephone	64	108
Postage and stationery	1,233	1,141
Sundries	4,881	5,692
Promotions activity	338	392
Travel	219	168
Internet/email	306	258
Books / literature	-	4
Computer support	729	660
Photocopier	37	100
Staff training	758	328
Staff conference	452	40
Office equipment support	776	350
Bank charges	502	452
Supporter costs	-	53
Fundraising costs	-	252
Depreciation	367	868
	36,274	36,395

Other trading activities

	2021	2020
	£	£
Staff costs - mobilisation	8,415	8,634
Trustees' expenses	235	184
	8,650	8,818

Investment management costs

	2021	2020
	£	£
Portfolio management	4,706	4,173
Aggregate amounts	49,630	49,386

continued...

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
UK Ministries	445,370	-	-	445,370
Overseas Ministries	495,320	-	875	496,195
Support of projects	-	71,397	-	71,397
Infrastructure	63,093	-	365,805	428,898
	1,003,783	71,397	366,680	1,441,860

8. GRANTS PAYABLE

	2021	2020
	£	£
Support of projects	71,397	57,437

The total grants paid to institutions during the year was as follows:

	2021	2020
	£	£
2020	-	57,437
2021	71,397	-
	71,397	57,437

The following Institutions were the recipients of the grants made during the year:

	2021	2020
	£	£
Pioneers Europe	11,100	5,536
Pioneers UK	36,162	12,290
Pioneers Nigeria	7,687	15,188
Pioneers Dem Rep Congo	-	2,695
Pioneers Kenya	2,858	2,332
Pioneers Uganda	3,666	9,169
Pioneers Ghana	1,120	-
Pioneers Nepal	5,000	-
Pioneers South Kosovo	1,809	-
Pioneers overseas	1,995	10,227
	71,397	57,437

9. SUPPORT COSTS

	Finance	Human resources	Head office
	£	£	£
Overseas Ministries	-	854	-
Infrastructure	125,845	67,101	61,264
	125,845	67,955	61,264

continued...

9. SUPPORT COSTS - continued

	Mobilisation	Governance costs	Totals
	£	£	£
Overseas Ministries	-	21	875
Infrastructure	77,066	34,529	365,805
	77,066	34,550	366,680

Support costs

Support costs, included in the above, are as follows:

Finance

	2021 Infrastructure	2020 Total activities
	£	£
Wages	91,857	90,690
Social security	7,875	7,763
Pensions	9,528	7,019
Sundries	12,063	3,677
Bank charges	4,522	4,066
	125,845	113,215

Human resources

	Overseas Ministries	Infrastructure	2021 Total activities	2020 Total activities
	£	£	£	£
Wages	-	50,114	50,114	49,992
Social security	-	4,505	4,505	4,788
Pensions	-	6,588	6,588	5,944
Telephone	-	577	577	975
Sundries	-	5,067	5,067	20,024
Travel	854	250	1,104	650
	854	67,101	67,955	82,373

Head office

	2021 Infrastructure	2020 Total activities
	£	£
Rates and water	25,986	26,395
Insurance	2,371	2,546
Postage and stationery	4,998	6,199
IT expenses	9,313	8,259
Staff training	6,822	2,635
Staff conferences	4,788	356
Repairs and renewals	6,986	3,154
	61,264	49,544

continued...

9. SUPPORT COSTS - continued

Mobilisation

	2021 Infrastructure £	2020 Total activities £
Wages	64,060	67,173
Social security	4,392	5,131
Pensions	7,278	5,590
Travel	871	864
Promotions activity	465	360
	77,066	79,118

Governance costs

	Overseas Ministries £	Infrastructure £	2021 Total activities £	2020 Total activities £
Trustees' expenses	21	4,454	4,475	3,035
Auditors' remuneration	-	12,024	12,024	10,953
Auditors' remuneration for non audit work	-	1,800	1,800	1,217
Legal and professional fees	-	3,144	3,144	4,381
Conference	-	3,762	3,762	3,070
Membership/subscriptions	-	9,345	9,345	2,207
	21	34,529	34,550	24,863

10. NET INCOME/(EXPENDITURE)

	2021 £	2020 £
Depreciation	1,174	1,278
Travel	2,830	2,617

11. AUDITORS' REMUNERATION

	2021 £	2020 £
Fees payable to the charity's auditors and their associates for the audit of the charity's financial statements	12,024	10,953
Auditors' remuneration for non audit work	1,800	1,217

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Trustees' expenses

During the year trustees were reimbursed a total £2,276 (2020: £3,219) for expenses.

continued...

13. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	779,180	766,901
Social security costs	45,516	45,227
Other pension costs	81,180	72,739
	905,876	884,867

The average monthly number of employees during the year was as follows:

	2021	2020
Overseas and city ministries staff	39	41
UK office	12	12
	51	53

No employees received emoluments in excess of £60,000.

The staff costs include all head office employees and members in the United Kingdom and overseas.

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings
	£
COST	
At 1 January 2021	4,580
Additions	3,624
At 31 December 2021	8,204
DEPRECIATION	
At 1 January 2021	745
Charge for year	1,415
At 31 December 2021	2,160
NET BOOK VALUE	
At 31 December 2021	6,044
At 31 December 2020	3,835

15. FIXED ASSET INVESTMENTS

	Listed investments
	£
MARKET VALUE	
At 1 January 2021	905,525
Disposals	(4,706)
Revaluations	112,064
At 31 December 2021	1,012,883
NET BOOK VALUE	
At 31 December 2021	1,012,883
At 31 December 2020	905,525

At 31 December 2021 there were £364,257 (2020: £300,173) of assets invested outside the UK.

continued...

19. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund	852,041	417,364	137,993	1,407,398
Designated	140,039	-	(140,039)	-
Property fund	502,654	-	-	502,654
	1,494,734	417,364	(2,046)	1,910,052
Restricted funds				
UK	-	1,636	-	1,636
Burkina Faso	4,299	-	-	4,299
Cameroon	2,954	-	-	2,954
Chad	51	-	-	51
Ethopia	56	-	-	56
Nigeria	12,154	10,704	-	22,858
Kenya	812	(2,858)	2,046	-
Sudan	5,673	-	-	5,673
Pioneers Europe	41,810	(11,101)	-	30,709
Sundry	13,927	1,153	-	15,080
Uganda	-	1,572	-	1,572
USA	723	-	-	723
Nepal	1,522	36,778	-	38,300
Egypt	880	-	-	880
Kosovo	2,603	(1,809)	-	794
Bosnia	162	-	-	162
	87,626	36,075	2,046	125,747
Endowment funds				
The Simmonds bequest	2,595	346	-	2,941
The Sidmouth bequest	55,776	8,986	-	64,762
	58,371	9,332	-	67,703
TOTAL FUNDS	1,640,731	462,771	-	2,103,502

continued...

15. FIXED ASSET INVESTMENTS - continued

Cost or valuation at 31 December 2021 is represented by:

	Listed investments £
Valuation in 2021	107,358
Cost	905,525
	1,012,883

16. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2021 and 31 December 2021	179,100
NET BOOK VALUE	
At 31 December 2021	179,100
At 31 December 2020	179,100

In October 2018, the investment property was valued at £179,100 (namely £89,550 each).

The directors have reviewed the properties as at 31 December 2021 and believe that the valuation still reflects the current fair value.

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	332,808	26,866

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	-	203
Social security and other taxes	11,625	10,655
Other creditors	4,424	496
Accrued expenses	15,429	17,668
	31,478	29,022

continued...

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,736,717	(1,422,087)	102,734	417,364
Restricted funds				
UK	37,798	(36,162)	-	1,636
Nigeria	18,391	(7,687)	-	10,704
Kenya	-	(2,858)	-	(2,858)
Pioneers Europe	-	(11,101)	-	(11,101)
Sundry	1,153	-	-	1,153
Uganda	6,358	(4,786)	-	1,572
Nepal	41,778	(5,000)	-	36,778
Kosovo	-	(1,809)	-	(1,809)
	105,478	(69,403)	-	36,075
Endowment funds				
The Simmonds bequest	-	-	346	346
The Sidmouth bequest	1	-	8,985	8,986
	1	-	9,331	9,332
TOTAL FUNDS	1,842,196	(1,491,490)	112,065	462,771

continued...

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Unrestricted funds				
General fund	899,870	(45,272)	(2,557)	852,041
Designated	140,039	-	-	140,039
Property fund	502,654	-	-	502,654
	1,542,563	(45,272)	(2,557)	1,494,734
Restricted funds				
UK	-	(571)	571	-
Burkina Faso	4,299	-	-	4,299
Cameroon	2,754	200	-	2,954
Chad	51	-	-	51
Dem Rep Congo	1,860	(2,282)	422	-
Ethopia	56	-	-	56
India	-	(1,000)	1,000	-
Nigeria	14,392	(2,238)	-	12,154
Kenya	125	687	-	812
Sudan	5,673	-	-	5,673
Pioneers Europe	47,346	(5,536)	-	41,810
Sundry	13,927	-	-	13,927
Uganda	853	(1,417)	564	-
USA	-	723	-	723
Nepal	770	752	-	1,522
Egypt	-	880	-	880
Kosovo	-	2,603	-	2,603
Bosnia	-	162	-	162
	92,106	(7,037)	2,557	87,626
Endowment funds				
The Simmonds bequest	3,139	(544)	-	2,595
The Sidmouth bequest	60,807	(5,031)	-	55,776
	63,946	(5,575)	-	58,371
TOTAL FUNDS	1,698,615	(57,884)	-	1,640,731

continued...

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,260,741	(1,319,414)	13,401	(45,272)
Restricted funds				
UK	11,719	(12,290)	-	(571)
Cameroon	200	-	-	200
Dem Rep Congo	413	(2,695)	-	(2,282)
India	(1,000)	-	-	(1,000)
Nigeria	12,950	(15,188)	-	(2,238)
Kenya	3,019	(2,332)	-	687
Pioneers Europe	-	(5,536)	-	(5,536)
Uganda	7,752	(9,169)	-	(1,417)
USA	723	-	-	723
Nepal	752	-	-	752
Egypt	880	-	-	880
Kosovo	2,603	-	-	2,603
Bosnia	162	-	-	162
	40,173	(47,210)	-	(7,037)
Endowment funds				
The Simmonds bequest	-	-	(544)	(544)
The Sidmouth bequest	-	-	(5,031)	(5,031)
	-	-	(5,575)	(5,575)
TOTAL FUNDS	1,300,914	(1,366,624)	7,826	(57,884)

DETAILS OF FUNDS HELD BY THE CHARITY

Designated Funds
These are funds set aside from general funds by trustees for specific projects within the UK and overseas. . As these are unrestricted funds the designated funds can be transferred back into the general fund at the wish of the Trustees. As at 31 December 2021, the Trustees have decided to transfer these funds back to the general fund.

Property Fund
The property fund is a designated fund created for the future purchase of offices for the charity.

Restricted Funds:
These are funds that can only be used for a specific purpose as determined by the donor. By recording them as such the donor can be assured that their use will only be for the purpose specified by them.

Country Specific Funds
Restricted funds for specific countries have arisen following missionaries fundraising for their trips or from donors who have given monies for use in certain countries or on certain projects.

Pioneers Europe
This restricted fund has arisen from funds generated by Pioneers Europe for use in Europe but is held by the charity.

