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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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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 ACTIVITIES

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 ACTIVITIES

Report of the Trustees
for the Year Ended 31 December 2023

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

Report of the Trustees
for the Year Ended 31 December 2023

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.

**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 (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) Other recognised gains/(losses)		(319,245)	(37,105)	417	(355,933)	(482,313)
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
		<u>980,695</u>	<u>-</u>	<u>67,834</u>	<u>1,048,529</u>	<u>1,114,070</u>
CURRENT ASSETS						
Debtors	17	61,351	-	-	61,351	51,173
Cash at bank		<u>53,416</u>	<u>148,075</u>	<u>-</u>	<u>201,491</u>	<u>491,097</u>
		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		<u>90,552</u>	<u>148,075</u>	<u>-</u>	<u>238,627</u>	<u>509,019</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,071,247</u>	<u>148,075</u>	<u>67,834</u>	<u>1,287,156</u>	<u>1,623,089</u>
NET ASSETS		<u>1,071,247</u>	<u>148,075</u>	<u>67,834</u>	<u>1,287,156</u>	<u>1,623,089</u>
FUNDS	19					
Unrestricted funds					1,071,247	1,370,492
Restricted funds					148,075	185,180
Endowment funds					67,834	67,417
TOTAL FUNDS					<u>1,287,156</u>	<u>1,623,089</u>

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

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

Pioneers UK Ministries

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	<u>(455,153)</u>	<u>(128,736)</u>

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
	<u>491,097</u>	<u>(289,606)</u>	<u>201,491</u>
Total	<u>491,097</u>	<u>(289,606)</u>	<u>201,491</u>

The notes form part of these financial statements

Pioneers UK Ministries

Notes to the Financial Statements for the Year Ended 31 December 2023

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 2023**

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	
	<u>1,546,142</u>		<u>1,444,503</u>	

	2023	2023	2023	2022
	Unrestricted	Restricted	Total	Total
	funds	funds	£	£
	£	£		
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
	<u>1,401,518</u>	<u>55,164</u>	<u>1,456,682</u>	<u>1,441,738</u>
Legacies	89,460	-	89,460	2,765
	<u>1,490,978</u>	<u>55,164</u>	<u>1,546,142</u>	<u>1,444,503</u>

4. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Admin fee income	<u>130,995</u>	<u>133,873</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2023**

5. INVESTMENT INCOME

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

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
	<u>74,718</u>	<u>47,853</u>

Other trading activities

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

Investment management costs

	2023	2022
	£	£
Portfolio management	<u>15,558</u>	<u>15,444</u>
Aggregate amounts	<u>102,042</u>	<u>73,036</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2023**

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
	<u>1,350,039</u>	<u>146,905</u>	<u>524,316</u>	<u>2,021,260</u>

8. GRANTS PAYABLE

	2023 £	2022 £
Support of projects	<u>146,905</u>	<u>118,920</u>
The total grants paid to institutions during the year was as follows:		
	2023 £	2022 £
2022	-	118,920
2023	<u>146,905</u>	<u>-</u>
	<u>146,905</u>	<u>118,920</u>

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	<u>28,467</u>	<u>2,705</u>
	<u>146,905</u>	<u>118,920</u>

9. SUPPORT COSTS

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

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2023**

9. SUPPORT COSTS - continued

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

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

Finance

	2023	2022
	Infrastructure	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
	<u>178,417</u>	<u>157,500</u>

Human resources

	2023	2022
	Infrastructure	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
	<u>99,080</u>	<u>83,986</u>

Head office

	2023	2022
	Infrastructure	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
	<u>79,203</u>	<u>63,613</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2023**

9. SUPPORT COSTS - continued
Mobilisation

	2023	2022
	Infrastructure	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
	<u>109,097</u>	<u>91,465</u>

Governance costs

	Overseas	Infrastructure	2023	2022
	Ministries	Infrastructure	Total	Total
	£	£	activities	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
	<u>893</u>	<u>57,626</u>	<u>58,519</u>	<u>44,491</u>

10. NET INCOME/(EXPENDITURE)

	2023	2022
	£	£
Depreciation	2,276	2,160
Travel	10,169	5,675
	<u>12,445</u>	<u>7,835</u>

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
	<u>17,544</u>	<u>15,812</u>

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.

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

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
	<u>1,176,978</u>	<u>1,144,983</u>

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
	<u>54</u>	<u>58</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.

14. TANGIBLE FIXED ASSETS

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

15. FIXED ASSET INVESTMENTS

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

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

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2023**

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
	<u>844,079</u>

16. INVESTMENT PROPERTY

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

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
	<u>201,000</u>

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
	<u>61,351</u>	<u>51,173</u>

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

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
	<u>24,215</u>	<u>33,251</u>

19. MOVEMENT IN FUNDS

	At 1.1.23	Net	At
	£	movement	31.12.23
		in funds	£
		£	
Unrestricted funds			
General fund	867,838	(299,245)	568,593
Property fund	502,654	-	502,654
	<u>1,370,492</u>	<u>(299,245)</u>	<u>1,071,247</u>
Restricted funds			
UK	15,298	3,134	18,432
Burkina Faso	4,299	-	4,299
Cameroon	2,954	-	2,954
Chad	51	-	51
Ethiopia	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
	<u>185,180</u>	<u>(37,105)</u>	<u>148,075</u>
Endowment funds			
The Simmonds bequest	2,777	(65)	2,712
The Sidmouth bequest	64,640	482	65,122
	<u>67,417</u>	<u>417</u>	<u>67,834</u>
TOTAL FUNDS	<u>1,623,089</u>	<u>(335,933)</u>	<u>1,287,156</u>

Pioneers UK Ministries

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2023**

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	-
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

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

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.

Pioneers UK Ministries

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	8,915	20,254
Other income		
Sundry income	70	508
	<hr/>	<hr/>
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
	<hr/>	<hr/>
	74,718	47,853
Other trading activities		
Trustees' expenses	565	321
Wages	9,907	7,992
Social security	523	478
Pensions	771	948
	<hr/>	<hr/>
	11,766	9,739

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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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	79,203	63,613
Mobilisation		
Wages	89,161	71,926
Social security	4,708	4,304
Carried forward	93,869	76,230

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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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	58,519	44,491
 Total resources expended	<hr/>	<hr/>
	2,123,302	2,012,401
 Net expenditure	<hr/>	<hr/>
	(437,180)	(413,263)
	<hr/>	<hr/>