

# North England Conference of Seventh-day Adventists

Registered Charity No (England and Wales): 1045501

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**31 DECEMBER 2023**

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# North England Conference of Seventh-day Adventists

## Trustees

<b>Name</b>	<b>Appointed</b>
Rev George Kwame Kumi	9 Sep 2021
Snowdon Reid	23 Jan 2022
Leroy Taylor	23 Jan 2022
Dr Irma Askey	9 Sep 2021
Lana Ashby	9 Sep 2021
Emanuel Bran	9 Sep 2021
Dr Ivan Browne	9 Sep 2021
Glenda Augustine	9 Sep 2021
Dr Leon Ferguson	9 Sep 2021
Obinnaya Iheoma	9 Sep 2021
Jonathan Holder	9 Sep 2021
Joseph Philpot	9 Sep 2021
Shephard Sibanda	9 Sep 2021
Grace Charles	9 Sep 2021
Dr Livingstone Chishimba	9 Sep 2021
Michael Kwasi Agyei-Asare	9 Sep 2021
Richard Russell	9 Sep 2021

# North England Conference of Seventh-day Adventists

## Reference and Administrative Details of the Charity and List of Advisors

<b>Charity Number</b>	1045501
<b>Registered Office</b>	22 Zulla Road Mapperly Park Nottingham Nottinghamshire NG3 5DB
<b>Bankers</b>	Natwest Bank plc 3 Thurland Street Nottingham Nottinghamshire NG1 3DT
<b>Solicitors</b>	Anthony Collins Solicitors 134 Edmund Street Birmingham West Midlands B3 2ES
<b>Auditors</b>	Moore Kingston Smith LLP 4 Victoria Square St Albans Hertfordshire AL1 3TF

# TRUSTEES' REPORT

North England Conference of Seventh-day Adventists  
Year Ending 31st December 2023

## STRUCTURE, GOVERNANCE, AND MANAGEMENT OF THE CHARITY

### Constitution

The constitution of the North England Conference of Seventh-day Adventist (NEC) Charity is periodically reviewed, and any changes are presented to the Charity's general assembly (session) for adoption. The next meeting is scheduled for September 2024.

### Method of Appointment or Election of Trustees

The management of the Charity is overseen by the Trustees, who are elected and co-opted according to the terms of the constitution. Trustees, constituting the Executive Committee, are elected/re-elected every four years at the Session by delegates representing various church congregations in the region. The Administrative Officers (President, Executive Secretary and Treasurer) are also elected at the Session and hold ex-officio positions on the Executive Committee. Between Sessions, the Trustees, through the Executive Committee, make significant decisions regarding the Charity's activities. Trustees' remuneration and expense levels are determined by the Executive Committee. No Trustee received emoluments exceeding £60,000 for either the current and previous year.

### Policies Adopted for the Induction and Training of Trustees

New trustees at the North England Conference receive a comprehensive set of resources, including electronic copies of the Charity's key documents, such as its constitution, Policy Book and minutes from executive committee meetings. They also receive important materials from the Charity Commission, including "The essential trustee - what you need to know, what you need to do," and regular Charity Commission Newsletters. Trustees are further kept informed through bulletins from the Churches Legislative Advisory Service. The primary induction for new trustees occurs at the start of each new term, the last being in November 2021 at the De Vere Staverton Park Conference Centre, with ongoing support provided throughout their term.

### Organisational Structure and Decision Making

The Trustees convene approximately every two months to formulate the Charity's strategy. Day-to-day operations are managed by the three administrative officers on behalf of the Trustees. The North England Conference of the Seventh-day Adventist Church serves as the administrative body for the Church in the Midlands, Northern England, and the Isle of Man.

### Related Organisations

The Charity maintains relationships with the following constituted bodies of the Seventh-day Adventist Church in Great Britain:

- British Union Conference of Seventh-day Adventists, with which the Charity is affiliated.
- Seventh-day Adventist Association Ltd, a company controlled by the British Union Conference of Seventh-day Adventists, holding the Charity's land and property in trust.
- Stanborough Press Ltd (Publishers) and House of Natural Food Limited (sale of health foods)

- Adventist Development and Relief Agency (ADRA)
- Seventh-day Adventist Trust Company Ltd, a company controlled by the British Union Conference of Seventh-day Adventists, administering legacies

### Risk Management

The Trustees diligently manage the significant risks to which the Charity is exposed, particularly those related to operations and finances. Efforts are continually directed toward mitigating these risks through the development and implementation of effective systems and procedures.

### Reporting Serious Incidents

The Trustees continue to evaluate the significant risks that the Charity may encounter. They are confident that effective measures have been implemented to minimize exposure to major risks. Additionally, they have ensured that no significant incidents went unreported to the Charity Commission. No incidents were reported to the Charity Commission for the reporting period.

### Safeguarding

The Charity engages in activities involving children and vulnerable individuals through local congregations and the Youth, Family and Children's Ministries departments. Comprehensive safeguarding policies are in place, including procedures for DBS disclosure applications for individuals working with children and vulnerable adults.

## OBJECTIVES, ACTIVITIES, AND PUBLIC BENEFIT

### Principal Objective and Supporting Objectives

The core objective of the Charity is to promote the Christian religion. This is supported by objectives including:

- Cultivate a strong evangelistic vision in all institutions and local congregations.
- Establish and maintain an effective pastoral team to advance the Church's mission.
- Foster diverse and inclusive faith communities that are attuned to the unique needs of their local neighbourhoods.

### Specialised Activities

In addition to its primary objective, the Charity engages in specialised activities such as operating a private primary school, organising summer camps for children, youths and families and supporting worldwide denominational activities.

### Public Benefit

The Trustees confirm adherence to the Charity Commission's General Guidance on public benefit. The Charity's activities contribute to:

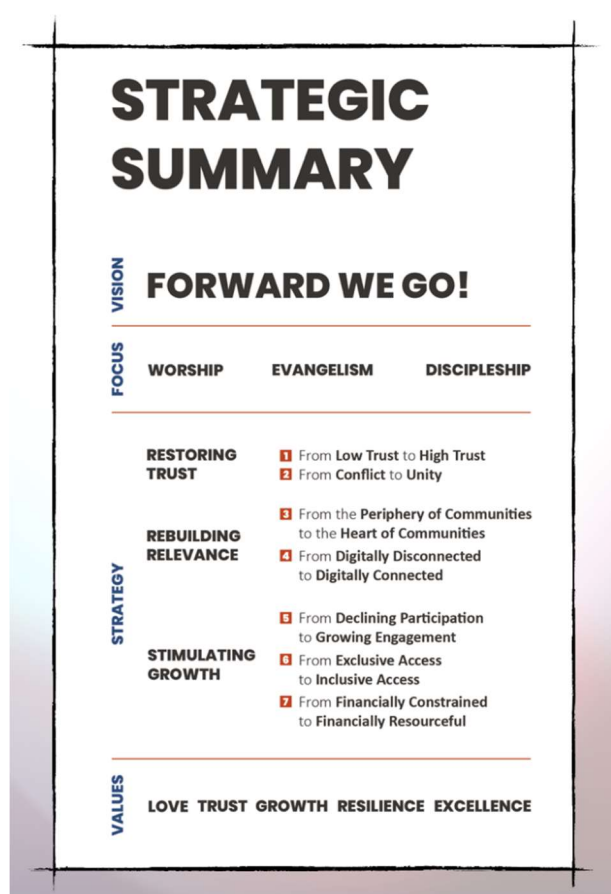
- Good citizenship
- Healthy communities
- Relief of poverty
- Advancement of education
- Promotion of good parenting

## GRANT MAKING POLICIES

The Charity operates a fund-sharing policy with the British Union Conference of Seventh-day Adventists, allocating a proportion of received funds for use both within the British Union and internationally. Grants are provided to local congregations based on recovered Gift Aid and approved special needs.

## ACHIEVEMENTS AND PERFORMANCE

During 2023, the Charity experienced growth in membership, registering a total of 12,390 individuals through baptism, profession of faith, and membership transfers. The net growth for the year was 214 members. The activities of the Seventh-day Adventist Church in the North of England take place in 107 churches and 38 companies. These activities encompass family worship sessions held weekly, inclusive Bible study classes catering to all age groups from infants to adults, prayer meetings, as well as Adventurer, Pathfinder, and senior citizen clubs. Moreover, the centres host health awareness events and programs designed to provide support to families, with the extent of these activities varying depending on the size and resources available within the local congregation.



The North England Conference is diligently monitoring the progress of its strategic goals through a comprehensive Strategic Plan. Among the key indicators, we are projecting a targeted 5% increase in tithe and offerings, which will play a pivotal role in sustaining and advancing our mission.

The Mission Focus of the Charity is divided in three main areas:

**Worship** - Seventh-day Adventists were raised by God to call all people to glorify Him. The great controversy between good and evil, and final events in earth's history revolve around who is worthy of our devotion. Adventists are to demonstrate worship to God in spirit and in truth. We need to raise the bar on worship excellence.

**Evangelism** - Seventh-day Adventists exist to share the Good News of salvation, and of Jesus' second coming to every nation, kindred, and tongue. Every person within our geographical territory needs to hear

about Jesus and be given an opportunity of accepting and serving Him.

**Discipleship** - Seventh-day Adventists need to move from being information-orientated to transformational, by making disciples who make other disciples. Each of us should be mobilised to make disciples of Jesus. A culture of learning and education is required as we work alongside the Spirit of God to transform lives.

Furthermore, our seven strategic goals are accompanied by key performance indicators (KPIs) that provide essential guidance for resource allocation and investment adjustments. These KPIs serve as vital compass points, enabling us to make informed decisions to optimize our impact and better serve the communities we are dedicated to. Through this rigorous measurement and evaluation process, the Charity is committed to achieving not only its goals but also ensuring the responsible stewardship of its resources in pursuit of its mission.