Endowment funds:
Endowment funds are funds held from the Simmonds and Sidmouth bequest, which under a Charity Commission ruling, cannot be sold unless they agree to the sale. Dividends come into general funds.

continued...

19. MOVEMENT IN FUNDS - continued

Transfers between funds

At the year end, a transfer from the Designated Fund of £140,039 was made to the general fund. The Designated Fund was historically set up for specific projects relating to the UK and overseas. For ease of internal reporting, the Trustees have decided to bring the full balance in to the general fund as their budget for specific projects changes regularly depending on the level of funding received.

All other transfers between funds relate to the support from general funds of the overspend on restricted funds.

20. RELATED PARTY DISCLOSURES

During the year 1 Key management personnel were reimbursed a total £2,434 (2020: £1,410) for expenses.

21. SUBSIDIARY COMPANIES

Pioneers UK Ministries is the parent company to Action Partners Corporation (company number 0094558; charity number 225364). Action Partners Corporation is a company limited by guarantee to the value of £1 and both companies are incorporated in England and Wales.

The trading results of the subsidiary companies are summarised below:

Action Partners Corporation	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Incoming resources	-	-	-	-
Expended resources	-	-	-	-
Net incoming resources for the year	-	-	-	-
Total funds brought forward	-	1	1	1
Total funds carried forward	-	1	1	1

The company is now dormant.

Detailed Statement of Financial Activities for the Year Ended 31 December 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,275,070	1,084,049
Legacies	429,125	90,188
	1,704,195	1,174,237
Other trading activities		
Admin fee income	124,595	112,644
Investment income		
Rents received	8,465	9,826
Investment income	1,729	1,330
Deposit account interest	1,035	1,817
	11,229	12,973
Other income		
Sundry income	2,177	1,060
Total incoming resources	1,842,196	1,300,914
EXPENDITURE		
Raising donations and legacies		
Wages	18,814	18,931
Social security	1,613	1,647
Pensions	2,104	1,656
Travel	64	231
Rates and water	2,887	2,933
Insurance	130	131
Telephone	64	108
Postage and stationery	1,233	1,141
Sundries	4,881	5,692
Promotions activity	338	392
Travel	219	168
Internet/email	306	258
Books / literature	-	4
Computer support	729	660
Photocopier	37	100
Staff training	758	328
Staff conference	452	40
Office equipment support	776	350
Bank charges	502	452
Supporter costs	-	53
Fundraising costs	-	252
Fixtures and fittings	367	868
	36,274	36,395
Other trading activities		
Trustees' expenses	235	184
Wages	7,118	7,464
Social security	488	570
Carried forward	7,841	8,218

Pioneers UK Ministries

Detailed Statement of Financial Activities for the Year Ended 31 December 2021

	2021 £	2020 £
Other trading activities		
Brought forward	7,841	8,218
Pensions	809	600
	8,650	8,818
Investment management costs		
Portfolio management	4,706	4,173
Charitable activities		
Wages	547,217	532,651
Social security	26,643	25,328
Pensions	54,873	51,930
Insurance	15,452	12,270
Postage and stationery	6,436	4,972
Advertising	4,710	3,171
Sundries	6,461	9,766
Travel	572	704
Training costs	-	315
Ministry costs	291,027	234,329
Pre-field costs	37,611	32,769
Other field costs	11,733	1,260
Supporter costs	-	473
Fixtures and fittings	1,048	750
Grants to institutions	71,397	57,437
	1,075,180	968,125
Support costs		
Finance		
Wages	91,857	90,690
Social security	7,875	7,763
Pensions	9,528	7,019
Sundries	12,063	3,677
Bank charges	4,522	4,066
	125,845	113,215
Human resources		
Wages	50,114	49,992
Social security	4,505	4,788
Pensions	6,588	5,944
Telephone	577	975
Sundries	5,067	20,024
Travel	1,104	650
	67,955	82,373
Head office		
Rates and water	25,986	26,395
Insurance	2,371	2,546
Postage and stationery	4,998	6,199
IT expenses	9,313	8,259
Staff training	6,822	2,635
Staff conferences	4,788	356
Repairs and renewals	6,986	3,154
	61,264	49,544

Pioneers UK Ministries

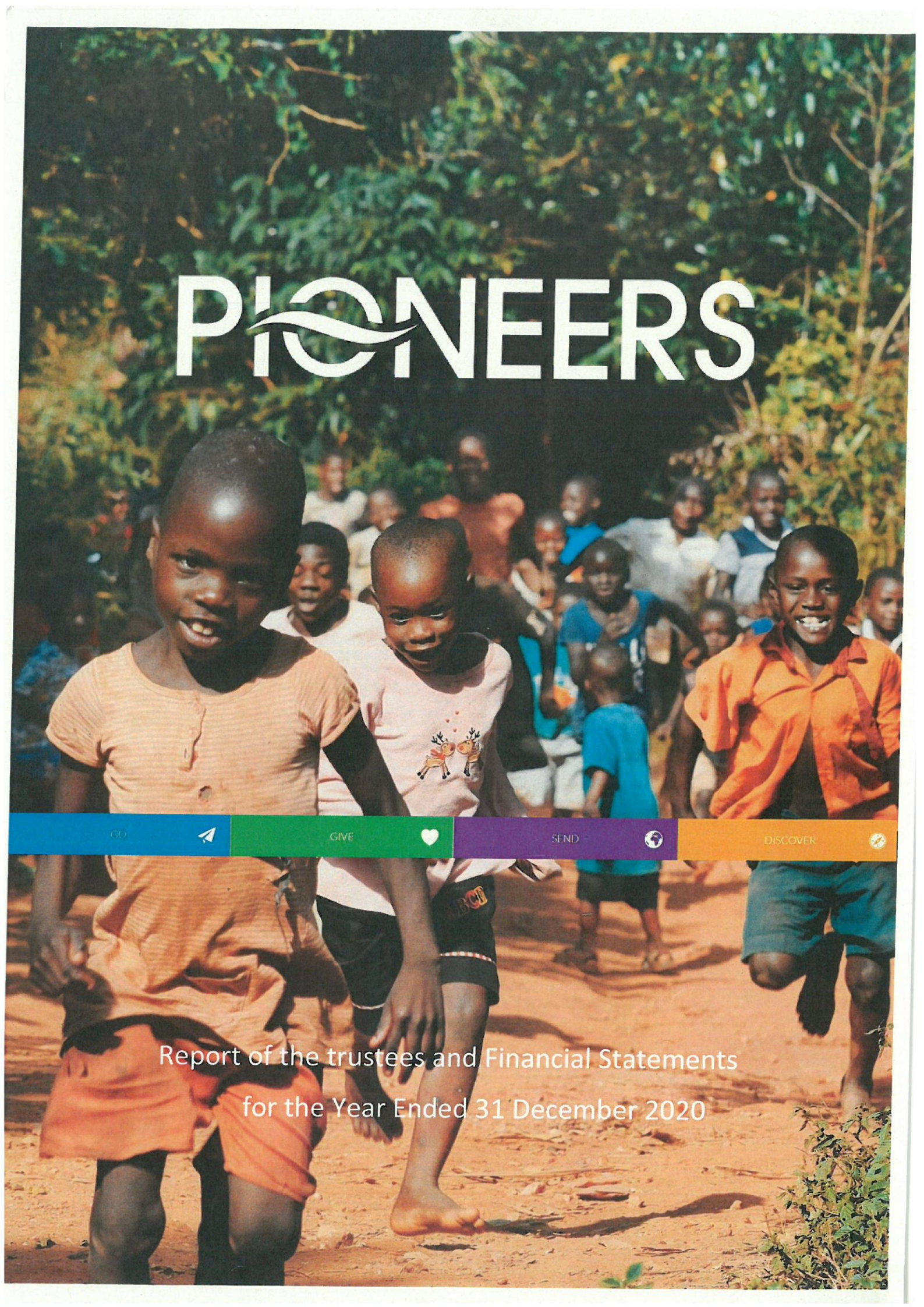
Detailed Statement of Financial Activities for the Year Ended 31 December 2021

	2021 £	2020 £
Head office		
Mobilisation		
Wages	64,060	67,173
Social security	4,392	5,131
Pensions	7,278	5,590
Travel	871	864
Promotions activity	465	360
	77,066	79,118
Governance costs		
Trustees' expenses	4,475	3,035
Auditors' remuneration	12,024	10,953
Auditors' remuneration for non audit work	1,800	1,217
Legal and professional fees	3,144	4,381
Conference	3,762	3,070
Membership/subscriptions	9,345	2,207
	34,550	24,863
Total resources expended	1,491,490	1,366,624
Net income/(expenditure)	350,706	(65,710)

PIONEERS UK MINISTRIES

England & Wales - Charity number 1037154

Accounts



Report of the trustees and Financial Statements for the Year Ended 31 December 2020

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

// Objectives and aims

The object of the Charity is to advance the Christian religion in the greater Sudan ("The Sahel"), elsewhere in Africa and throughout the world. To relieve persons in need (regardless of their religion or ethnic origin) living in the Sahel, elsewhere in Africa and throughout the world with the object of improving their conditions of life and thereby demonstrating the love of Jesus Christ.

// Public benefit

The trustees are aware of the Charity Commission guidance on Public benefit and this is taken into account when considering the charity's objectives. The trustees believe that our work and current activities as illustrated in this document meet this guidance in every material respect.

// Welcome from the Chair

It is a pleasure to welcome you to the 2020 Annual Report for Pioneers UK.

I have had the privilege of being the chair of trustees for 4 years and each year I am astounded by the sacrificial work that is carried out by the staff, members and volunteers associated with the organisation.

2020 has brought unexpected challenges as, along with the rest of the world, we have navigated the complexities of a global pandemic. Despite this we have continued to innovate and to mobilise Pioneers workers to serve in different countries.

As trustees we continue to appreciate the excellent leadership given to our expanding office team by our CEO, Rev Stephen Carling. This resulted in office-based staff being able to move seamlessly into working from home for much of the year which paradoxically led to greater team inclusion as all staff became "remote" workers. Daily Zoom catch up and prayer times have been tremendously helpful and sometimes trustees have been able to join in, leading to increased staff and trustee engagement.

As trustees we have continued to fulfil our responsibilities by holding board meetings, working groups and meetings with staff on online platforms.

We continue to invest and steward the resources we have in order to fulfil our goals and to that end we have made a key decision in 2020 to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project.

The trustees hope that we will continue to mobilise many more Christians from the U.K. into mission both here and abroad and to promote a greater vision of God's mission to the world in our churches in the U.K., especially amongst the African diaspora.

We have an inspiring team ready to do this.

Dr Julie Ruth Hickson

Chair



// History and Objectives

In 1904 the first four missionaries of the Sudan United Mission were sent by boat from Liverpool to Nigeria, West Africa. They went so as to offer the Christian message, to meet the holistic need of human beings everywhere and to see a national church planted amongst the indigenous peoples of this part of Africa. Over the years, thousands of SUM missionaries have given their lives to medical, agricultural, educational, and social work in Nigeria. As well as the hospitals, schools and colleges, agricultural projects and social initiatives established, a strong and growing national church has been planted which now sends its own missionaries to more and more countries of Africa and beyond.

From the 1990s, the Mission expanded its work to other countries throughout western, northern, central, and eastern Africa, working in conscious partnership with indigenous churches and Christian agencies in these countries.

