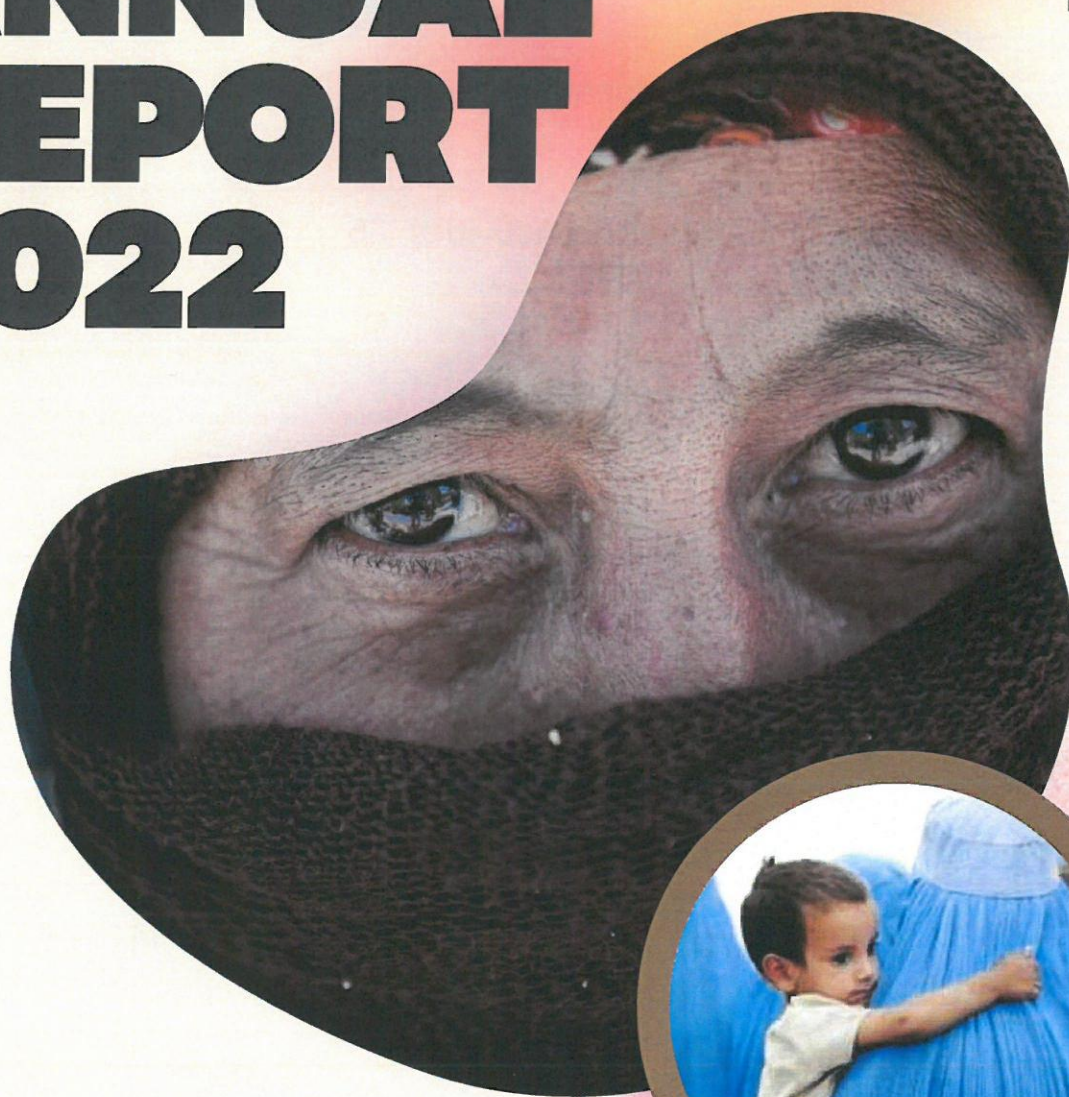


PIONEERS
REACHING FORGOTTEN PEOPLES



ANNUAL REPORT 2022





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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.



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.

Dr Julie Ruth 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.

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.

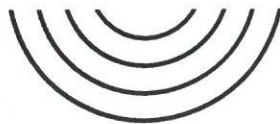
OBJECTIVES

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



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

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

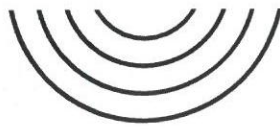
Pioneers UK Field Workers in South East Asia have set up a co-operative business revitalising the local chocolate industry. By employing and training over 45 local women and men, our workers have established a manufacturing and wholesale business which is already being managed by local people. Such a 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.