## GOING CONCERN

The trustees have assessed whether the use of going concern is appropriate and have considered possible events or conditions that might cast significant doubt over the ability of the charity and group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity and group have adequate resources to continue in operational existence for the foreseeable future. The charity and group therefore continues to adopt the going concern basis in preparing the financial statements.

## REVIEW OF ACTIVITIES

### Congregational Activities:

Local churches are vibrant hubs of activity, fostering a sense of spiritual community and outreach. Within these churches, a rich tapestry of activities is woven to promote religion and contribute to the well-being of both their congregations and the broader community.

At the core of these activities are the weekly worship services, where congregants gather to worship, reflect, and strengthen their faith. These services serve as a vital spiritual anchor, providing an opportunity for communal connection and growth.

In addition to worship, churches host prayer meetings, creating sanctuaries of solace where individuals can seek divine guidance, offer supplications, and find solace in the power of prayer. These gatherings foster spiritual communion and provide a space for introspection and renewal.

Beyond these foundational practices, local churches are engines of outreach and engagement. Programs encompass dynamic preaching and evangelism efforts, where the message of faith is shared with passion and conviction, reaching both the faithful and those seeking spiritual meaning.

Furthermore, local churches are active participants in community projects aimed at improving the well-being of their neighbourhoods. These projects span a wide spectrum, including health education initiatives that empower individuals to lead healthier lives. Mental health programs offer support, understanding, and resources to address the critical issue of mental well-being.



Parenting programs provide valuable guidance and resources to families, helping them navigate the challenges of raising children in today's world. Life skills development initiatives equip individuals with the tools they need to thrive in various aspects of life, from financial literacy to personal growth.

Through these multifaceted activities, local churches not only nurture the spiritual journey of their members, but also extend a hand of compassion and support to the broader community. They exemplify the core values of faith, service, and community, embodying the essence of their religious mission.

#### Departmental Activities:

The North England Conference is implementing its mission and strategy through a dedicated array of departments, each overseeing specific ministries. These departments serve as the bedrock for realising our vision within the diverse facets of our organisation:

#### Family Ministries

The primary objective of the Family Ministries Department is to fortify families through targeted seminars and practical resources, enabling them to grow spiritually and emotionally. This equips them to effectively evangelize within their communities. Our aim is to facilitate restoration in relationships and cultivate a spirit of love and unity amidst diversity, grounded in the teachings of 1 John 4:7-8:

*"Beloved, let us love one another, for love is of God; and everyone who loves is born of God and knows God. He who does not love does not know God, for God is love."*

The department aligns its initiatives within the strategic framework of the NEC, under the directive '**Forward we Go**'. We focus on:

- **Restoring Trust** (KPI 1.2)
- **Fostering Unity** (KPI 2.3)
- **Rebuilding Relevance within Communities** (KPI 3.1)
- Staying **Digitally Connected** through live streaming (KPI 4.1)
- **Growing Engagement** (KPI 5.1)
- Facilitating **Inclusive Access** (KPI 6.3)

Family Ministries serves as a ministry of grace, upholding biblical principles as the standard for family life and recognizing the deep-seated brokenness that individuals and families may experience in a fallen world. We strive to help families stretch toward divine ideals while embracing the transformative power of God's saving grace and the growth that comes from the indwelling Spirit.

We are deeply committed to supporting people in various relationship statuses—whether married, single, widowed, divorced, or separated—and address the needs of all family members as they navigate life's predictable and unexpected challenges. By fostering strong family bonds, we aim to build resilient Christian families that not only thrive internally but also serve as compelling witnesses to the broader community.

### **Achievements and Contributions:**

The Family Ministries Department has significantly enhanced the spiritual and emotional wellbeing of families across the NEC through various impactful programs and services. Our key achievements include:

- **Family Awareness Days:** Conducted across various churches within the NEC to promote better communication, conflict management, and spiritual growth within families.
- **Marriage Enrichment Weekend:** Designed to strengthen the bonds of marriage through intensive workshops and seminars.
- **Family Camp:** An annual event that brings together families for spiritual nourishment and community building.
- **Singles Ministry:** Focused on the spiritual and social needs of single individuals within the church, providing support and fellowship.
- **Counselling Services Enhancement:** We have expanded our counselling services to better address the needs of individuals and families dealing with various challenges.
- **Safeguarding Awareness Training:** Implemented across the conference to ensure a safe environment for all church members, especially children and vulnerable adults.
- **Family to Family Outreach Seminars:** These seminars equip families to become evangelists in their own communities, promoting family values and Christian teachings.
- **Christian Home and Marriage Week:** An annual event featuring teachings and resources to reinforce Christian values in home and marriage.
- **Family Life Leaders Training:** This program equips leaders to effectively minister to families within their local congregations, enhancing their capability to support and nurture family units blend



These initiatives have collectively instilled hope and promoted wholeness among families within the NEC, significantly contributing to our mission of strengthening family bonds and enhancing community outreach.

### Family Awareness Days:

Throughout the period, we have successfully conducted 31 family awareness days across the conference, complementing our broader "Forward We Go" initiatives. These days focused on themes such as improving communication and managing conflict (KPIs 2.1 & 2.2), enriching the familial experience through various special events:

- April 1, 2023 - Rochdale Church Family Day: Part of the area 2 "Forward We Go" days.
- April 2, 2023 - Family Outreach Training: Aimed at enhancing community engagement and outreach capabilities (KPI 5.1).
- May 29 - June 4, 2023 - NEC Camp Meeting: Sharing valuable insights on family relations and hosting seminars on pertinent family topics.
- September 17, 2023 - Community Outreach Day organised by Erdington Church: Focused on combating knife crime within the community.
- Knife Crime community engagement picture September 2023 – 25-30 young people took part in the church and community.
- Christian Home and Marriage Week – 300-400 per night; this includes online.



### Family Camp Aberdaron:

Family Camp Aberdaron provides a vital community for many, especially those on the fringes of the church. For some attendees, this camp is their primary experience of church and community. We strive to create a safe, inclusive environment that welcomes everyone, regardless of cultural background, gender, or other characteristics. In 2023, the theme was "Keeping it Real," led by Pastor Mike Baker. This theme allowed us to delve into topics such as the power of words, forgiveness, and maximizing potential, fostering deep personal growth among participants (See Photo of Camp). We had over 91 people in attendance.

## Health and Possibility Ministries Departments

The Health Department's activities align with the mission and strategic purpose of NEC by actively engaging churches in health outreach initiatives and promoting sustainable follow-up. The department contributes to the organisation's "Forward We Go!" strategy by addressing three key issues:



1. The Heart of Communities (Issue 3): The Health Department focuses on reaching the core of communities, recognising that churches play a vital role as community hubs.
2. Growing Engagement (Issue 5): The department actively contributes to the goal of growing engagement within communities through collaborative efforts with local and public community health entities, encourages more active participation.
3. Financial Resourcefulness (Issue 7): The Health Department maximises the impact of available resources and actively seeks out public funding and sponsorship. This approach aligns with the organisation's strategic emphasis on financial resourcefulness, ensuring long-term effectiveness in health programmes.

Overall, the Health Department's activities directly support NEC's mission by utilising churches as key partners (NHS, Public Health England, NHS Blood and Organ donations) in health outreach, addressing critical community issues outlined in the "Forward We Go!" strategy, and contributing to the organisation's overall objectives.

### Activities and Programmes:

Overview of Health and Possibility Department Activities and Programmes (2023):

1. Grief Presentation at Christian Home and Marriage Week (February 2023): Provided a presentation on grief as part of the Christian Home and Marriage Week, addressing the emotional and mental health aspects of bereavement within the context of families and marriages.
2. Bereavement Care Weekend (17-19 March 2023): Conducted a Bereavement Care Weekend resulting in the establishment of two Bereavement Befriender Groups at Salford Church and Erdington Church. These groups aim to provide support and companionship for individuals experiencing grief.
3. Heart Health Workshop at NEC Camp Meeting (29th May to 4th June): Organised a workshop on heart health during the NEC Camp Meeting at the Hay's Wood Retreat, focusing on educating participants about cardiovascular health and preventive measures.

4. Men's Health Week (11th-16th June): Implemented activities and programmes during Men's Health Week, addressing specific health concerns affecting men and promoting awareness of preventive healthcare measures.
5. NEWSTART Mega Health Weekend at Lincoln Church (24th & 25th June 2023): Collaborated with the Sherriff and Mayor of Lincoln, the Police and Fire Department of Lincoln, and Hope UK for a NEWSTART Mega Health Weekend at Lincoln Church. This event aimed to promote holistic health through the NEWSTART principles, involving various community stakeholders.
6. The Mega Expo at Manchester Piccadilly Church on 16<sup>th</sup> December 2023, organised in collaboration with various esteemed partners, has been a significant and impactful event. The broad range of organisations involved demonstrates a comprehensive and community-centred approach to health and well-being. Collaborating Organisations: NHS England, Manchester Local Care Organisation, The BHA for Equality, The British Liver Trust, NHS Blood and Transplant Service, We Are Vocal, CAHN (Caribbean and African Health Network), Nuffield Group, NHS COVID and Flu Vaccination Team, Citizen Advice, Medicare Foundation, Be Well Social Prescribers, AAA (Abdominal Aortic Aneurysm), Healthy Hearts, Answer Cancer, Mental Health Team, Dental Team. The event's success is evident in the significant turnout of 661 attendees, indicating active community participation and interest in health-related initiatives.
7. Various Health Expos in Churches: Organised Health Expos in multiple churches, including Leicester Central, Leicester West, Erdington, Handsworth, Camp Hill, Manchester South, Manchester North, Wolverhampton, Leamington Spa, and Kettering. These expos included health screenings, educational sessions, and resources to promote health and well-being.

### **Community Engagement:**



These activities reflect a comprehensive approach to health outreach, covering diverse topics such as grief support, heart health, men's health, and holistic well-being. The collaborative efforts with community leaders and stakeholders demonstrate a commitment to engaging the broader community in health initiatives.