In 2007, the Mission joined Pioneers and, today, is part of an international Mission family that sends Christian workers from 17 national sending gateways to 103 countries - over 3,200 members worldwide in 340 ministry teams, serving 510 people groups in 287 languages.

Throughout our 116-year history, our core DNA and vision have driven us to remain at the forefront of engagement and development across the world. We have a passion for God and his message of hope for all peoples. We are committed to working in partnership with indigenous churches and seeing the church of Jesus Christ planted and growing for the good of every people group across the world; and we continue to have wide ranging social impact as we holistically serve others in a huge variety of ways to meet material as well as spiritual needs. And ever since 1904, when we tentatively stepped onto those boats to begin a pioneering work in Nigeria, we have continued to support and encourage our members and partners in their passions and vocations in order to fulfil the vision and goals of the organisation.

PIONEERS

- **Advancement of the Christian religion in Africa and the world**
- **Relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world**
- **To support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world**
- **The promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world**

// Welcome from the CEO

As for all organisations worldwide, 2020 has been a very challenging and stretching year for Pioneers UK.

Pandemic restrictions on travel and social distancing has meant that our main activities have faced significant obstacles: there has been an inability to work together as a staff team in the office; it has meant our Mission:Next on-boarding events to Pioneers have been disrupted; we have experienced some serious illness amongst our field members across the world, and the communities and people groups they care for have seen increased hardship.

Although there have been significant moments of pain, grieving and seeing the toll on people's mental health, it has also been a season of significant positive change, momentum, creativity and togetherness as the staff team has grappled with new ways of connecting to and supporting our appointees, members, supporters and key partners.

We have seen an increased interaction with those seeking to be sent through Pioneers UK through brand new initiatives such as webinars on 'business as mission' and other virtual resources.

We have forged a new significant partnership with the Afro Diaspora Mission Network (ADMiN), whose principles and goals align with Pioneers UK but with a specific focussed on African diaspora peoples, providing a new scope of resource and support.

Our staff team has experienced the benefits of a positive hybrid of working from home and the office, which has led to an encouraging flexibility and creativity for individual roles as well as team working.

This year also gave us time to review various policies and ways of working, to continually improve on the delivery of our goals and the use of our resources to further enable people in various fields both in the UK and internationally.

We have been able to connect more with our teams across the world through online meetings and collaboration using new technologies brought about by the pandemic.

And it has given us increased time for strategic evaluation and prayerful direction for the future which we will see the fruits of in the coming years.

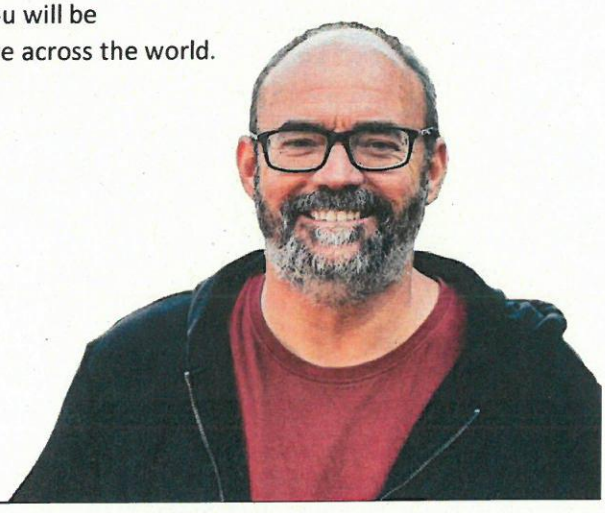
We hope that as you read through our latest chapter in 2020, you will be encouraged and inspired by the many people who faithfully serve across the world.

On behalf of the Pioneers UK Team

Stephen Carling

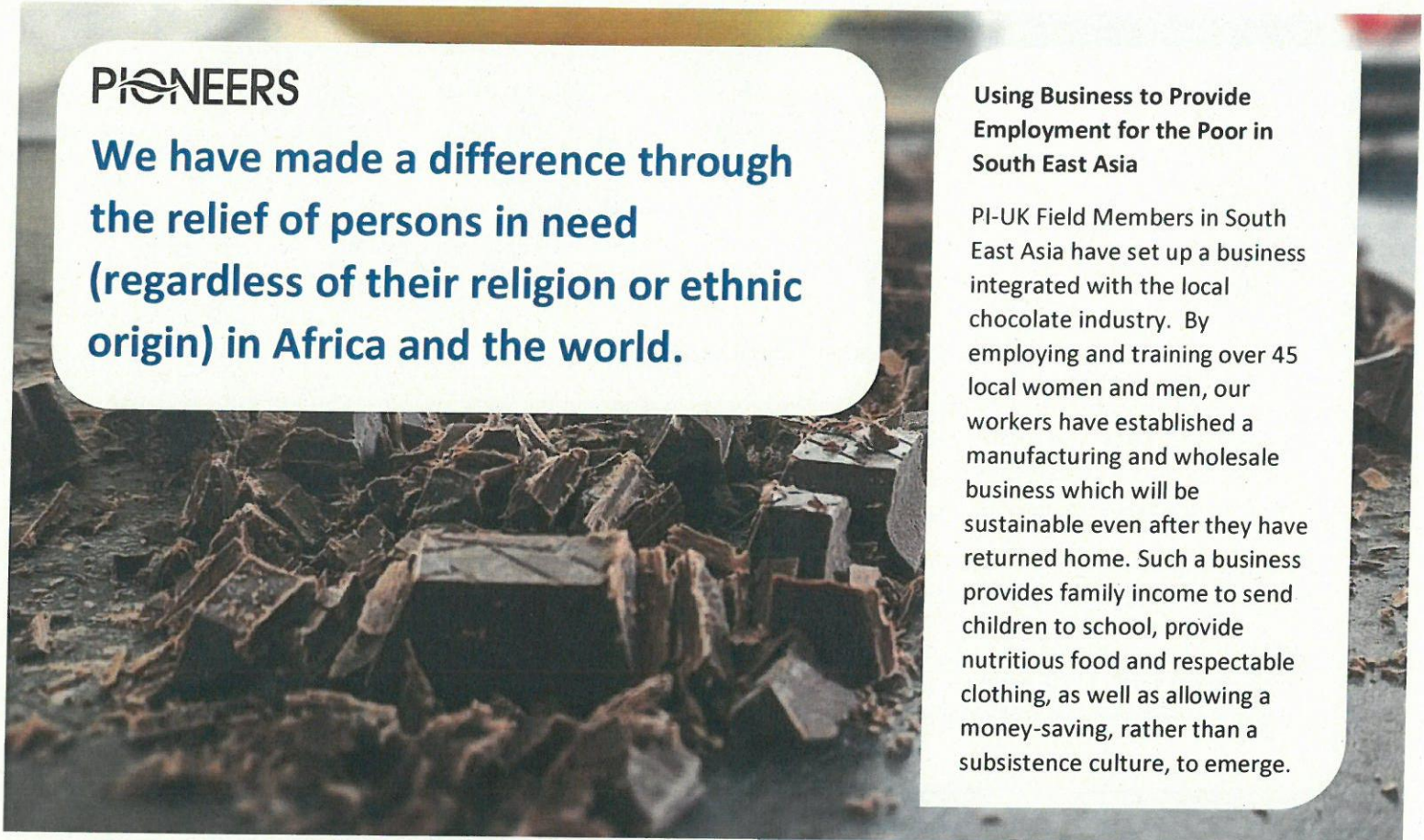
Rev Stephen Carling

CEO



// Strategic Report – Charitable Activities

At Pioneers UK, we are deeply committed to ministering to both the spiritual needs and to the material and 'felt' needs of those with whom we work. Below are some of the highlights that have promoted a fairer, more hopeful society in 2020 through our charitable aims.



PIONEERS

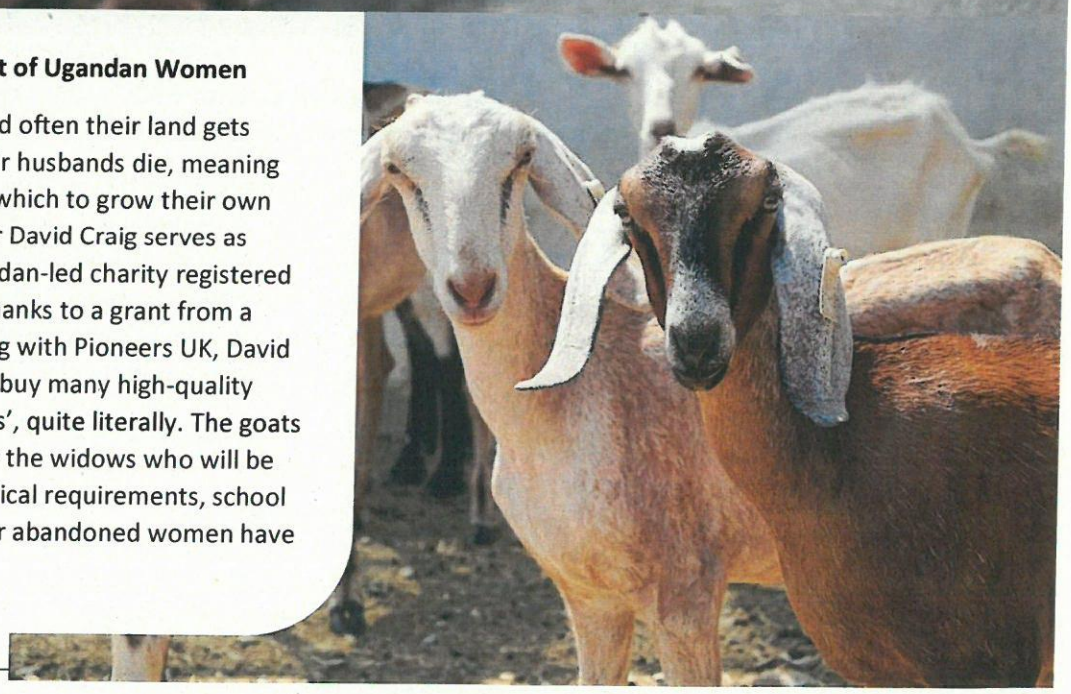
We have made a difference through the relief of persons in need (regardless of their religion or ethnic origin) in Africa and the world.