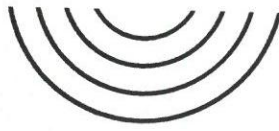
In 2022, 30 children were supported through school who otherwise wouldn't have been able to attend. In addition, in the face of the global food crisis exacerbated by the Ukrainian conflict, the charity's 'Emergency Food Pack' programme benefitted nearly 200 children and well over 120 adults.



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 qualified 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.

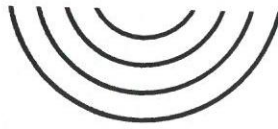
Help fund a large-scale peace and reconciliation project in northern Nigeria between Muslim and Christian communities caught up in the violence and hostage-taking often fuelled by inter-faith friction and extremists.



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.

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





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; AUTHORIZING 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.



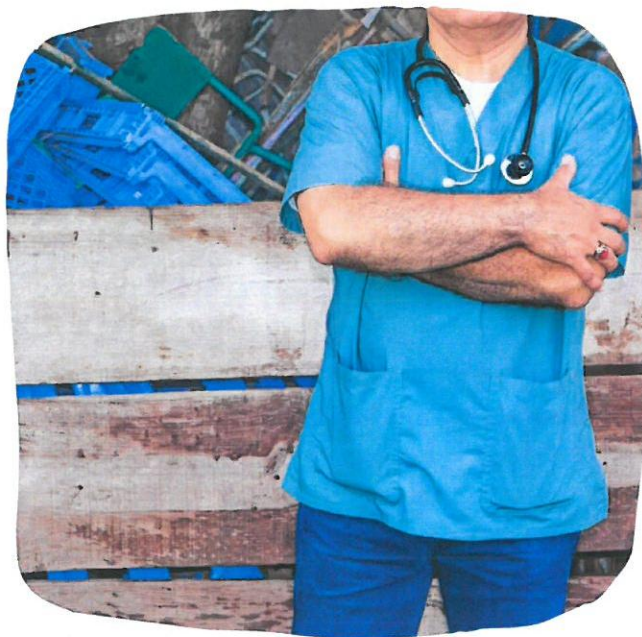


We have made a difference to support, teach, instruct and otherwise encourage in the Christian faith those who profess to be committed Christians in Africa and the world.

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.

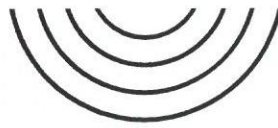
Meanwhile, our established workers in Nigeria continued to lecture and work alongside the Nationals at the Theological College of Northern Nigeria.

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.



// 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 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 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.



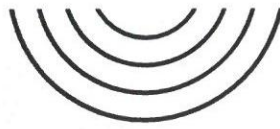
The Director and Chair visited Nigeria and the Church of Christ in Nations (COCIN) in October/November 2022 to pursue the strengthening of our historic partnership with this large African denomination for the sake of relevant mobilisation of Christians within the global south as well as other parts of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





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:

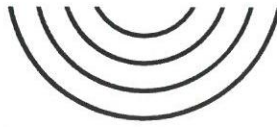
- there is no relevant audit information of which the charitable company's auditors are unaware
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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: Dr J R Hickson



REPORT OF THE INDEPENDENT AUDITORS AND FINANCIAL INFORMATION

Report of the Trustees
for the Year Ended 31 December 2022

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		<u>1,427,042</u>	<u>172,096</u>	<u>-</u>	<u>1,599,138</u>	<u>1,842,196</u>
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		<u>1,893,481</u>	<u>118,920</u>	<u>-</u>	<u>2,012,401</u>	<u>1,491,490</u>
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		<u>(539,560)</u>	<u>59,433</u>	<u>(286)</u>	<u>(480,413)</u>	<u>462,771</u>
RECONCILIATION OF FUNDS						
Total funds brought forward		1,910,052	125,747	67,703	2,103,502	1,640,731
TOTAL FUNDS CARRIED FORWARD		<u>1,370,492</u>	<u>185,180</u>	<u>67,417</u>	<u>1,623,089</u>	<u>2,103,502</u>

The notes form part of these financial statements

Pioneers UK Ministries (Registered number: 02917955)

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
		<u>1,046,653</u>	<u>-</u>	<u>67,417</u>	<u>1,114,070</u>	<u>1,198,027</u>
CURRENT ASSETS						
Debtors	17	51,173	-	-	51,173	332,808
Cash at bank and in hand		305,917	185,180	-	491,097	604,145
		<u>357,090</u>	<u>185,180</u>	<u>-</u>	<u>542,270</u>	<u>936,953</u>
CREDITORS						
Amounts falling due within one year	18	(33,251)	-	-	(33,251)	(31,478)
NET CURRENT ASSETS		<u>323,839</u>	<u>185,180</u>	<u>-</u>	<u>509,019</u>	<u>905,475</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,370,492</u>	<u>185,180</u>	<u>67,417</u>	<u>1,623,089</u>	<u>2,103,502</u>
NET ASSETS		<u>1,370,492</u>	<u>185,180</u>	<u>67,417</u>	<u>1,623,089</u>	<u>2,103,502</u>
FUNDS	19					
Unrestricted funds					1,370,492	1,910,052
Restricted funds					185,180	125,747
Endowment funds					67,417	67,703
TOTAL FUNDS					<u>1,623,089</u>	<u>2,103,502</u>