1. Joint Strategic Needs Assessment (JSNA) Integration: Utilising the JSNA provides a systematic understanding of local health needs, aiding in identifying priority areas and specific challenges within the community.
2. Key Stakeholder Interviews: Engaging with key stakeholders ensures health programs align with existing community initiatives, benefiting from collaborative efforts.
3. Participant and Partner Interviews: Direct engagement through interviews provides insights into community perspectives, preferences, and needs, enhancing cultural sensitivity and community acceptance.
4. Relevance and Responsiveness: Insights from qualitative research make health programs more adaptable to evolving community needs, ensuring ongoing effectiveness in addressing health concerns.
5. Community-Centred Approach: Emphasising qualitative research reflects a community-centred approach, fostering a sense of ownership and participation among community members.
6. Continuous Improvement: Regular qualitative research allows for continuous refinement of health programs, with feedback helping to adjust strategies, enhance effectiveness, and address emerging health issues.



### **Support for Christian Values:**

The Health Department has played a crucial role in supporting the spiritual growth and Christian values of members and the broader community by integrating health initiatives with a holistic approach that encompasses physical, mental, and spiritual well-being. Each of the mentioned activities has contributed to spiritual growth and Christian values. By weaving Christian values into health initiatives, the Health Department ensures that its activities

contribute not only to physical well-being but also to the spiritual growth of individuals and the broader community. The emphasis on compassion, empathy, community support, and collaboration resonate with Christian principles, creating a holistic approach to health that aligns with the organisation's mission and values.

The Seventh-day Adventist Health Department's commitment to community well-being, collaboration with prominent organisations, and the promotion of comprehensive health principles is unique in the UK. All church members are actively engaged in living the Health Principles and educating their communities and influencing them to live better and healthier lives. The engagement of various health teams and community-focused entities further cements the Seventh-day Adventist Church's role as a proactive contributor to health and wellness in the community.

### **Initiatives in Fulfilling the North England Conference Charity Mission:**

The Health Department has undertaken several new initiatives and established key partnerships to actively contribute to fulfilling the NEC mission. Notable collaborations include:

1. **Close Collaboration with NHS England:** The department's close collaboration with NHS England is a strategic initiative to align health programs with national health priorities. This partnership involves joint efforts in health promotion, awareness campaigns, and community engagement.
2. **Prostate UK Partnership:** Partnering with Prostate UK signifies a targeted focus on men's health, particularly addressing prostate health issues. This collaboration involves awareness campaigns, health screenings, and educational initiatives to promote early detection and preventive measures.
3. **MIND Partnership for Mental Health:** The collaboration with MIND highlights a commitment to addressing mental health issues within the community. Initiatives may include workshops, awareness campaigns, and support services to promote mental well-being and reduce stigma surrounding mental health.
4. **Public Health England Collaboration:** Partnering with Public Health England indicates a commitment to aligning health programs with national public health strategies. This collaboration involves sharing resources, expertise, and participating in public health campaigns to address prevalent health issues.
5. **NHS Blood and Transplant Collaboration:** The partnership titled "Kings and Queens give blood" seeks to encourage blood donation among the Black African/Black Caribbean membership. For each cohort of 50 newly registered blood donors a free First Aid training for 30 participants will be provided.



**Measuring Impact:**

The impact of the Health Department's activities is assessed through:

1. Participant Interviews and Feedback: Interviews and feedback sessions collect firsthand insights from participants, providing qualitative data on the impact of each event.
2. Mega Event Reports: Comprehensive reports detail activities, participation statistics, and outcomes of mega events, offering both quantitative and qualitative data.
3. Budget Validation and Reports: Carefully crafted budgets undergo validation by the treasury department, and detailed reports with receipts provide transparent records of fund utilisation.
4. Continuous Monitoring and Adaptation: Feedback informs continuous improvement, guiding the adaptation of successful strategies in future initiatives.
5. Strategic Alignment Assessment: Assessment considers how outcomes align with the NEC mission and strategic objectives.

**Challenges and Opportunities:**

The challenge of finding funding for the activities was overcome by collaboration with and recognition by national health providers. The department secured funding for meaningful initiatives aimed at promoting health and well-being within specific communities. Below is a breakdown of the awarded funding and the associated projects:

1. £10,000 by NHS England and Caribbean and African Health Network (CAHN): CAHN COVID-19 Vaccines Uptake Project

The project focuses on supporting the Black African and Black African Caribbean (BABAC) community in promoting COVID-19 vaccine uptake. A children's book has been published as part of the initiative, emphasising healthy lifestyle choices, Christian values, and the importance of vaccination as a social responsibility. The project follows the principles of CELEBRATIONS (Choices, Exercise, Liquids, Environment, Belief, Rest, Air, Temperance, Integrity, Optimism, Nutrition, and Social Support), resulting in increased awareness and understanding of the importance of COVID-19 vaccination within the BABAC community, promotion of healthy lifestyle choices and Christian values among children and families, enhanced community engagement and support for vaccination efforts, and national recognition and partnerships contributing to the visibility of Seventh-day Adventist health programmes, promoting the church's values and image.

2. £20,000 by NHS England: Black African and Black African Caribbean Health Days (MECC Marathon)

The project aims to support the NHSE COVID-19 Vaccination Deployment Programme through Black African and Black African Caribbean Health Days (MECC Marathon). Large Health Expo events will be organised, targeting a minimum of 600 participants. Follow-up programmes will be implemented, focusing on lifestyle choices guided by the NEWSTART principles (Nutrition, Exercise, Water, Sunlight, Temperance, Air, Rest, Trust in a higher power). The expected outcome is active participation and engagement of the community in health-related initiatives and continued national recognition and partnerships, elevating the visibility of Seventh-day Adventist health programmes, and reinforcing the church's values and image.

**Conclusion:**

1. Community-Centred Health Initiatives: The department has successfully organised a range of health-focused events, including expos, workshops, and health days, reaching

diverse communities. These initiatives demonstrate a commitment to addressing the unique health needs of the community.

2. **Strategic Collaborations and Partnerships:** Collaborating with esteemed partners such as NHS England, local care organisations, and health-focused foundations showcases the department's ability to forge strategic partnerships.
  3. **Innovative Approaches to Health Education:** The creation of a children's book as part of the CAHN COVID-19 Vaccines Uptake Project reflects innovative approaches to health education. By integrating Christian values and principles of CELEBRATIONS, the department has promoted not just physical health but also spiritual and mental well-being.
  4. **Comprehensive Health Expos and Mega Events:** Mega expos and health events, such as the one at Manchester Piccadilly Church, have provided platforms for comprehensive health education, awareness, and community engagement.
  5. **National Recognition and Partnerships:** Securing funding from NHS England and establishing collaborations with national health entities highlight the department's growing influence and recognition at the national level. This contributes to the broader visibility of the Seventh-day Adventist Church and its values.
  6. **Spiritual Integration in Health Initiatives:** The department has consistently integrated Christian values into health initiatives, acknowledging the interconnectedness of physical, mental, and spiritual well-being. This approach aligns with the mission of promoting not just health but also spiritual growth within the community.
  7. **Response to National Health Priorities:** By actively participating in national health priorities, such as COVID-19 vaccination campaigns, the department has demonstrated adaptability and responsiveness to the evolving health landscape.
- The values of collaboration, innovation, community engagement, and a commitment to Christian values align with the NEC mission and strategic purpose, reinforcing the Seventh-day Adventist Church's role as a proactive and holistic contributor to community well-being.

### **Recommendations:**

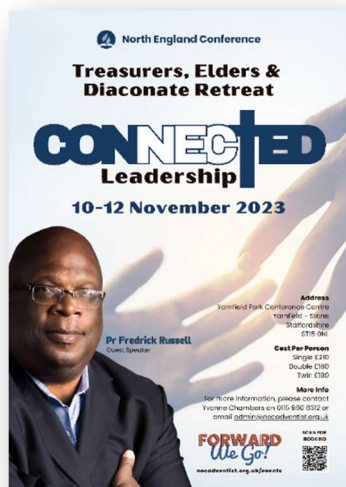
1. **Technology Integration:** Launch a website for health resources, providing easy access to information, virtual workshops, and wellness tools.
2. **Youth Engagement Programmes:** Develop a dedicated youth-focused online platform featuring gamified health challenges, educational content, and peer interaction.
3. **Crisis Response Plans:** Establish a comprehensive crisis response plan that outlines specific protocols for various health emergencies, like the current measles outbreak and collaborate with local health authorities and organisations to stay informed about potential health crises and coordinate responses effectively.
4. **Regular Communication Channels:** Implement a dynamic communication strategy, including regular newsletters, podcasts, and video updates to keep the community informed about health initiatives and crisis updates and use messaging apps for real-time communication during health emergencies, providing instant updates and guidance.
5. **Sustainability Initiatives:** Incorporate sustainable practices into all health events, from reducing waste to promoting eco-friendly transportation options, organise community clean-up events or tree-planting initiatives to combine environmental awareness with physical activity.

These recommendations aim to leverage technology, engage youth, enhance crisis response capabilities, improve communication channels, and promote sustainability. By implementing these strategies, the Health Department can adapt to evolving community needs, foster engagement across demographics, and contribute to long-term community well-being.



## Ministerial Association Department

The Ministerial Association supports and complements the strategic goals of the North England Conference by means of a holistic approach:



- *Pastoral Care*: ensuring the well-being of ministerial workers and their families, as well as elders & diaconate
- *Capacity Building*: providing effective leadership development for ministerial workers, elders and the diaconate,
- *Mediation*: applying a reconciliation ministry and offering conflict resolution throughout the complex intersection of relationships (ministerial workers and lay church leaders).

This approach embodies the NEC “Forward We Go” strategic goals of restoring trust, rebuilding relevance, and stimulating growth, while embodying core values of Love, Trust, Growth, Resilience, and Excellence in all ministerial endeavours.