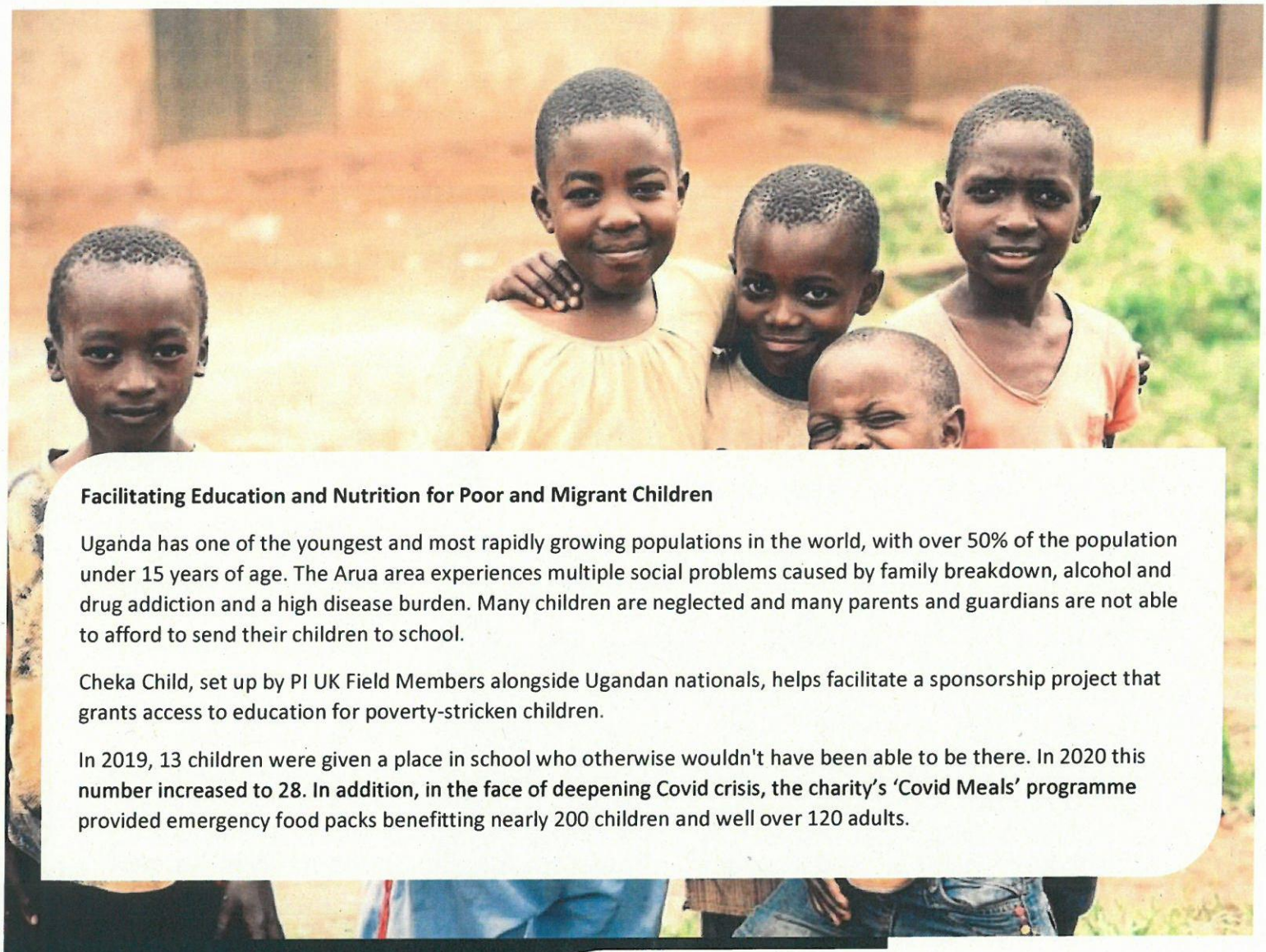
Using Business to Provide Employment for the Poor in South East Asia

PI-UK Field Members in South East Asia have set up a business integrated with the local chocolate industry. By employing and training over 45 local women and men, our workers have established a manufacturing and wholesale business which will be sustainable even after they have returned home. Such a business provides family income to send children to school, provide nutritious food and respectable clothing, as well as allowing a money-saving, rather than a subsistence culture, to emerge.

Goats as 'Banks' for the Poorest of Ugandan Women

Widows have very few rights and often their land gets 'grabbed' by relatives when their husbands die, meaning they don't even have a field on which to grow their own food. Pioneers UK Field Member David Craig serves as Assistant Director within a Ugandan-led charity registered in both Uganda and Scotland. Thanks to a grant from a British charitable trust partnering with Pioneers UK, David and the team have been able to buy many high-quality female goats to act as 'cash cows', quite literally. The goats are a source of tangible hope for the widows who will be able to sell the offspring for medical requirements, school fees or food. Over 100 widows or abandoned women have benefitted from this project.





Facilitating Education and Nutrition for Poor and Migrant Children

Uganda has one of the youngest and most rapidly growing populations in the world, with over 50% of the population under 15 years of age. The Arua area experiences multiple social problems caused by family breakdown, alcohol and drug addiction and a high disease burden. Many children are neglected and many parents and guardians are not able to afford to send their children to school.

Cheka Child, set up by PI UK Field Members alongside Ugandan nationals, helps facilitate a sponsorship project that grants access to education for poverty-stricken children.

In 2019, 13 children were given a place in school who otherwise wouldn't have been able to be there. In 2020 this number increased to 28. In addition, in the face of deepening Covid crisis, the charity's 'Covid Meals' programme provided emergency food packs benefitting nearly 200 children and well over 120 adults.



Tackling Extreme Social Isolation among Refugee Families with Special Needs Members in Cardiff

Migrants living in the UK are at risk of experiencing extreme loneliness and isolation. Migrant parents of children with special needs often find themselves doubly isolated, unable to assimilate into the mainstream foreign culture because of language barriers and also struggling to find community among their own ethnic group on account of the extra care that is needed for their child.

Our Cardiff-based project supports upwards of 80 migrant beneficiaries by running inclusive, integrative events. One service user recently explained, "Because of my son's needs, it's difficult to make friends with other children and families, so for a long time we have felt very isolated. We are so grateful for this help. It makes us feel we belong."

Vital Support Received from Grant-making Trusts

In addition to the social impact of our ongoing projects, we are delighted to report that our income from grant-making trusts in 2020 allowed us to provide a number of one-off needs-based grants through our project partners. Our grant income was used, for example, to:

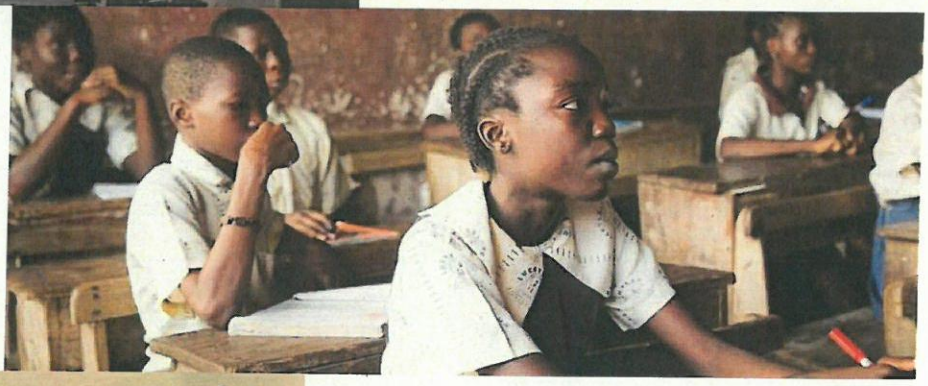
Support isolated Asian women and their families in Northern England through regular home visits and formal English lessons to enable them to better integrate into their community.





Supply new project equipment for our Cardiff-based programme which promotes the integration of migrant children with learning disabilities and their families into local communities and which combats the risk of severe social isolation.

Help fund a large-scale peace and reconciliation project in northern Nigeria between Muslim and Christian communities caught up in the violence and hostage-taking, which is often fuelled by inter-faith friction and extremists.





Sustain hardship funds for students of the Theological College of Northern Nigeria.

We are very grateful to the trusts who have invested in our work this year and we plan to continue developing these relationships in 2021 so that we may further increase our capacity to nurture positive change in the communities we serve.

PIONEERS

We have made a difference through the advancement of the Christian religion in Africa and the world.

We are making a positive difference in advancing the Christian faith. This is exemplified by a few key facts:

By the end of 2020 we had 55 active adult field workers in PI UK (excluding short-term workers).

In order to integrate effectively into local communities, our workers are encouraged to undertake intensive language acquisition, and most will have received some cross-cultural training prior to departure. There is a dedicated Member Care team, including several skilled volunteers, providing ongoing practical and mental health support.

As well as the specific project work outlined, our workers are engaged in local hospitals; schools (local and International); tertiary education (including theological colleges); youth initiatives; HIV/Aids screening and training, palliative care; IT administration and teaching; prison outreach; community development; environmental work; authoring books; setting up local business initiatives; and encouraging understanding and friendship with other faith groups. In most cases, they are befriending the most vulnerable, often despised, in societies.



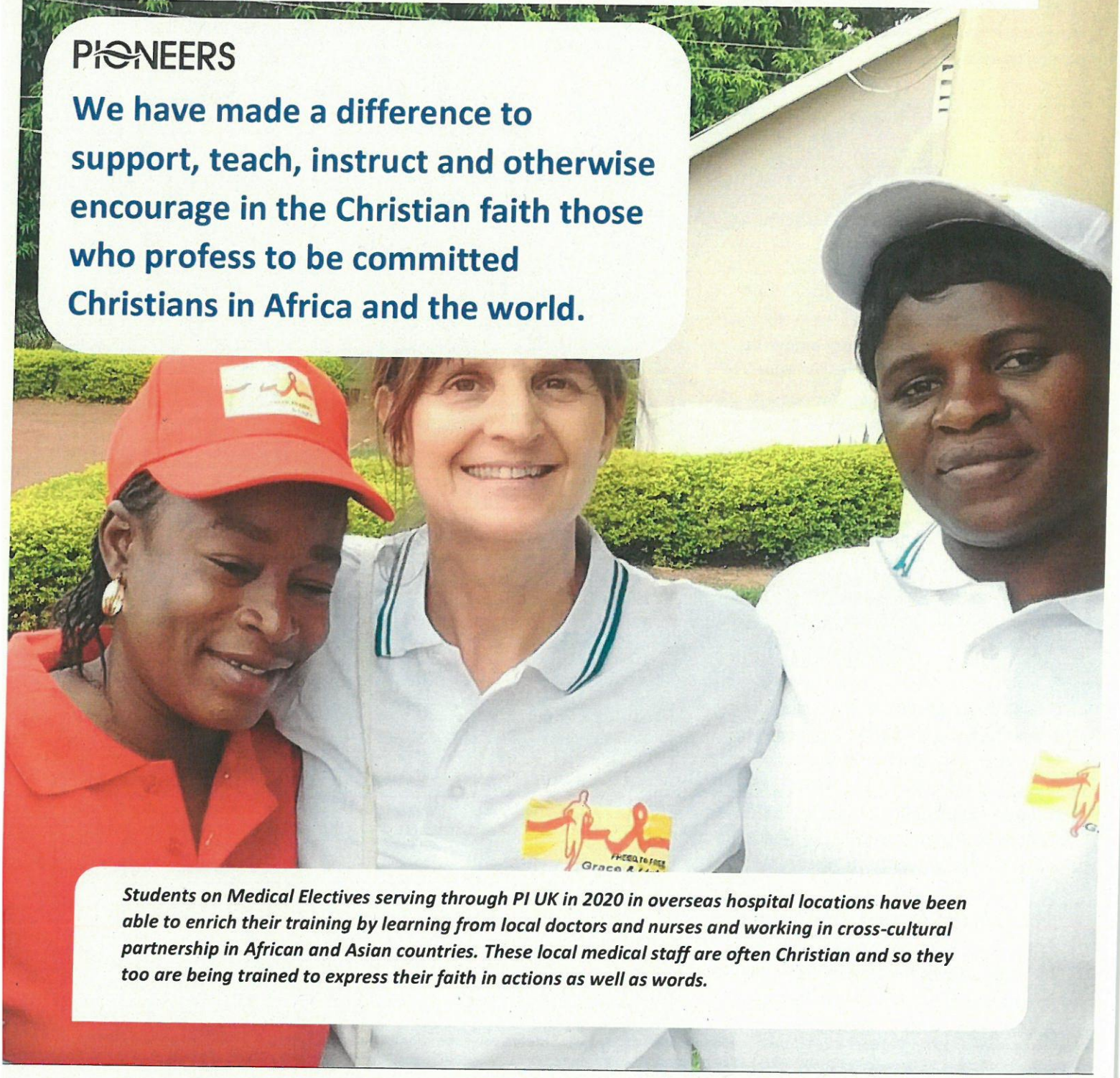
It is in these contexts that each worker sought to sensitively share the life, love and hope they have as a Christian in a gracious and loving way, both in actions and words.