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

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

Pioneers UK Ministries

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	<u>(128,736)</u>	<u>47,601</u>

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
	<u>604,145</u>	<u>(113,048)</u>	<u>491,097</u>
Total	<u>604,145</u>	<u>(113,048)</u>	<u>491,097</u>

The notes form part of these financial statements

Pioneers UK Ministries

Notes to the Financial Statements for the Year Ended 31 December 2022

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.

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

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
	<u>1,444,503</u>	<u>1,704,195</u>

	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
	<u>1,269,642</u>	<u>172,096</u>	<u>1,441,738</u>	<u>1,275,070</u>
Legacies	2,765	-	2,765	429,125
	<u>1,272,407</u>	<u>172,096</u>	<u>1,444,503</u>	<u>1,704,195</u>

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
	<u>20,254</u>	<u>11,229</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2022**

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
	<u>47,853</u>	<u>36,274</u>

Other trading activities

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

Investment management costs

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

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
	<u>1,379,390</u>	<u>118,920</u>	<u>441,055</u>	<u>1,939,365</u>

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

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	-
	<u>118,920</u>	<u>71,397</u>

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
	<u>118,920</u>	<u>71,397</u>

9. SUPPORT COSTS

	Finance £	Human resources £	Head office £
Overseas Ministries	-	1,117	4,335
Infrastructure	157,500	82,869	59,278
	<u>157,500</u>	<u>83,986</u>	<u>63,613</u>
		Governance costs £	Totals £
Overseas Ministries	-	5,727	11,179
Infrastructure	91,465	38,764	429,876
	<u>91,465</u>	<u>44,491</u>	<u>441,055</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2022**

9. SUPPORT COSTS - continued

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

Finance

	2022	2021
	Infrastructure	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
	<u>157,500</u>	<u>125,845</u>

Human resources

	Overseas	Infrastructure	2022	2021
	Ministries		Total	Total
	£	£	activities	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
	<u>1,117</u>	<u>82,869</u>	<u>83,986</u>	<u>67,955</u>

Head office

	Overseas	Infrastructure	2022	2021
	Ministries		Total	Total
	£	£	activities	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
	<u>4,335</u>	<u>59,278</u>	<u>63,613</u>	<u>61,264</u>

Mobilisation

	2022	2021
	Infrastructure	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
	<u>91,465</u>	<u>77,066</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2022**

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
	<u>5,727</u>	<u>38,764</u>	<u>44,491</u>	<u>34,550</u>

10. NET INCOME/(EXPENDITURE)

	2022	2021
	£	£
Depreciation		
Travel	2,160	1,174
	<u>5,675</u>	<u>2,830</u>

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	<u>2,100</u>	<u>1,800</u>

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	<u>92,064</u>	<u>81,180</u>
	<u>1,144,983</u>	<u>905,876</u>

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

	2022	2021
Overseas and city ministries staff	46	39
UK office	<u>12</u>	<u>12</u>
	<u>58</u>	<u>51</u>

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.

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

14. TANGIBLE FIXED ASSETS

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

15. FIXED ASSET INVESTMENTS

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

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
	<hr/>
	928,390
	<hr/>

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

16. INVESTMENT PROPERTY

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

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	£
Cost	1,900
	<hr/>
	179,100
	<hr/>
	181,000
	<hr/>

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	-
	<hr/>	<hr/>
	51,173	332,808
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	33,251	31,478
	<hr/>	<hr/>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2022**

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	-
Ethiopia	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)

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2022**

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
	<u>1,494,734</u>	<u>417,364</u>	<u>(2,046)</u>	<u>1,910,052</u>
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
	<u>87,626</u>	<u>36,075</u>	<u>2,046</u>	<u>125,747</u>
Endowment funds				
The Simmonds bequest	2,595	346	-	2,941
The Sidmouth bequest	55,776	8,986	-	64,762
	<u>58,371</u>	<u>9,332</u>	<u>-</u>	<u>67,703</u>
TOTAL FUNDS	<u>1,640,731</u>	<u>462,771</u>	<u>-</u>	<u>2,103,502</u>

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

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.

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

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.