### Activities and Programmes:

- January 2023 - **Church Officers Training**, equipping newly-elected church officers -Elders (103) & Diaconate (88)
- April 2023 - **Biblical Exegesis Graduation** – 43 participants successfully graduated; professional training offered by Dr L Turner & Pastor J Holder. Special appreciation for Pastor M Simpson and Ms Y Chambers.
- May 2023 - Ministerial Meeting: **Self-Care Tips for Pastors** – an interactive workshop with K Holford, TED Director for Family Ministries, as keynote speaker. Special appreciation: Pastor M Simpson and Dr B Kastrati.
- June 2023 - **Lay Evangelist Training Course -Mentoring Session for the Pastoral Staff** organised by Ministerial Association & PM Evangelism Dept. with keynote speaker, Pastor H Wright. Special appreciation for Pastor E Daniel.
- July 2023 - **Discipleship and Mentoring Instructors’ Training** (another successful joint venture with the Personal Ministries Dept.). About 20 participants received comprehensive training kindly provided by Pastor G Kumi, Pastor M Mbui, Pastor E Daniel and Pastor J Kastrati. Special appreciation for Pastor G Kumi and E Daniel.
- September – December 2023: **Workshop on Mediation and Conflict Resolution** “*The importance of uncomfortable conversations*” conducted at numerous congregations across the NEC as an interactive workshop.
- September 2023 - Ministerial Meeting -**Professional Development for Pastors** - Job Description, Evaluation & Continuing Education with Pastor P Johnson, TED Ministerial Association Director, introducing a new concept - 360-degree evaluation process for the NEC ministerial taskforce based on ministerial competencies – shaping excellence.
- September 2023 – **BUC Internship Symposium** – equipping and professional development of interns organised by Pastor S Ouadjo, BUC Ministerial Director, with participation of NEC presenters Pastor Dr P Herbert & J Kastrati.
- September 2023 - **NEC Ordination and Commissioning Service** – a special celebration of an important milestone of five NEC pastors - Pastor A Gutu, Pr G Hamilton, Pastor Dr G Miller, Pastor S Mugari and Pastor J Philpott. A joint partnership with NEC Presidential – special appreciation for NEC President Pastor G Kumi and Ms Y Chambers.

- October 2023 - **Supervisors' Meeting at Newbold College** – a comprehensive approach towards the process of pastoral formation and field education for NEC-sponsored ministerial students.
- October 2023 - Official **Launch: Competency-based Pastoral Evaluations** for all eligible NEC ministerial workers.
- November 2023 - **BUC "Reflecting Hope" Training Retreat** with a massive participation from NEC ministerial workers and lay evangelists (incl. prospective volunteer lay pastors – VLPs. Special appreciation: Pastor S Ouadjo.
- November 2023 - **"ConNECted Leadership" Retreat for NEC Elders, Treasurers and the Diaconate** – an innovative partnership with the Treasury Department (150 participants) with Pr F Russell, leadership expert from USA as keynote speaker and various other workshop contributors from the General Conference, Trans-European Division, British Union Conference and North England Conference including contributions from Dr D Duda, TED President, Pastor S Ouadjo, BUC Ministerial Director and Pastor G Kumi, NEC President – focus on local church officers' capacity building and leadership development. A joint partnership with NEC Treasury (led by M K Agyei-Asare)
- November 2023 - **"ConNECted Leadership" Pastoral Residential Retreat** with Pastor F Russell as keynote speaker (65 pastors and Bible workers in attendance) – focus on capacity building and leadership development of NEC workers.
- November 2023 Agreement reached on **Volunteer Lay Pastors (VLPs) Pilot Scheme** under guidance from Pastor A Wagener-Smith from the Trans-European Division (TED) of Seventh-day Adventists. 11 VLPs formalised to prepare for the 2024 launch of the pilot scheme. Special appreciation for Pastor Dr A Wagener-Smith and Pastor E Daniel.
- November-December 2023 - **Clinical and Pastoral Education (Chaplaincy) Training and Successful Completion** at *AdventHealth*, Orlando, FL, USA, with 8 participants from NEC. This is a practical theological education for ministry of all types, learned in a clinical setting and received certificates at the end of the programme.
- December 2023 – Project Completion: **Competency-based Pastoral Evaluations** – over 167 completed pastoral evaluations – 360° from five evaluators: 1) self; 2) peer; 3) ministerial director; 4) church elder and 5) church member
- December 2023 - **"A Biblical Strategy for Disciple-Making and Evangelism"** an Interactive Training for Pastors and Bible workers with keynote speakers from the world headquarters of the Seventh-day Adventist Church, Pastor J Howard, Pastor J Reeves, and Pastor E Daniel, General Conference, Sabbath School and Personal Ministries Dept. Focus on Community Outreach, Discipleship. Special appreciation: Pastor E Daniel and NEC Administrators.



### Community Engagement

Pastors and local church leaders have been trained to address issues arising from local JSNAs (*Joint Strategic Needs Assessments*), fostering partnerships with local councils and community organisations. Local church leaders are encouraged to grow closer to their surrounding communities by reflecting a comprehensive and community-centric approach to ministry. The Ministerial

Association contributes to a healthy and positive church climate through robust leadership

training, competency-based evaluation and training in conflict resolution, which in turn impacts the surrounding communities with meaningful community engagement.

### Support for Christian Values

The Ministerial Association has actively and intentionally supported the spiritual growth and Christian values of members and the broader community. The NEC core values of Love, Trust, Growth, Resilience, and Excellence are embodied through pastoral support, training events, leadership development, and innovative initiatives that reach beyond traditional pastoral roles. These efforts appear to have impacted a spiritually vibrant and values-driven community within the North England Conference family of churches.



### Initiatives in Fulfilling the North England Conference Charity Mission

The Ministerial Association in the North England Conference (NEC) exemplifies dedication to the NEC strategic goals through innovative initiatives.

- *Stimulating Growth*: The Officers Training and the Biblical Exegesis Training at the beginning of the year served as an excellent starting point to keep local church leaders motivated to learn and become better equipped to serve their congregations as well as their surrounding communities.
- *Rebuilding Relevance*: The *ConNECTed Leadership* Retreat empowered and equipped over 150 elders, treasurers and members of the diaconate. The North England Conference, under its “*Forward We Go*” motto, has made “straining forward to what lies ahead” (Phil. 3 -13), a strategic priority for all its 12,000-strong membership. This initiative is one of many examples of successful inter-departmental partnerships and collaborations.
- *Restoring Trust*: The introduction of competency-based 360-degree pastoral evaluations emphasizes a commitment to excellence in pastoral ministry. By evaluating pastors on specific competencies, the department fosters continuous improvement, directly contributing to the NEC's mission of preparing individuals for the second coming of Christ.

### Measuring Impact

- 360° Professional Evaluations to assess the performance and quality assurance of pastors. The competencies that were evaluated the questions “Is the Pastor a/an...”: Christ-like Follower, Life-long learner, Empowering Leader, Multiplying Disciple Maker, Relational Shepherd, Inspiring Communicator and Effective Administrator. Over 167 evaluations were completed coming from various perspectives, providing a well-rounded view of each pastor's strengths and areas for improvement, thus contributing to their ongoing professional development.
- Participants' Surveys for Retreats and Events helped refine future events based on participants' feedback, following retreats and events organized by the Ministerial Association in 2023. Surveys captured participants' perspectives on the value, effectiveness, and impact of the events. Key areas included the relevance of the content, the quality of speakers and facilitators, and the overall impact on personal and professional development.

- Continuing Evaluation and Feedback through regular team meetings involving key stakeholders, departmental staff, facilitators, and participants provided qualitative insights into the practical application of the knowledge gained from training sessions, retreats, and other programs, allowing for adjustments.

## **Challenges and Opportunities**

### **1. *Implementation of Competency-based Pastoral Evaluations:***

- Challenge: Potential reluctance from some ministers in adapting to a new evaluation process.
- Opportunity: Address reluctance through comprehensive communication, training, and highlighting the long-term benefits of professional growth and creating a safe and supportive space to address needs for improvement.

### **2. *Launching Volunteer Lay Pastors (VLPs) Pilot Scheme:***

- Challenge: Ensuring seamless integration of VLPs into pastoral roles may face initial logistical and organizational hurdles.
- Opportunity: Use the pilot phase to identify and address potential challenges, establishing effective support mechanisms.

### **3. *Consecutive "ConNECted Leadership" Retreats (Lay Leaders. & Ministerial Residential):***

- Challenge: Coordinating schedules and contributions from various contributors across different departments can be logistically complex.
- Opportunity: Strengthen collaboration through effective communication and shared planning, emphasizing the holistic benefits of the joint retreats.

### **4. *Clinical and Pastoral Education (Chaplaincy) Training:***

- Challenge: The intensive nature of the program and travel overseas may pose challenges for participants in terms of time commitment and potential stress.
- Opportunity: Prioritise participant well-being, offering support and resources to manage the intensity of the training.

### **5. *Interactive Training on Disciple-Making and Evangelism:***

- Challenge: Translating the knowledge gained into practical community outreach efforts may pose challenges for some pastors.
- Opportunity: Empowering pastors with effective strategies for community outreach, aligning with the broader mission of the church and potentially leading to increased membership and engagement.

## **Conclusion**

The Ministerial Association in the North England Conference (NEC) promoted and supported the NEC mission and strategic objectives throughout 2023.

- *Stimulating Growth:* The close cooperation with the Personal Ministries and Evangelism departments was very impactful and rewarding. Various capacity building and training workshops for both the ministerial taskforce and lay church members (elders and diaconate) as well as the launch of the VLP Pilot Scheme proved successful. Strategic partnerships, including interactive training sessions with GC (General Conference), TED (Trans-European Conference) and BUC (British Union Conference) contributors, contributed to an overall professional growth and community outreach.
- *Restoring Trust:* Key achievements include the successful launch of innovative initiatives such as Competency-based Pastoral Evaluations. Commitment to continuous professional development cultivated strong, competent leaders capable of effectively ministering to the diverse needs of the NEC church family.