In spite of the pandemic, throughout 2020, PI UK maintained and developed excellent working partnerships with sister sending bases in Africa, Asia, Oceania and the Americas, and other agencies through the placement of staff in numerous countries worldwide and by financial support of projects engaged in the holistic wellbeing of local communities.

The assessment of outcomes of such work is reinforced with field visits by trustees, the UK Director and base staff from time to time, as finances permit, and regular feedback from the Pioneers International structure of local and regional leadership.

PIONEERS

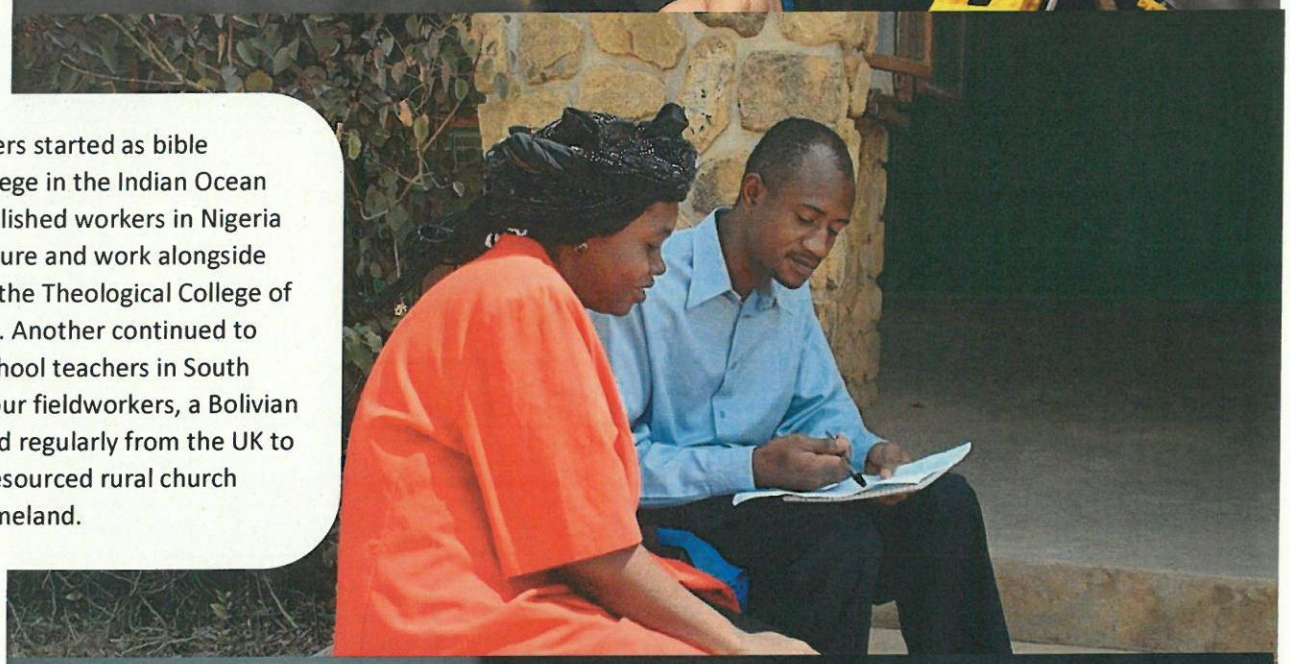
We have made a difference to support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world.



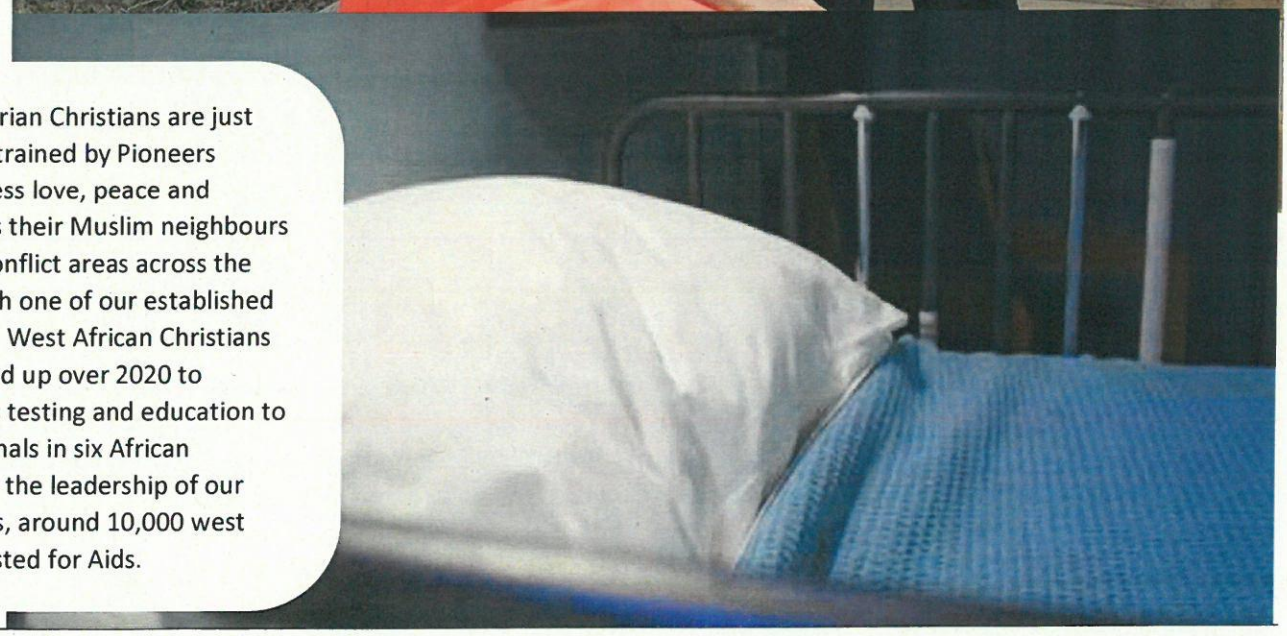
Students on Medical Electives serving through PI UK in 2020 in overseas hospital locations have been able to enrich their training by learning from local doctors and nurses and working in cross-cultural partnership in African and Asian countries. These local medical staff are often Christian and so they too are being trained to express their faith in actions as well as words.



Many of our workers give many hours of their time sharing their faith to encourage younger or less mature believers. This may be in a formal setting, as teachers or lecturers, or in a less formal setting, as youth workers, sports coaches, medical and lifestyle advisors and local community development workers.



While new workers started as bible teachers in a college in the Indian Ocean region, our established workers in Nigeria continued to lecture and work alongside the managers at the Theological College of Northern Nigeria. Another continued to train Christian school teachers in South east Asia, while our fieldworkers, a Bolivian national, travelled regularly from the UK to support poorly resourced rural church pastors in his homeland.



In addition, Nigerian Christians are just beginning to be trained by Pioneers workers to express love, peace and humility towards their Muslim neighbours in inter-ethnic conflict areas across the country. Through one of our established partner projects, West African Christians have been trained up over 2020 to provide HIV/Aids testing and education to vulnerable nationals in six African countries. Under the leadership of our Pioneers workers, around 10,000 west Africans were tested for Aids.

PIONEERS

We have made a difference through the promotion of awareness amongst those who profess to be Christians of the spiritual needs of persons living in Africa and the world.

In 2020, despite the closure of our office during part of the year, staff members and volunteers promoted the needs and opportunities to interested parties, Bible colleges, churches, supporters and donors in the UK. To raise awareness in the UK and beyond, use is made of promotional and resource materials, the internet, social media sites, and public meetings. These include special conferences made up of retired, senior missionaries who continue to provide a vital source of spiritual support and funding to the work.

Due to the Covid pandemic, we were not able to offer our usual short-term trips abroad. Typically, these are offered to young people, providing an excellent means for them to get more exposure to the needs of other countries. We also encourage younger people to serve as Interns in our UK based cross-cultural programmes and through the staff team.

The result of these efforts is shown in our 2020 statistics:

5	6	78	35	153
applications for long term missions were received	new adult field workers appointed into Pioneers	new people interested in long term or short-term field work asked to be put on to our database.	attended our 'taster' weekend for prospective field workers asked to be put on to our database.	attendees to our webinars – a new feature to our calendar thanks to the changes due to the pandemic asked to be put on to our database.

// Financial Review

The financial results for the company for the year ended 31 December 2020 are set out in the Financial Statements.

The trustees of Pioneers UK are committed to investing in the future development of the Charity whilst managing the possible, likely or very likely risks facing us, with the reserves target and budget being driven by the balance of both investment and risk.

// How We Steward Our Finances

Our unrestricted reserves for the year ending 2020 show a balance of £1,494,734 (2019: £1,542,563) of which £845,559 is held as an investment with St James place portfolio. This can be withdrawn as cash, with seven days' notice if the Charity needed it. Therefore, this fixed asset is easily accessible in nature.

Within the unrestricted reserves amount, there is a designated amount of £502,654 (2019: £502,654) which is the direct income from the sale of the previous freehold offices, and is currently set aside for the future purchase of new suitable premises.

The remaining undesignated amount of £992,080 (£1,494,734 - £502,654 reserved for the new building) is split into the following:

- Our reserve policy which sets out the target reserves level and key principles by which we manage any excesses or deficits are compared to the budget. Our aim is to maintain our reserves at a sufficient level to ensure our financial resilience and sustainability, including protecting us against risk identified in the risk register/policies. We will endeavour to gain the appropriate balance between ensuring a sustainable financial position and using funds to fulfil our charitable activities and mission.
    - Our policy is to maintain available reserves of over £350,000, which is composed of:
    - Contingency Reserves (£205,000)
    - Financial Management Reserve (£75,000)
    - Strategic Initiatives Fund (£40,000)
    - Pension Fund Reserve (£30,000)
- An amount of £247,407 in a portfolio of investments designed to yield a 4 % return to maximise resources both now and ongoing.
- An amount of £394,673 which are funds received in the 2020 financial year for work of our missionaries overseas and within the United Kingdom.

// Budget and Costs

In recognition of the amount in investment, we operated on a deficit budget basis during 2020, so that all undesignated funds can be fully utilised for the ongoing running and growth of the organisation, with any deficit being covered by ROI.

The underlying unconsolidated position of PIUK on Unrestricted Funds comprised a deficit before gains on investments of £58,673 (2019: £29,162) and total deficit before gains on investments on all funds for the year of £65,710 (2019: £46,423). The net deficit after gains on all funds was £57,884 (2019: £61,066 surplus).

During 2020 costs continued to be monitored and controlled well by management. This resulted in an underlying unconsolidated position of PIUK on Unrestricted Funds comprised a deficit of £47,829.