- *Rebuilding Relevance*: A special highlight was the innovative approach of the "ConNECted Leadership" retreats. Both local church officers and the ministerial taskforce benefited from the capacity building and leadership development workshops, bringing a stronger sense of connectedness.

## Recommendations

1. Following due consultation with admin, discuss the scores deriving from the 360° Professional Evaluations with NEC pastors, commending them for areas of enhanced competency but also encouraging them to work on "growth areas" where the scores were lower than expected, resulting in a continuous professional development which meets the evolving needs of pastors and local church leaders.
2. Monitoring and Evaluation of the VLP (Volunteer Lay Pastors) Pilot Scheme for 2024 based on the insights gained during the initial launch. Conduct thorough evaluations, gather feedback from both lay pastors and the communities they serve, and make informed adjustments before scaling up the program.
3. Improve Inter-Departmental Collaboration and Communication to enhance efficacy and efficiency, leading to more comprehensive and impactful programs. Joint planning and execution of events will maximise resources and expertise across various areas of ministry within the conference.

## Prayer Ministry Department

### Mission and Strategic Purpose

The Prayer Ministry Department has aligned its purpose with the North England Conference's (NEC) Strategic Objectives - to 'Restore trust, Rebuild relevance and Stimulate Growth.' This is achieved by incorporating prayer in all its programs. Through:

1. Organising impactful prayer events to provide spiritual support for churches and individuals in need.
2. Building relationships to foster a community of believers dedicated to prayer.
3. Promoting and supporting Conference-wide events.

### Activities and Programs

- Early Morning Devotions – Monday & Wednesday (ongoing)
- Day of Prayer & Fasting - 7<sup>th</sup> January
- 10 Days of Prayer. 11-21<sup>st</sup> January
- Prayer24brum. 20<sup>th</sup> January
- Church Officers' Training. 22<sup>nd</sup> January
- School of Prayer Training. 5<sup>th</sup> 12<sup>th</sup> 19<sup>th</sup> 26<sup>th</sup> February
- 21 Days of Intercession. 27<sup>th</sup> February – 19<sup>th</sup> March
- Prayer weekend on the Isle of Man. 7-9<sup>th</sup> April
- Prayer Room - BUC Ministerial Training. 28-30<sup>th</sup> April
- Hybrid Camp Meeting. 29<sup>th</sup> May-4<sup>th</sup> June

- Thanksgiving Service – Local School. 22th July
- 21 Days Prayer Vigil. 16<sup>th</sup> September – 7<sup>th</sup> October
- Conference-wide Day of Prayer 7<sup>th</sup> October
- Week of Prayer. 4<sup>th</sup> – 11<sup>th</sup> November
- End of Year Thanksgiving. 30<sup>th</sup> December

The Department has also led and facilitated 30 additional prayer activities both online and on site in local churches and communities.

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|--|--|
| <b>I. Community Engagement</b>   | <p>The Department has influenced, supported or led several activities, occurring in local communities, including:</p> <ul style="list-style-type: none"> <li>➤ Parents' Prayer Support Group held monthly</li> <li>➤ Prayer emergency hotlines</li> <li>➤ Prayer24brum, an annual multi-faith prayer vigil organised by Birmingham Churches Together.</li> <li>➤ Weekly Prayer sessions for teachers, pupils and parents at a local school.</li> <li>➤ Carol singing at a local hospital</li> <li>➤ Visits to nursing homes</li> <li>➤ Prayer cell/groups, formed locally</li> </ul>                                       |
| <b>II. Support for Christian Values</b>  | <p>The Department has led or facilitated programs in support of the spiritual growth and Christian values of our members and wider community, including:</p> <ul style="list-style-type: none"> <li>- 14 Preaching appointments and Prayer conferences</li> <li>- 6 Prayer Seminars</li> <li>- 9 Training Workshops infused with the NEC's Missional Focus</li> <li>- Twice weekly Morning Prayer Devotions.</li> </ul>  |
| <b>III. Initiatives in Fulfilling the North England Conference Charity Mission</b> | <ul style="list-style-type: none"> <li><i>i.</i> The School of Prayer online program was initiated to equip Prayer Leaders (PLs) and others, who required additional training in Prayer Warfare and Spiritual Authority. Also, annual training for PLs in ministry.</li> <li><i>ii.</i> Prayer for 500+ is a list of over 500 names of family members, friends, neighbours, work colleagues being regularly prayed for, with positive results.</li> <li><i>iii.</i> Collaborations with the Family Life, Personal Ministries, Health and Youth Departments to facilitate events at field and Conference levels.</li> </ul> |
| <b>IV. Measuring Impact</b>  | <p>Evaluations and feedback from prayer events, training programs and zoom polls.</p>  |

**V. Challenges and Opportunities**

A significant challenge is the impact the pandemic has had on church demography. There is noticeable reduction in the attendance and engagement of young people and senior members in some churches. However, certain initiatives have developed from this, for example, Parents' Prayer Support groups, Prayer Hotlines and Prayer Vigils acknowledging the needs of young people and elderly adults. In future, the Department could collaborate with parents, Family Life, Youth and Teens Departments to create an environment in which to actively reach out and nurture these groups.

**VI. Conclusion**

The Department's key achievement is that of creating more opportunities for togetherness and shared experiences, particularly through the 'Forward We Go' initiative promoting Conference Strategic Goals and themes. There has been more interaction with other departments and more connectedness between Conference Leaders and the membership at local level.

**VII. Recommendations**

The Department could conduct more surveys in collaboration with other departments to determine the church's demography in each area and work together to develop workshops to address specific needs in these communities.

## Sabbath School Department

### **Mission and Strategic Purpose:**

The mission and strategic purpose of the North England Conference (NEC) Sabbath School Department is to nurture and facilitate the spiritual growth of individuals through education and discipleship, with the goal of strengthening faith and deepening one's relationship with God.

This is achieved through interactive teaching, training, and mentoring; equipping each individual to subsequently go forth and make disciples for Christ themselves.

This mission fulfils the Biblical Great Commission found in Matthew 28:19-20, which encapsulates the vision of Sabbath School to:

**"Go... Teach... and Make Disciples."**

The 3 vital core goals of Sabbath School are to:

1. **REACH UP**- To God - Focused on **Bible Study & Prayer**.
2. **REACH IN** - To self and each other's - Emphasising **Fellowship**.
3. **REACH OUT** - To the community and the world - Centred around **Mission**.



The mission, vision, and strategic purpose of Sabbath School predominantly align with two of the NEC's strategic plan's 'Forward We Go' missional focuses, namely:

1. **Discipleship** - To cultivate a transformational ministry of first being a disciple, then making disciples of Jesus through a culture of learning and education.
2. **Evangelism** - To Share the Good News of salvation, and of Jesus' second coming.

These also align with specific elements of North England Conference's 3 object, namely:

1. **Restoring Trust:** through reinforcing the truth of God's word.
2. **Rebuilding Relevance:** through teaching relevant Biblical truths and principles, as well as motivating members to be active members in their communities.
3. **Stimulating Growth:** Through programs and initiatives that focus on personal spiritual growth and strengthening discipling roles.

### Activities and Programs.

The following provides an overview of the activities and programs conducted by the Sabbath School department throughout the year 2023.

**Sabbath School Training:** Three distinct Sabbath School Teacher Training courses were conducted, featuring a repeat of Level 1 and the introduction of Level 2 Teacher Training. Level 2 built upon the foundation of Level 1 by concentrating on the three T's - *Techniques - Essential for Effective Teaching / Facilitating: Bible Study Techniques & Interactive Teaching Structures*.



**Sabbath School Emphasis Days:** Twelve Emphasis Days were hosted across the North England Conference. Each event prioritised Bible study and prayer, as well as emphasised Fellowship and Mission.

Afternoon workshops were also conducted, covering a range of topics including Prayer and Personal Spiritual Growth.

**BUC/ NEC Sabbath School Day of Fellowship:** In alignment with the BUC directive, an NEC wide Sabbath School Emphasis Day was conducted at Winson Green SDA Church, in September 2023, under the theme: '*Go... Teach... Make Disciples*,' with a focus on the Sabbath School mission.





**Sabbath School Surgery Workshop:** The online Sabbath School Surgery Workshop held in July 2023, provided an opportunity for Sabbath School personnel from across the conference to have their questions answered, concerns addressed, and challenges resolved, aiming to improve the organisation and delivery of Sabbath School in the local church.

Sabbath School professionals were present to provide expert advice, guidance, and encouragement.

### **Community Engagement:**

As one of Sabbath School's core values, mission, through community outreach, is emphasised on a weekly basis. Initiatives and projects such as food banks, soup kitchens, and street witnessing, health expos that meet the needs of the community etc are regularly promoted, conducted and reported on in local churches.

### **Support for Christian Values:**

The Sabbath School department has actively supported the spiritual growth and Christian values of our members and the broader community through teaching and training sessions, workshops, preaching, and discipleship activities. Additionally, various resources including workbooks, handouts, and online tools have been made available to further facilitate and enhance this endeavour.

### **Initiatives in Fulfilling the North England Conference Charity Mission.**

The Sabbath School department has collaborated with the Adventist Discovery Centre, situated at the British Union Conference, to endorse their online Bible study courses and distribute their leaflets to those new to the faith. This partnership aligns with the North England Conference's missional focus on Evangelism and the objective of 'building relevance.'

### **Measuring Impact.**

At the conclusion of each event or training, an electronic evaluation form is distributed to all attendees for instant feedback. This feedback has been invaluable in tailoring future events and training sessions to better suit the needs of the members and remain relevant.

In addition, the resources provided at each session or event are not only utilized by the attendees themselves, but extra copies are also taken to share with those within their sphere of influence.

Furthermore, the increasing number of individuals who sign up and register for further training and events serves as a strong indicator that the information shared is beneficial and having a positive impact.

## Challenges and Opportunities.

**Challenge:** The current structure of limited Sabbath School time in local churches, including the delivery method of lesson studies, has contributed to poor attendance.

**Opportunity:** Implementing Sabbath School Teacher Training sessions, aimed at equipping personnel with the skills to plan and conduct effective Sabbath School sessions, alongside Sabbath School Emphasis days.

During this past year the North England Conference Sabbath School Director has visited quite a few local churches to demonstrate effective Sabbath School delivery methods, in order to address these challenges.

**Challenge:** The limited application and intentional implementation, at the local church level, of the skills and practices taught at training sessions, as well as Emphasis Days.

**Opportunity:** The Sabbath School Surgery workshop is one of the initiatives that was implemented by way of a solution. Establishing accountability structures within local churches to ensure that goals set during training sessions and Emphasis Days are followed through and progress is monitored regularly, is another opportunity that would help.

## Conclusion.

The key achievements for the Sabbath School Department in 2023 were the training events and Emphasis Days, both of which fully aligned with the North England Conference's strategic plan, 'Forward We Go.' These initiatives focused on the missional priorities of Discipleship and Evangelism, as well as the objectives of Restoring Trust, Rebuilding Relevance, and Stimulating Growth.

## Recommendations.

**Continuous Training:** Provide more online continuous training opportunities throughout the year to reinforce skills, introduce new ideas, and address emerging challenges faced by Sabbath School leaders. This can be done by creating digital training workshops.

**Resource Sharing:** Create a platform or database where churches can share successful implementation strategies, resources, and best practices related to Sabbath School activities.

## Communication & Media Department

### Mission & Strategic Purpose

Our work is in alignment with the NEC's strategic shift '*From Digitally Disconnected to Digitally Connected*'. While many of the department's activities are operational, contributing to the regular functioning of the Organisation, there has been a strategic shift focusing on addressing specific areas within the North England Conference. The following section highlights the key departmental activities that have contributed towards this strategic shift.

### Activities & Programs

Our department's activities in 2023 can be summarised in four points:

1. **Team Expansion and Staffing:** Transitioning from a part-time director to a full-time team – as well as employing a Media & Broadcast Technician and a departmental secretary with media expertise – has significantly boosted operational capacity.

2. **Quality Improvement in Production:** Improvement in media production quality is evident in major events, adhering to Adventist Brand Guidelines, and elevating overall production standards.
3. **Volunteer Engagement and Reporting:** Strengthening of the volunteer media team contributing to various department operations and the launch of a Reporter Team for story sharing across the Conference.
4. **Infrastructure and Training Enhancements:** Strategic investment in advanced equipment and expanded training opportunities in live streaming, copyright legislation, and social media management, alongside sponsoring digital evangelism conferences.

### **Community Engagement**

The Communication & Media Department is a blend of two worlds: communication and media. Firstly, the department serves the North England Conference, including its various departments, by facilitating both internal and external communication among different levels within the Adventist structure and the public. This role also involves supporting the growth and development of local church leaders and their respective ministries. Secondly, the department oversees the media needs of the Organisation. This includes, but is not limited to, event production, managing the Media Centre, and creating on-demand content. Our department indirectly engages with the community as we support other entities in meeting their objectives.

### **Measuring Impact**

In 2023, our various social media accounts have seen substantial growth, as evidenced by several key statistics:

- **YouTube:** Our content has accumulated 15,000 hours of viewing time.
- **Facebook & Instagram:** We have reached approximately 10,000 people.
- **Social media:** Nearly 9,000 followers have been amassed across all our platforms.
- **Monthly Newsletter:** We now have over 1,000 subscribers.

### **Challenges and Opportunities**

One of the most significant challenges we've encountered in our ministry is the constraint of time. In this digital age, it often feels like there are not enough hours in the day to fulfil our mission as effectively as we desire. However, with challenges come opportunities. The recent addition of two new staff members to our team is a particularly exciting development. This expansion is not just about increasing our workforce; it represents a significant opportunity to enhance the overall capacity and effectiveness of our department. With these new members on board, we anticipate being able to extend our reach and deepen our impact in the lives of those we serve.

### **Recommendations**

As we look to the future, the opportunities to build upon our recent achievements are abundant. Key areas of focus should include:

1. **Expanding On-Demand Content:** The operationalisation of the Media Centre offers exciting possibilities for content creation. We now have the capability to produce a diverse range of videos for social media and podcasts on topics like Christian apologetics. In today's digital era, where the consumption of online content is at an all-time high, it's crucial for the church to produce high-quality, engaging content accessible to both our members and non-Adventists.
2. **Enhancing Digital Evangelism:** The importance of a strong online presence for our church cannot be overstated. In an increasingly digital world, our focus should extend beyond traditional events to developing innovative online initiatives. Embracing

digital evangelism will allow us to connect with a broader audience, leveraging social media and other digital platforms to spread our message and values more effectively.

## **Conclusion**

The growth and improvements within our department have been both significant and inspiring. As we look forward to the next year, I am filled with excitement and optimism. I hope the journey ahead is one of impactful achievements and meaningful contributions to the Seventh-day Adventist Church and the wider British society.

## **Community Services Department**

The Community Services Department's activities align with the mission and strategic purpose of NEC (North England Conference of Seventh-Day Adventists) by actively engaging churches in health outreach initiatives and promoting sustainable follow-up. The department contributes to the organisation's "Forward We Go!" strategy by addressing three key issues:

1. The Heart of Communities (Issue 3): The Health Department focuses on reaching the core of communities, recognising that churches play a vital role as community hubs.
2. Growing Engagement (Issue 5): The department actively contributes to the goal of growing engagement within communities. Through collaborative efforts with local and public community health entities, encourages more active participation.
3. Financial Resourcefulness (Issue 7): The Health Department maximises the impact of available resources and actively seeks out public funding and sponsorship. This approach aligns with the organisation's strategic emphasis on financial resourcefulness, ensuring long-term effectiveness in community outreach programmes.

## **Activities and Programmes:**

Overview of Community Services Department Activities and Programmes (2023):

In 2023, the community services department focused on empowering and building capacity in various community projects:

1. Capacity Building: A Grant writing workshop series 1st – 5th March equipped churches with skills to secure funding. The training included presentations on community assessment, project planning and management, community engagement, and communication.
2. Monitoring and Evaluation: New and existing projects received funding and underwent visitation and evaluation processes.

These initiatives collectively aimed at empowering existing projects, fostering collaboration, and building a supportive environment for community development in 2023.

## **Community Engagement and Support for Christian Values:**

In 2023, several community service projects received support through funding, visitation, and evaluation:

1. Yardley Community Services Food Pantry: *Compassion and Service*. Distributing emergency food parcels to individuals with limited or no access to food, facilitated through referrals from the local council. The act of facilitating referrals through the local council exemplifies a commitment to serving the community's most vulnerable members.
2. Coventry District Community Services Warm Hub & Community Café: *Compassion, Service, and Community Building*. Providing a warm, safe space offering advice, combating isolation, and serving healthy hot food. Church members provide financial and benefits advice services in Radford and wider Coventry. The warm hub and café

embody Christian values by offering a warm, safe space to combat isolation. Providing advice, healthy hot food, and financial services reflects a commitment to holistic care and community building.

3. Coventry Social Supermarket: *Compassion and Justice*. Opening a social supermarket to assist residents facing food poverty reflects compassion for those in need due to the cost-of-living crisis. The project also addresses social justice concerns related to the cost-of-living crisis by providing affordable access to essential food items.
4. Mobile Food Ministry in the Centre of Liverpool: *Service and Outreach*. The mobile food ministry exemplifies service and outreach by mobilizing volunteers to provide prepared food packages, hot drinks, and clothing in Liverpool's city centre. This outreach effort demonstrates a commitment to meeting the immediate needs of the community.
5. Northampton Central Seventh-Day Adventist Church Food Bank: *Compassion, Service, and Community Support*. Connected with the "Restore Northampton" network, offering a range of essential items, including clothing, toiletries, household cleaning items, and baby care products, in addition to a diverse selection of food and literature. The inclusion of religious literature aligns with a holistic approach to meeting both material and spiritual needs.
6. Wednesfield Baby Bank: *Compassion, Service, and Community Support*. Providing parcels of essential baby items such as nappies, toiletries, wipes, clothing, and blankets. Additionally, the project focused on recycling preloved or new baby items from the community and acted as a referral source for local agencies, including social services, health services, refugee and migrant centres, and community groups. The project addresses both material and practical needs within the community.
7. Back to Nature Food Bank Kings Norton: *Stewardship, Service, and Health*. Supplying the Kings Norton church food bank with fresh, homegrown produce aligns with stewardship principles. Additionally, providing health education demonstrates a commitment to the well-being of the community, reflecting Christian values of service and care for the whole person.

In summary, each project, through its specific activities, reflects Christian values by embodying principles of compassion, service, justice, community support, and holistic care for individuals and families in need.

### **Initiatives in Fulfilling the North England Conference Charity Mission:**

The Community Services Projects collectively contribute to fulfilling the North England Conference's charity mission by addressing immediate needs, combating systemic challenges, and promoting holistic well-being within their respective communities. These initiatives exemplify a commitment to service, compassion, and outreach, aligning with the broader objectives of charitable missions associated with religious organizations. Through diverse approaches, such as emergency food distribution, warm community spaces, social supermarkets, mobile outreach, baby care support, and sustainable food supply, these projects aim to make a positive impact on individuals and families in need, reflecting the core values of Love, Trust, Growth, Resilience, and Excellence as outlined in the strategic plan.