This small deficit means we cautiously still able to invest in and encourage an increasing number of missionaries during 2020 and 2021, which, with our financial planning, means we are confident any increase can be supported ongoing. Our policy of a deficit budget will continue into the 2021 financial year.

Most of the funding towards underlying costs comes from voluntary donors, for whom we are most grateful. Their generosity not only provided the bulk of supporting general funds but also made gifts of £92,106 to additional projects supported and championed by PIUK.

With the considerable help of Global Connections, we have pension arrangements (with Scottish Widows) in place for our UK employees which comply with the UK Government's Auto Enrolment regulations. Our staging date for Auto Enrolment was 1st June 2020. We can confirm that we are fully compliant. Similar arrangements are in place for our overseas missionaries.

At the end of the period covered by this report, Pioneers UK Ministries remains in a sound financial position, benefiting from reserves accumulated over several years and more recently from the sale of Bawtry Hall.

// Investment Policy And Objectives

During 2014, £1,250,000 was placed in a portfolio of investments designed to produce a prudent 5% return. During 2015, £650,000 was transferred back into cash and reinvested in a longer-term savings account. The trustees are now considering investing a portion of this into residential investment properties and using £500,000 to purchase a new head office for the Charity.

The largest investment held by the charity is the St James Place portfolio, totalling £845,559 and this can be withdrawn as Cash, with seven days' notice if the charity needed it. Therefore, this Fixed Asset, is actually very liquid in nature.

The trustees continue to take a lower risk approach with a view to maximise capital growth rather than short term investment income.

trustees work alongside financial advisors to ensure funds are invested ethically in line with the Charities Commission guidelines. Investments are reviewed annually to ensure fund managers continue to comply with the investment policy as set by trustees.

// Reserves Policy

The level of reserves can be seen from a review of the Balance Sheet at 31 December 2020 and stands at £1,640,731 (2019: £1,698,615). Of this, £502,654 has been set to one side in a designated property fund to purchase a new head office for the Charity. The head office will be used for training and supporting the charitable objectives.

Pioneers UK keeps what it believes is sufficient funds, in deposits with reputable bank accounts and at short notice to meet short- and medium-term losses, financial setbacks, and known projects. Apart from that invested in St James' Place, Lazard Asset Management and M&G Investments, any remaining reserves are invested in low-risk term deposits, to ensure the maximum rate of interest, whilst, as far as practical, still being covered by the FSCS guarantee.

Reserves have been maintained at this level or more throughout 2020. The Board receives an update on its 3 years' Reserves Projection at each Board meeting in the year, as a key aspect of its financial reporting.

The Board has, in 2020, decided to significantly streamline our reserves in order to invest funds over the next five years in at least one visionary field project. Therefore, over these years, we will see a planned reduction in our unrestricted funds to reflect our commitment to responsible stewardship of the resources placed into our care.

Alongside this, Pioneers UK trustees continue not to budget for any projected legacy income, and instead, where an annual deficit budget is approved, plan that legacy income will be used to offset any deficit. We work on the assumption that legacy giving may begin to decline with an ageing demographic of legacy givers. In addition, income gained from the investment policies also help to offset the annual deficit.

The trustees believe that this new divestment and continued policy of a deficit budget rightly uses the cash resources to move the organisation forward whilst maintaining a healthy reserves balance.

// Fundraising Policy

Pioneers UK Ministries is fully compliant with the Code of Fundraising Practice and we are registered with, and recognised by, the Fundraising Regulator. In addition, our Partnership Development Manager, responsible for fundraising, is registered with the Chartered Institute of Fundraising.

Registered with FUNDRAISING REGULATOR

// Going Concern

The trustees have a reasonable expectation that the company (and group) has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis for accounting in preparing the annual financial statements.

// Structure, Governance and Management

Pioneers UK is a company limited by guarantee to the value of £1 per member and not having a share capital. The governing document is the Memorandum and Articles of Association of the company and members of the Pioneers UK Board are the Directors of the company.

// Organisational Structure / Governance

The Pioneers UK Board is the governing body of trustees, to whom CEO, Reverend Stephen Carling, is accountable. New trustees are proposed and appointed by the existing members, to serve for an initial term of five years. They are orientated to their task by the Board Chair and are given an induction pack with detailed information and the role and responsibility of trustees.

In 2020 the Board met three times, in addition to the AGM, on Zoom calls. These meetings included time with office staff as a mechanism to improve communication and obtain additional reassurances on efficiency and effectiveness. Ad hoc committees are formed to address specific issues. The trustees also held three planned zoom calls in between trustee meetings for the purpose of update and brief review. The Board's governance role focuses on compliance and strategic policy development. The trustees bring a mix of skills and experience to the governing body, many of whom have had a long and therefore stable association with the work.

// Staffing and Office

The UK office staff are responsible for the implementation and execution of the policies and strategies and maintaining the operational efficiency of the organisation. Paid employees working in this team spread over the UK equate to 10 FTE. We were very pleased to welcome Ruth Box onto the team to develop and progress the work we do in Scotland. We have been especially pleased to have continued employing Sam Ngugi from Kenya to develop our work among the African Diaspora in the UK and particularly in the London area.

// Volunteers

We are very grateful to our volunteers who help in the office and with activities in different areas of the UK. This includes maintaining and developing a very active cohort of former SUM and Action Partners missionaries, whose prayerful, on-going support of the present-day work of Pioneers UK Ministries is vital. In 2020 we had help from eighteen regular volunteers (including some new folk) and numerous occasional volunteers.

// Key Management Remuneration

Total remuneration paid to key management during the year amounted to £182,872 (2019: £178,846).

This is set by the board of trustees, in consultation with the Director of Pioneers UK. The Director of Pioneers UK then informs and arranges the salaries with the finance Department.

// Risk Management

The Board of trustees annually review the assessment of risks to which the Charity may be exposed. A Risk Map (Assessment) has been updated for the year and this is done on an annual basis. The exercise closely exams risk in the following categories: strategic risk, operational risk, personnel risk, financial risk, and reputational risk.

A current operational risk concerns the IT systems, data security, and backing up of data. To mitigate this risk, we have outsourced this aspect to an IT company (Smellie Savage) who provide appropriate solutions. Additionally, we have completed the transitioning of our finance systems to two online platforms (Infoodle and Xero) to help lower risk regarding the backing up of financial and CRM-related data.

// Data Protection and GDPR

As an established charity, we are fully aware and compliant with the Data Protection Act 2019 (DPA 2019) which includes the General Data Protection Regulation (GDPR). Dr Katherine McConkey is the Trustee responsible for the oversight of Data Protection and supported by a staff member responsible as Data Protection Officer. Pioneers UK Ministries has a clear Data Protection Policy issued to all employees, both within the UK and overseas. In addition, we have a Data Breach Policy. Our digital data is stored entirely online and is managed by a professional IT consultancy. Discussions on current law, security and compliance are regularly held both locally and across various Pioneers International working groups worldwide.

// Significant Relationships

We continue as a UK national Base for the international Pioneers movement.

During 2020, the trustees approved a significant ministry partnership with the Afro Diaspora Mission Network (ADMiN). This is an Afro-indigenous initiative, founded in the UK, to mobilise global African diaspora Christians into serving African and other people groups across the world. A second objective of ADMiN is to support mobilisation movements in the global south. This has been a particularly encouraging development in 2020 not only for the reasons mentioned above, but **because of our Mission's historic engagement with Africa and its peoples since our foundation in** 1904.

The director visited Nigeria and the Church of Christ in Nations (COCIN) in February 2020. COCIN is a large indigenous church denomination first established in Nigeria in 1922 and with whom we have an historic partnership going back to 1904. This 2020 visit was to explore a strengthening of partnership between Pioneers UK and COCIN.

The relationship between Pioneers UK and Action Partners Corporation (APC) continues, though APC is now a dormant charity.

The close relationship with Arab World Ministries-Pioneers (also a member of the Pioneers International movement), has been strengthened throughout the year via regular meetings between trustees, the two respective directors and staff plus engaging in various joint programmes.

Pioneers UK is a member of Global Connections, formerly the Evangelical Missionary Alliance.

// In Summary

We are very pleased to say that despite the pandemic, Pioneers UK continued to make progress towards its objectives in 2020 as evidenced in the increase of applicants to join the field work, field worker members being sent out to their new workplaces, and a further increase of office staff, representing a growing capacity.

The restrictions on in-person meetings led to having to create online webinars to replace our usual gatherings. This gave us the ability to increase our reach to those considering being part of Pioneers and will continue to be useful tools alongside the regular gathered events.

Significant relationships with supporters, like-minded organisations and strategic listening has helped to create further network partnership opportunities for growth in each of our objectives.

We are grateful to come out of the significant first and second phases of the pandemic with good resources, healthy staff, new opportunities and creative ways to further our work.

We continue to enjoy the benefits of belonging to the wider group of Pioneers International, with additional expertise in mission work being drawn from some 104 countries with staff deployed through this worldwide movement now totalling 3,212 members, involving 227 language groups. We have every reason to look forward to seeing such growth in 2021.

// Future Plans

We are committing to the promotion of Pioneers in the UK in order to increase the number of people being mentored and, in due course, being sent out to where they feel they are called. This means an increased mobilisation staff, which we hope will amount to two further part-time roles. The focus will be on developing targeted social media campaigns as well as having a regular presence at UK Bible Colleges and Christian events.

Our new relationship with ADMiN will allow us to supportively partner together to see: (i) greater numbers of Afro diaspora in the UK engaged with the objectives both organisations share, (ii) a focus on Afro-diaspora youth developed, (iii) greater engagement with the growing Afro diaspora church in the UK and (iv) a greater integration between the indigenous and Afro-diaspora cultures of the UK.

The trustees' decision to divest some of its money to put into new mobilising projects has the potential to move the organisation forward significantly over the coming years. We hope to strengthen current pathways, alongside new ones, to maximise the impact of the resources we have.

We continue to explore options in respect to the purchase of a new facility to act as HQ for Pioneers in the years to come.

// Reference and Administrative Details

Registered Company number
02917955 (England and Wales)

Registered Charity number
1037154

Registered office
Bawtry Hall
Bawtry
Doncaster
South Yorkshire
DN10 6JH

trustees
Dr J R Hickson - Chairperson
Mr D R Maddock
Mrs C J Register
Mr P J Maddock FCCA
Rev Dr S Jenkins
Dr C Bignell MRCGP
Dr K McConkey MRCGP
Rev Dr S Gordon
Mrs J Barthow
Rev E Aryee
Mr C Clayton (appointed 19/10/2020)

Company Secretary

P J Maddock FCCA

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Solicitors
Anthony Collins LLP
134 Edmund Street
Birmingham
B3 2ES

Bankers
National Westminster Bank plc
12 High Street
Doncaster
DN1 1ED

// Statement of trustees Responsibilities

The trustees (who are also the directors of Pioneers UK Ministries for the purposes of company law) are responsible for preparing the Report of the trustees 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, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on

17 / 09 / 2021

and signed on the board's behalf by:

Dr J R Hickson - Chair

REPORT OF THE INDEPENDENT AUDITORS

&

FINANCIAL INFORMATION

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Opinion
We have audited the financial statements of Pioneers UK Ministries (the 'charitable company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 31 December 2020 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 Auditors' 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company 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 a Report of the Independent Auditors 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:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and perform our work to ensure that the entity is complying with its legal and regulatory framework.