**Measuring Impact:**

The impact of the Health Department's activities is assessed through:

1. Participant Interviews and Feedback: Interviews and feedback sessions collect firsthand insights from participants, providing qualitative data on the impact of each event.
2. Mega Event Reports: Comprehensive reports detail activities, participation statistics, and outcomes of mega events, offering both quantitative and qualitative data.
3. Budget Validation and Reports: Carefully crafted budgets undergo validation by the treasury department, and detailed reports with receipts provide transparent records of fund utilisation.
4. Continuous Monitoring and Adaptation: Feedback informs continuous improvement, guiding the adaptation of successful strategies in future initiatives.
5. Strategic Alignment Assessment: Assessment considers how outcomes align with the NEC mission and strategic objectives.

**Challenges and Opportunities:**

Challenges for Community Service Projects:

1. Obtaining Public Funding: Securing consistent public funding can be challenging due to budget constraints, changing political priorities, and competition with other community initiatives.
2. Catering to Diverse Communities: Meeting the unique needs of diverse communities can be complex, as cultural, linguistic, and socio-economic differences may require tailored approaches.
3. Sustainability: Maintaining long-term sustainability can be difficult, especially if projects heavily rely on short-term funding or face volunteer burnout.
4. Quality Assurance in Volunteer-Led Initiatives: Ensuring consistent quality in volunteer-led initiatives can be challenging due to varying skill levels, commitment, and training of volunteers.

Opportunities for Community Service Projects:

1. Building Strong Partnerships with Public Entities: Collaborating with public entities, such as local governments or agencies, can open avenues for additional funding, shared resources, and increased community reach.
2. Collaboration with Local Community Organizations: Collaborating with local community organizations can leverage shared resources, enhance community engagement, and provide a more comprehensive approach to addressing community needs.
3. Continuing Education for Volunteers: Offering ongoing training and education for volunteers not only enhances their skills but also ensures they stay informed about evolving community needs and best practices.

**Conclusion:**

The highlighted community service projects, from food pantries to baby banks and mobile food ministries, exemplify values deeply rooted in compassion, service, and community support. These initiatives, spanning Yardley to Kings Norton, showcase a commitment to addressing diverse needs, from emergency food distribution to sustainable, locally sourced produce. The challenges faced, such as obtaining public funding and ensuring sustainability, are met with resilience and creative solutions. Opportunities lie in forging strong partnerships with public entities, collaborating with local organizations, and providing ongoing education for volunteers. In their collective efforts, these projects epitomize the enduring Christian values of empathy, outreach, and holistic community care.

**Recommendations:**

1. **Technology Integration:** Embrace technology to enhance efficiency and reach. Develop a user-friendly website for project updates, online donation platforms, and volunteer sign-ups. Utilize social media for community engagement, awareness campaigns, and real-time updates on project activities.
2. **Youth Engagement:** Foster youth involvement through mentorship programs, workshops, and leadership opportunities within projects. Create a dedicated youth advisory board to gather insights, ensuring that initiatives resonate with younger demographics and encourage long-term community involvement.
3. **Inter-departmental Collaboration:** Foster collaboration with other church departments, such as Pathfinders and Youth, to support the mostly elderly volunteers. Develop cross-departmental training programs, where youth can assist in technology training, and mentorship. This collaboration ensures a more inclusive and supportive community, benefiting from the strengths of various age groups within the church.
4. **Regular Communication Channels:** Establish a consistent and transparent communication strategy. Implement regular newsletters, email updates, and community forums to keep stakeholders informed. Utilize multimedia channels for engaging content, showcasing project impact, and sharing success stories.
5. **Sustainability Initiatives:** Implement eco-friendly practices, such as waste reduction, energy efficiency, and sourcing local produce. Develop partnerships with environmentally conscious organizations. Engage the community in sustainability workshops and initiatives to create a shared commitment towards long-term environmental well-being.

**Stewardship Department**

The Stewardship Department recognizes God as the Creator and ultimate owner of everything in the world. In response, we dedicate ourselves and all that we possess to His glory and honour, aiming to live our lives as a blessing to others. God has empowered us to be stewards of the myriad gifts He provides, including our time, abilities, possessions, and the natural resources of the Earth. Our primary focus is to encourage members to trust in God as the sovereign owner and provider, and to engage actively in His mission through regular and systematic giving. Aligned with the NEC's strategic plan, our department operates under the initiative '**Forward we Go**', particularly focusing on digital engagement through our live the church's financial resources through **KPIs 7.1, 7.2, and 7.3**, which support our efforts to become more financially resourceful and sustainably managed.

The department has made significant strides in promoting the principles of stewardship through a variety of educational formats. We've conducted seminars both online and in-person, held annual training sessions for stewardship leaders, and emphasized that stewardship extends well beyond mere financial management.

**Key Achievements Include:**

**Educational Outreach:** We have promoted a comprehensive understanding of stewardship through the eight pillars: Body, Terra (Earth), Talents, Time, Technology, Ties (relationships), Treasure, and Testimony. These pillars encapsulate the broad scope of stewardship, emphasizing holistic management of all resources.

**Gift Aid Program Promotion:** We have actively encouraged and facilitated the participation in the Gift Aid program, enhancing the financial contributions to the church without extra cost to our members.

**Encouraging Faithfulness in Tithes and Offerings:** A central part of our mission has been to foster a culture of generosity and faithfulness in managing God's provisions.

**Stewardship Emphasis Days:** These special days are dedicated to educating and engaging the congregation on the importance of responsible stewardship.

**Stewardship Officers Training:** We ensure our leaders are well-equipped with the knowledge and skills to effectively guide others in the principles of stewardship.

**Themed Online Broadcasts:** Utilizing digital platforms, we have expanded our reach, providing accessible stewardship training and discussions to a wider audience. These initiatives have collectively advanced our department's mission to cultivate a well-rounded approach to stewardship within the church community.

**Education:** Our department has provided extensive training and development for local church stewardship leaders, primarily through our online officer training sessions conducted in January. Additionally, we distribute the GC monthly newsletters and our own quarterly publication, Dynamic Steward, both of which are available online and on our website. These resources offer valuable insights into effective stewardship practices, focusing on both visitation and systematic giving. Our training consistently covers the eight stewardship pillars, providing a comprehensive view of stewardship that emphasizes not only financial responsibility but also, and most importantly, our relationship with God.

**Promotion of Gift Aid Program:**

We have actively promoted the benefits of the Gift Aid program across all our events. The introduction of the '7' app in June 2023 has particularly resonated with our youth, serving as a significant motivator.

On our awareness days, we provide detailed explanations about church financing and the mechanics of the Gift Aid system. These sessions typically result in one or two new applications for Gift Aid per event. Our online revival week in 2023, titled "GET READY," included a special focus on Gift Aid and tithing, particularly highlighted on Friday, 1st December 2023.

For more details, visit our session at YouTube

[https://www.youtube.com/watch?v=7HLn6vc0DxQ&list=PLH4Qm9Q43BrEI34P9oOeJMNl4icg\\_adUU&index=7](https://www.youtube.com/watch?v=7HLn6vc0DxQ&list=PLH4Qm9Q43BrEI34P9oOeJMNl4icg_adUU&index=7)

**Encourage Faithfulness in Tithe & Offerings:**

Throughout this period, we have consistently emphasized the importance of being faithful to God in all our actions and words, both through direct communication and our various programs. In May 2022, we reached out to our entire constituency to express gratitude for the steadfastness of the NEC membership, particularly noting how we maintained our tithe income throughout the pandemic. Despite these challenging times, the commitment of our members remained strong, supporting the vital work of our church. In 2021, our average monthly tithe income was approximately £578,000. Recognising the growing needs of our mission, we set a new target of £700,000. We are pleased to report that in 2023, our average monthly tithe income increased to £712,733. This achievement is a testament to the blessings God has bestowed upon His church and the unwavering dedication of His people.



For a detailed comparison, please refer to our Tithe Report from January to August 2023, which shows an average 20% increase in tithe income compared to the previous year, successfully reaching our £700,000 target. We give all praise to God for His abundant provision. Stewardship Emphasis Days: Throughout this period, we have hosted 13 Stewardship Awareness Days across the conference, complementing the broader "Forward We Go" days and weekend events conducted in all areas of the conference.

These Awareness Days were centred around the theme "Commissioned: God First," focusing on discovering personal talents and responsibilities in Christian service. The events also delved into practical aspects such as financial management, emphasising the importance of family budgeting and understanding one's personality profile in relation to spending and saving habits. Participants engaged in exercises to analyse their personality profiles, identifying strengths and weaknesses that impact their financial behaviour. This analysis is crucial for correcting detrimental habits and planning effectively for the future, including retirement.

**We highlighted five common financial personality types:**

1. The Spender
2. The Miser
3. The Avoider
4. The Impulsive
5. The Planner

These types align with our Key Performance Indicators (KPIs 4.1 & 4.3 and KPIs 7.1, 7.2, and 7.3), focusing on digital connectivity and financial resourcefulness. Key Events Included:

**Northampton, 10th to 12th March 2023:** A weekend of workshops and seminars. We had 150 in attendance throughout the weekend.

**Camp Hill, 13th May 2023:** This day highlighted the importance of recognising our role as co-workers with God, managing the resources He bestows upon us, such as life, talents, jobs, and finances. Pastor Francis emphasised the need to change our mindset and habitually put God first, becoming new creations in Christ in all aspects of our lives.

These events effectively communicated a message of hope and joy, reinforcing the attendees' relationship with God and encouraging them to strengthen their stewardship practices.

**Stewardship Officer Training Days:** We continue to empower our stewardship leaders through annual training sessions. Recently, we introduced the angelized offering booklet for 2023, a collaborative effort with the South England Conference of Seventh-day Adventists

**Challenges and Solutions:**

One of the primary challenges within the department has been changing the members' perceptions of Stewardship, particularly the misconception that it only pertains to financial contributions. Initially, we found that some preaching appointments were being cancelled or reassigned to Family Ministries. Moreover, when we assumed my role, there were only sixteen designated stewardship leaders across the churches in the NEC. We are pleased to report that we now have 24 leaders, some of whom are Treasurers who have embraced

additional stewardship responsibilities. Our educational efforts on the eight biblical principles of Stewardship have been instrumental in changing these perceptions, helping members recognise that stewardship encompasses much more than just financial aspects.