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 Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

Date: .....

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Opinion

We have audited the financial statements of Pioneers UK Ministries (the 'charitable company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 31 December 2020 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 Auditors' 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Report of the Independent Auditors to the Members of Pioneers UK Ministries (Registered number: 02917955)

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company 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 a Report of the Independent Auditors 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:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and perform our work to ensure that the entity is complying with its legal and regulatory framework.

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 Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Wright Vigar Limited

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
Chancery Court
34 West Street
Retford
Nottinghamshire
DN22 6ES

1 September 2021

Pioneers UK Ministries

Statement of Financial Activities for the Year Ended 31 December 2020

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	1,134,064	40,173	-	1,174,237	1,224,841
Other trading activities	4	112,644	-	-	112,644	111,466
Investment income	5	12,973	-	-	12,973	12,452
Other income		1,060	-	-	1,060	1,278
Total		1,260,741	40,173	-	1,300,914	1,350,037
EXPENDITURE ON						
Raising funds	6	49,386	-	-	49,386	50,517
Charitable activities	7					
UK Ministries		409,427	-	-	409,427	340,063
Overseas Ministries		448,764	-	-	448,764	518,757
Support of projects		10,227	47,210	-	57,437	71,322
Infrastructure		401,610	-	-	401,610	415,801
Total		1,319,414	47,210	-	1,366,624	1,396,460
Net gains/(losses) on investments		13,401	-	(5,575)	7,826	107,489
NET INCOME/(EXPENDITURE)		(45,272)	(7,037)	(5,575)	(57,884)	61,066
Transfers between funds	19	(2,557)	2,557	-	-	-
Net movement in funds		(47,829)	(4,480)	(5,575)	(57,884)	61,066
RECONCILIATION OF FUNDS						
Total funds brought forward		1,542,563	92,106	63,946	1,698,615	1,637,549
TOTAL FUNDS CARRIED FORWARD		1,494,734	87,626	58,371	1,640,731	1,698,615

The notes form part of these financial statements

Balance Sheet
31 December 2020

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	2020 Total funds £	2019 Total funds £
FIXED ASSETS						
Tangible assets	14	3,835	-	-	3,835	1,295
Investments						
Investments	15	847,154	-	58,371	905,525	901,871
Investment property	16	179,100	-	-	179,100	179,100
		1,030,089	-	58,371	1,088,460	1,082,266
CURRENT ASSETS						
Debtors	17	26,866	-	-	26,866	70,283
Cash at bank and in hand		466,801	87,626	-	554,427	575,921
		493,667	87,626	-	581,293	646,204
CREDITORS						
Amounts falling due within one year	18	(29,022)	-	-	(29,022)	(29,855)
NET CURRENT ASSETS		464,645	87,626	-	552,271	616,349
TOTAL ASSETS LESS CURRENT LIABILITIES		1,494,734	87,626	58,371	1,640,731	1,698,615
NET ASSETS		1,494,734	87,626	58,371	1,640,731	1,698,615
FUNDS	19					
Unrestricted funds					1,494,734	1,542,563
Restricted funds					87,626	92,106
Endowment funds					58,371	63,946
TOTAL FUNDS					1,640,731	1,698,615

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....
J R Hickson - Trustee

The notes form part of these financial statements

Pioneers UK Ministries

Cash Flow Statement
for the Year Ended 31 December 2020

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	(23,325)	(96,389)
Net cash used in operating activities		(23,325)	(96,389)
Cash flows from investing activities			
Purchase of tangible fixed assets		(4,157)	-
Sale of tangible fixed assets		-	1
Sale of fixed asset investments		4,171	4,123
Interest received		1,817	1,888
Net cash provided by investing activities		1,831	6,012
Change in cash and cash equivalents in the reporting period		(21,494)	(90,377)
Cash and cash equivalents at the beginning of the reporting period		575,921	666,298
Cash and cash equivalents at the end of the reporting period		554,427	575,921

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 December 2020

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(57,884)	61,066
Adjustments for:		
Depreciation charges	1,618	1,929
Gain on investments	(7,826)	(107,489)
Interest received	(1,817)	(1,888)
Decrease/(increase) in debtors	43,417	(45,365)
Decrease in creditors	(833)	(4,642)
Net cash used in operations	(23,325)	(96,389)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.20 £	Cash flow £	At 31.12.20 £
Net cash			
Cash at bank and in hand	575,921	(21,494)	554,427
	575,921	(21,494)	554,427
Total	575,921	(21,494)	554,427

The notes form part of these financial statements

1. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee registered in England and Wales. Details of the company number and registered office can be found in the reference and administration section of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The trustees have taken advantage of Section 405 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS102) to not prepare consolidated financial statements as the subsidiary (Action Partners Corporation) is not material for the purpose of giving a true and fair view.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs
Expenditure, which is charged on an accruals basis, is allocated between:

- expenditure incurred directly in relation to the charitable activities and;

- expenditure incurred in the governance of the charity. This expenditure includes audit fees, certain legal and professional fees and a proportion of management costs considered to be related to governance issues.

Expenditure includes attributable VAT which cannot be recovered.

In the year, the Trustees decided to adopt a more specific allocation method to head office costs. It was decided that 90% of costs would be allocated to general support costs with the remaining 10% allocated to the costs associated with raising funds.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost

Investment property
Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Continued.....

2. ACCOUNTING POLICIES - continued

Fund accounting
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Fixed asset investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

3. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations	1,084,049	1,116,092
Legacies	90,188	108,749
	1,174,237	1,224,841

	2020 Unrestricted funds	2020 Restricted funds	2020 Total	2019 Total
	£	£	£	£
Donations:				
UK Ministries	378,273	-	378,273	354,449
Overseas Ministries	470,195	-	470,195	527,557
Support of projects	-	40,173	40,173	52,012
Infrastructure	195,408	-	195,408	182,074
	1,043,876	40,173	1,084,049	1,116,092
Legacies	90,188	-	90,188	108,749
	1,134,064	40,173	1,174,237	1,224,841

4. OTHER TRADING ACTIVITIES

	2020	2019
	£	£
Admin fee income	112,644	111,466

5. INVESTMENT INCOME

	2020	2019
	£	£
Rents received	9,826	8,320
Investment income	1,330	2,244
Deposit account interest	1,817	1,888
	12,973	12,452

Continued.....

6. RAISING FUNDS

Raising donations and legacies

	2020	2019
	£	£
Staff costs	22,234	21,745
Travel	231	59
Consultancy	-	2
Rates and water	2,933	2,682
Insurance	131	160
Telephone	108	62
Postage and stationery	1,141	1,427
Sundries	5,692	2,942
Promotions activity	392	1,043
Travel	168	1,664
Internet/email	258	148
Books / literature	4	60
Computer support	660	506
Photocopier	100	109
Staff training	328	633
Staff conference	40	737
Office equipment support	350	112
Bank charges	452	485
Supporter costs	53	50
Fundraising costs	252	2,682
Depreciation	868	698
	36,395	38,006

Other trading activities

	2020	2019
	£	£
Staff costs - mobilisation	8,634	7,856
Trustees' expenses	184	531
	8,818	8,387

Investment management costs

	2020	2019
	£	£
Portfolio management	4,173	4,124
Aggregate amounts	49,386	50,517

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
UK Ministries	409,427	-	-	409,427
Overseas Ministries	446,255	-	2,509	448,764
Support of projects	-	57,437	-	57,437
Infrastructure	55,006	-	346,604	401,610
	910,688	57,437	349,113	1,317,238

continued.....

8. GRANTS PAYABLE

	2020	2019
	£	£
Support of projects	57,437	70,091

The total grants paid to institutions during the year was as follows:

	2020	2019
	£	£
2019	-	70,091
2020	57,437	-
	57,437	70,091

The following Institutions were the recipients of the grants made during the year:

	2020	2019
	£	£
Pioneers Europe	5,536	5,449
Pioneers UK	12,290	16,173
Pioneers Nigeria	15,188	13,795
Pioneers Dem Rep Congo	2,695	-
Pioneers Kenya	2,332	-
Pioneers Uganda	9,169	-
Pioneers overseas	10,227	819
Pioneers Nepal	-	33,855
	57,437	70,091

9. SUPPORT COSTS

	Finance	Human resources	Head office
	£	£	£
Overseas Ministries	-	-	2,509
Infrastructure	113,215	82,373	47,035
	113,215	82,373	49,544

	Mobilisation	Governance costs	Totals
	£	£	£
Overseas Ministries	-	-	2,509
Infrastructure	79,118	24,863	346,604
	79,118	24,863	349,113

Support costs, included in the above, are as follows:

Finance

	2020	2019
	Infrastructure	Total activities
	£	£
Wages	90,690	94,460
Social security	7,763	7,321
Pensions	7,019	7,558
Sundries	3,677	5,931
Bank charges	4,066	4,362
	113,215	119,632

continued.....

9. SUPPORT COSTS - continued

Human resources

	2020 Infrastructure £	2019 Total activities £
Wages	49,992	45,788
Social security	4,788	3,905
Pensions	5,944	6,054
Telephone	975	555
Sundries	20,024	7,818
Travel	650	10,783
	82,373	74,903

Head office

	Overseas Ministries £	Infrastructure £	2020 Total activities £	2019 Total activities £
Rates and water	1,208	25,187	26,395	24,140
Insurance	1,301	1,245	2,546	3,003
Postage and stationery	-	6,199	6,199	6,940
IT expenses	-	8,259	8,259	5,885
Staff training	-	2,635	2,635	5,636
Staff conferences	-	356	356	3,906
Repairs and renewals	-	3,154	3,154	1,010
	2,509	47,035	49,544	50,520

Mobilisation

	2020 Infrastructure £	2019 Total activities £
Wages	67,173	59,459
Social security	5,131	4,533
Pensions	5,590	6,706
Travel	864	5,042
Promotions activity	360	4,393
	79,118	80,133

Governance costs

	2020 Infrastructure £	2019 Total activities £
Trustees' expenses	3,035	7,460
Auditors' remuneration	10,953	12,420
Auditors' remuneration for non audit work	1,217	1,380
Legal and professional fees	4,381	1,512
Conference	3,070	2,724
Membership/subscriptions	2,207	10,547
	24,863	36,043

continued.....

10. (NET INCOME)/EXPENDITURE

	2020	2019
	£	£
Depreciation	1,278	1,929
Travel	2,617	16,368
Consultancy	-	20

11. AUDITORS' REMUNERATION

	2020	2019
	£	£
Fees payable to the charity's auditors and their associates for the audit of the charity's financial statements	10,953	12,420
Auditors' remuneration for non audit work	1,217	1,380

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the year ended 31 December 2019.

Trustees' expenses

During the year a total of 11 trustees were reimbursed a total £3,219 (2019: £7,991) for expenses.

13. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	766,901	706,583
Social security costs	45,227	36,414
Other pension costs	72,739	73,204
	884,867	816,201

The average monthly number of employees during the year was as follows:

	2020	2019
Overseas and city ministries staff	41	41
UK office	12	13
	53	54

No employees received emoluments in excess of £60,000.

The staff costs include all head office employees and members in the United Kingdom and overseas.

continued.....

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 January 2020	11,171
Additions	4,157
Disposals	(10,748)
At 31 December 2020	4,580
DEPRECIATION	
At 1 January 2020	9,876
Charge for year	1,617
Eliminated on disposal	(10,748)
At 31 December 2020	745
NET BOOK VALUE	
At 31 December 2020	3,835
At 31 December 2019	1,295

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2020	901,871
Disposals	(4,171)
Revaluations	7,825
At 31 December 2020	905,525
NET BOOK VALUE	
At 31 December 2020	905,525
At 31 December 2019	901,871

At 31 December 2020 there were £300,173 (2019: £266,311) of assets invested outside the UK.

16. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2020 and 31 December 2020	179,100
NET BOOK VALUE	
At 31 December 2020	179,100
At 31 December 2019	179,100

In October 2018, the investment property was valued at £171,900 (namely £85,950 each).

The directors have reviewed the properties and believe that the valuation reflects the market value as at the year end. The properties were purchased in 2017.

continued.....

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Other debtors	26,866	70,283

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	203	-
Social security and other taxes	10,655	10,571
Other creditors	496	103
Accrued expenses	17,668	19,181
	29,022	29,855

19. MOVEMENT IN FUNDS

	At 1.1.20	Net movement in funds	Transfers between funds	At 31.12.20
	£	£	£	£
Unrestricted funds				
General fund	899,870	(45,272)	(2,557)	852,041
Designated	140,039	-	-	140,039
Property fund	502,654	-	-	502,654
	1,542,563	(45,272)	(2,557)	1,494,734
Restricted funds				
UK	-	(571)	571	-
Burkina Faso	4,299	-	-	4,299
Cameroon	2,754	200	-	2,954
Chad	51	-	-	51
Dem Rep Congo	1,860	(2,282)	422	-
Ethopia	56	-	-	56
India	-	(1,000)	1,000	-
Nigeria	14,392	(2,238)	-	12,154
Kenya	125	687	-	812
Sudan	5,673	-	-	5,673
Pioneers Europe	47,346	(5,536)	-	41,810
Sundry	13,927	-	-	13,927
Uganda	853	(1,417)	564	-
USA	-	723	-	723
Nepal	770	752	-	1,522
Egypt	-	880	-	880
Kosovo	-	2,603	-	2,603
Bosnia	-	162	-	162
	92,106	(7,037)	2,557	87,626
Endowment funds				
The Simmonds bequest	3,139	(544)	-	2,595
The Sidmouth bequest	60,807	(5,031)	-	55,776
	63,946	(5,575)	-	58,371
TOTAL FUNDS	1,698,615	(57,884)	-	1,640,731

continued.....

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,260,741	(1,319,414)	13,401	(45,272)
Restricted funds				
UK	11,719	(12,290)	-	(571)
Cameroon	200	-	-	200
Dem Rep Congo	413	(2,695)	-	(2,282)
India	(1,000)	-	-	(1,000)
Nigeria	12,950	(15,188)	-	(2,238)
Kenya	3,019	(2,332)	-	687
Pioneers Europe	-	(5,536)	-	(5,536)
Uganda	7,752	(9,169)	-	(1,417)
USA	723	-	-	723
Nepal	752	-	-	752
Egypt	880	-	-	880
Kosovo	2,603	-	-	2,603
Bosnia	162	-	-	162
	40,173	(47,210)	-	(7,037)
Endowment funds				
The Simmonds bequest	-	-	(544)	(544)
The Sidmouth bequest	-	-	(5,031)	(5,031)
	-	-	(5,575)	(5,575)
TOTAL FUNDS	1,300,914	(1,366,624)	7,826	(57,884)

continued.....

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.19 £	Net movement in funds £	Transfers between funds £	At 31.12.19 £
Unrestricted funds				
General fund	843,891	67,917	(11,938)	899,870
Designated	133,017	7,022	-	140,039
Property fund	502,654	-	-	502,654
	1,479,562	74,939	(11,938)	1,542,563
Restricted funds				
UK	-	(11,828)	11,828	-
Burkina Faso	4,299	-	-	4,299
Cameroon	2,754	-	-	2,754
Chad	51	-	-	51
Dem Rep Congo	1,190	670	-	1,860
Ethopia	56	-	-	56
India	2,508	(2,618)	110	-
Nigeria	11,203	3,189	-	14,392
Kenya	125	-	-	125
Sudan	5,673	-	-	5,673
Pioneers Europe	47,087	259	-	47,346
Sundry	21,629	349	(8,051)	13,927
Uganda	853	-	-	853
Nepal	-	(7,281)	8,051	770
	97,428	(17,260)	11,938	92,106
Endowment funds				
The Simmonds bequest	2,692	447	-	3,139
The Sidmouth bequest	57,867	2,940	-	60,807
	60,559	3,387	-	63,946
TOTAL FUNDS	1,637,549	61,066	-	1,698,615

continued.....

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,291,003	(1,327,188)	104,102	67,917
Designated	7,022	-	-	7,022
	1,298,025	(1,327,188)	104,102	74,939
Restricted funds				
UK	4,345	(16,173)	-	(11,828)
Dem Rep Congo	670	-	-	670
India	(2,618)	-	-	(2,618)
Nigeria	16,984	(13,795)	-	3,189
Pioneers Europe	5,708	(5,449)	-	259
Sundry	349	-	-	349
Nepal	26,574	(33,855)	-	(7,281)
	52,012	(69,272)	-	(17,260)
Endowment funds				
The Simmonds bequest	-	-	447	447
The Sidmouth bequest	-	-	2,940	2,940
	-	-	3,387	3,387
TOTAL FUNDS	1,350,037	(1,396,460)	107,489	61,066

DETAILS OF FUNDS HELD BY THE CHARITY

Designated Funds
These are funds set aside from general funds by trustees for specific projects within the UK and overseas. . As these are unrestricted funds the designated funds can be transferred back into the general fund at the wish of the Trustees.

Property Fund
The property fund is a designated fund created for the future purchase of offices for the charity.

Restricted Funds:
These are funds that can only be used for a specific purpose as determined by the donor. By recording them as such the donor can be assured that their use will only be for the purpose specified by them.

Country Specific Funds
Restricted funds for specific countries have arisen following missionaries fundraising for their trips or from donors who have given monies for use in certain countries or on certain projects.

Pioneers Europe
This restricted fund has arisen from funds generated by Pioneers Europe for use in Europe but is held by the charity.

Endowment funds:

Endowment funds are funds held from the Simmonds and Sidmouth bequest, which under a Charity Commission ruling, cannot be sold unless they agree to the sale. Dividends come into general funds.

Transfers between funds

All transfers between funds relate to the support from general funds of the overspend on restricted funds.

continued.....

20. RELATED PARTY DISCLOSURES

During the year one key management person was reimbursed a total £1,410 (2019: £6,238) for expenses.

21. POST BALANCE SHEET EVENTS

In the period following the year end, but before the signing of the balance sheet, the Charity became legally entitled to a large legacy. This legacy comprised of a residential property with an approximate value of £350,000 and investments of approximately £90,000. No adjustment has been made to the financial statements as no legal entitlement existed at the year end. However the legacy is material to the financial statements and therefore disclosed.

22. SUBSIDIARY COMPANIES

Pioneers UK Ministries is the parent company to Action Partners Corporation (company number 0094558; charity number 225364). Action Partners Corporation is a company limited by guarantee to the value of £1 and both companies are incorporated in England and Wales.

The trading results of the subsidiary companies are summarised below:

Action Partners Corporation	**2020 Unrestricted £**	**2020 Restricted £**	**2020 Total £**	**2019 Total £**
Incoming resources	-	-	-	-
Expended resources	-	-	-	-
Net incoming resources for the year	-	-	-	-
Total funds brought forward	-	1	1	1
Total funds carried forward	-	1	1	1

The company is now dormant.

Pioneers UK Ministries

Detailed Statement of Financial Activities for the Year Ended 31 December 2020

	2020 £	2019 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,084,049	1,116,092
Legacies	90,188	108,749
	1,174,237	1,224,841
Other trading activities		
Admin fee income	112,644	111,466
Investment income		
Rents received	9,826	8,320
Investment income	1,330	2,244
Deposit account interest	1,817	1,888
	12,973	12,452
Other income		
Sundry income	1,060	1,278
Total incoming resources	1,300,914	1,350,037
EXPENDITURE		
Raising donations and legacies		
Wages	18,931	18,588
Social security	1,647	1,449
Pensions	1,656	1,708
Travel	231	59
Consultancy	-	2
Rates and water	2,933	2,682
Insurance	131	160
Telephone	108	62
Postage and stationery	1,141	1,427
Sundries	5,692	2,942
Promotions activity	392	1,043
Travel	168	1,664
Internet/email	258	148
Books / literature	4	60
Computer support	660	506
Photocopier	100	109
Staff training	328	633
Staff conference	40	737
Office equipment support	350	112
Bank charges	452	485
Supporter costs	53	50
Fundraising costs	252	2,682
Fixtures and fittings	868	698
	36,395	38,006
Other trading activities		
Trustees' expenses	184	531
Wages	7,464	6,607
Social security	570	504
Pensions	600	745
	8,818	8,387

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Pioneers UK Ministries

Detailed Statement of Financial Activities for the Year Ended 31 December 2020

	2020 £	2019 £
Other trading activities		
Investment management costs		
Portfolio management	4,173	4,124
Charitable activities		
Wages	532,651	481,681
Social security	25,328	18,702
Pensions	51,930	50,433
Insurance	12,270	14,033
Postage and stationery	4,972	6,038
Advertising	3,171	1,483
Sundries	9,766	1,679
Travel	704	5,059
Training costs	315	62
Ministry costs	234,329	293,350
Pre-field costs	32,769	36,892
Other field costs	1,260	-
Edge costs	-	3,510
Supporter costs	473	450
Consultancy	-	18
Fixtures and fittings	750	1,231
Grants to institutions	57,437	70,091
	968,125	984,712
Support costs		
Finance		
Wages	90,690	94,460
Social security	7,763	7,321
Pensions	7,019	7,558
Sundries	3,677	5,931
Bank charges	4,066	4,362
	113,215	119,632
Human resources		
Wages	49,992	45,788
Social security	4,788	3,905
Pensions	5,944	6,054
Telephone	975	555
Sundries	20,024	7,818
Travel	650	10,783
	82,373	74,903
Head office		
Rates and water	26,395	24,140
Insurance	2,546	3,003
Postage and stationery	6,199	6,940
IT expenses	8,259	5,885
Staff training	2,635	5,636
Staff conferences	356	3,906
Repairs and renewals	3,154	1,010
	49,544	50,520
Mobilisation		
Wages	67,173	59,459
Carried forward	67,173	59,459

Pioneers UK Ministries

Detailed Statement of Financial Activities for the Year Ended 31 December 2020

	2020 £	2019 £
Mobilisation		
Brought forward	67,173	59,459
Social security	5,131	4,533
Pensions	5,590	6,706
Travel	864	5,042
Promotions activity	360	4,393
	79,118	80,133
Governance costs		
Trustees' expenses	3,035	7,460
Auditors' remuneration	10,953	12,420
Auditors' remuneration for non audit work	1,217	1,380
Legal and professional fees	4,381	1,512
Conference	3,070	2,724
Membership/subscriptions	2,207	10,547
	24,863	36,043
Total resources expended	1,366,624	1,396,460
Net expenditure	(65,710)	(46,423)

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