## Prison Ministries Department

### Introduction

In the spirit of Christ's love, the Prison Ministries department of the North England Conference is committed to bringing love, compassion, and hope to those incarcerated in the North of England. We strive to empower our volunteers with spiritual and personal growth opportunities, enabling them to effectively share the gospel message and provide support to those we serve. In doing so, we seek to fulfil the words of Jesus, *'I was in prison and you came to Me'* (Matthew 25:36).

### Volunteer Engagement and Activities

Our ministry is fuelled by the passion and dedication of several volunteer teams from churches across the Conference. These teams regularly conduct Sunday worship services in HM Prisons, engaging with inmates through Bible studies and pastoral care. Our members, some of whom serve as registered volunteer chaplains, offer crucial support, addressing the diverse needs of prisoners.

We also extend our support to the families of those incarcerated, understanding the immense emotional, physical, and spiritual challenges they face. This facet of our ministry has proven to be invaluable and highly impactful.

Our volunteers, driven by a deep sense of calling, are committed to sharing Christian beliefs and hope. Their efforts are particularly evident during our Prison Ministries Days, which are events filled with singing, prayer, scriptural readings, and sharing testimonies of our work in various HM Prisons.

### Expanding Our Reach

This year marked a significant milestone as we gained access to two new prisons. We also provided our members with access to an online training event hosted by the Welcome Directory, enhancing our ability to serve diverse groups of inmates, including juveniles and adults, both male and female.

Feedback from team leaders, managing chaplains, prisoners, and prison staff has been overwhelmingly positive. Our presence in the services is highly valued, and there is a growing desire for more frequent visits from our volunteers.

### Overcoming Challenges and Future Plans

Gaining access to more prison establishments has been challenging, but we remain hopeful. With perseverance and increased involvement from more churches, we aim to extend our ministry to additional HM Prisons. Our plans also include improving support for prisoners' resettlement into the community—a vital area that requires further development. Furthermore, we are also collaborating with prison administrations on the 'Pen Pal' scheme, which will enable our members to correspond with prisoners who lack external communication.

### **Impact and Appreciation**

The Prison Ministries department has made a profound impact, reaching many young and adult prisoners who previously had no hope or positive outlook on life. The involvement of our members as volunteer chaplains has not only enriched their experience but also allowed them to engage more deeply in this vital work.

Through our evangelistic worship services and various initiatives, we continue to work towards fulfilling the Great Commission of Christ, making disciples and spreading His message of hope and redemption.

### **Publishing Ministries**

The mission of the department is to widely distribute and circulate the SDA Church's literature like autumn leaves wherever we are. That is bibles, magazines, pamphlets, health books and Spirit of Prophecies books etc. to members and the public.

Our strategic purpose is to motivate and encourage our members within our churches in the NEC to individually and collectively get involved in distributing our literature at least a book a month, especially the book of the year, The Great Controversy.

To train our young people and motivate them to get involved in the Literature Ministry.

To recruit and train more Literature Evangelist around the conference.

To encourage and support current Literature Evangelist in the Ministry.

### **Activities and Programs:**

We went out in the summer, with the young people to share/sell books door to door and in churches.

We went out throughout the year to support with full/part-time Literature Evangelist selling books in the markets, churches and door to door.

We visit various churches with the NEC promote, motivate and encourage Literature Evangelism.

### **Community Engagement:**

The main duty is to work within the community visiting other Christian denominational churches, homes, market places with our publications.

### **Support for Christian Values:**

All our publications promote positive Christian values, such as healthful living, good and positive behaviours in children and young people, family life and to lift the knowledge of Christ to those who seek him.

### **Initiatives in Fulfilling the North England Conference Charity Mission:**

This department supports the NEC in achieving its goal by promoting and sharing God's wonderful literature to members and the public.

### **Measuring Impact:**

Books purchased in 2023 = £11,500.00

20 members had training within the year.

20 young person's engaged in summer programs.

**Challenges and Opportunities:**

The literature evangelist requires display stands.

Most of the current Literature Evangelist are middle aged

We've had great opportunity to distribute Publications in Sunday Churches (about 20+) this year alone and many souls have blessed by this.

**Conclusion:**

As a result of this ministry, we have been able to reach many people, especially the non-SDA Adventist with the good news of Jesus Christ.

We are praying for more young people to show interest and join the few already involved.

**Recommendations:**

"We are fast approaching the end. The printing and circulation of the books and papers that contain the truth for this time are to be our work". Testimonies for the church 8:89 (1904)

This is a Ministry we can all get involved. We will therefore recommend that every member should make it a habit to give a book to someone every month. The PM department should factor this into their yearly budget to purchase our Publications from the Stanborough Press and encourage members to distribute them, a book a month. Individual members can also buy the books as their personal ministry to sell them or give them out. Look out for the book of the Year, currently, The Great Controversy.

### Women's Ministries

**Women's Ministries (WM)** New Testament teaches the priesthood of all believers, with each member of God's family valued and called to share in the proclamation of the good news."

(GC, WM Handbook, 2007) The NEC Women's Ministries vision statement encapsulates that:

**Vision:** Women Reaching the World With Jesus

**WM Mission and Purpose:**

- The mission of the NEC Women's Ministries Department is to encourage, nurture and enable women of all age groups to grow in faith and develop their gifts by getting involved in practical evangelism: giving Bible studies, preaching, teaching, healing, praying, helping, visiting and thus offering a holistic Christian service in our churches and local communities.
- The purpose of the NEC Women's Ministries Department is to support women through counselling, life coaching, mentoring, training and teaching, ensuring that women in the church are supported effectively in their spiritual growth, Biblical understanding and personal challenges.

**WM Activities and Programs delivered and community engagement and support for Christian values**

Women's Ministries Emphasis Days delivered in Manchester North, Liverpool, Stoke, Chelmsley Wood, Aston.

The WM days are held at the local churches and are open to the community. The days include Interactive Bible study groups, Lectures Practical Christianity, Personal Development workshops, Discussions on Parenting, Seminars on Relationships.

These seminars and workshops are helpful for sharing experiences and solutions.

Special Women's Emphasis Day with guest speaker Heather-Dawn Small GC WM Director – 300 plus attended. The venue was packed to capacity. Women from the wider community attended. We celebrated the work of the Women's days equipping women in many ways to be more involved in the work of the church and the community.

Seminars delivered by WM Director on Personal Development – at Kingsheath church Branch. This was a community project launched by the church and the theme was Taking Charge of your Life. WM Director was invited to present on: How to recognise and overcome depression, Dealing with anger and guilt, Building better relationships. After covid lockdown many individuals are suffering with depression, anger, guilt and broken relationships.

WM Lesson Study on Zoom. These studies are for women and have been regularly attended an average of 12 women each week. Family members have been invited and work colleagues, women from the community. Bible study and Bible study skills are the focus, and these are transferable skills. Zoom is helping us to reach people during lockdown and after.

#### **Initiatives that are fulfilling the NEC and CC mission.**

NEC Goal	WM Activity
	Training women to preach – workshops.
MISSION	Running small group Bible study to help women grow spiritually and build better relationships, with resources to help reach community
	Women's Ministry Emphasis days
	Personal Development Seminars
	Delivered seminars on healing from abuse.
SPIRITUAL	Promote NEC Counselling Service
	Women's Ministry Emphasis days
	Reaching people in their homes through Zoom
	Support young women to plan and lead the Young
LEADERSHIP	Women's Conference that meets the needs of young women in church and community.
	WMD Complete Advanced Diploma in Counselling

#### **Measuring Impact**

Feedback comes through WhatsApp, phone calls and email messages in the main:

Visitors – 75% are happy with the programs or activities and resources

Follow-up – some have started attending church

Some have learnt skills that they can use at work and home

Members - 85% are thankful for the WM and the WMDays, seminars, workshops and courses have been informative and helped them to understand what WM was about. They now embrace its goals and use its resources. There is a WM Leader in 65% of our churches and they receive resources to support their work and guide them. Training is also well attended 90% of the leaders attended on Zoom WM Leaders Introduction/Induction Training.

**Challenges and Opportunities:**

The strategy for WM overall is to use in-reach and outreach methods. We want to support our members and help them develop personally and spiritually so that they can reach the wider community. The programs we run help us to do this work.

Our challenges are reaching the wider community. Only a few attend our seminars, workshops, courses. There is always good feedback about the presentations. We are working on better ways of promoting our program of seminars for the wider community.

**Conclusion:**

The WM Department seeks to support, encourage, and equip women of all age groups. We have a range of programs and deliver them to the members and the wider community. We aim at helping the women in their spiritual and personal development. The NEC is 'dedicated to serving God, sharing the gospel and helping others.' This underpins the work of the WM dept.

**Recommendations:**

To ensure all churches have a Women's Ministries Department. The WM to develop an in-reach and outreach program to run in the local churches to reach the women within the church and in the community.

### Youth Department and Adventist Students on Campus

Our mission is to cultivate a youth culture rooted in self-worth and acceptance through Jesus.

We acknowledge our constant need for transformation by Him. We aim to foster mentally healthy youth who are committed to promoting God's word through their lifestyles. This involves nurturing a culture of dependence on God through prayer and a desire for Bible study and spiritual enrichment.

**Key Objectives:****Leadership and Development:**

We trained and equipped Youth Leaders to guide young people in their local churches toward a Christ-centred relationship. Our goal is to instil an understanding of the calling to proclaim the Three Angels' Message to communities in need.

**Youth Engagement and Return**

We cultivated the return of young people to church involvement, by encouraging them to participate in Conference programmes and planned initiatives. Additionally, we aimed to encourage financial support to the church through tithes and offerings and provided funding for University Student Societies.

**Innovative Worship:**

We strived to encourage more creative and innovative worship styles within and outside the church. This included being inclusive of all individuals, including the indigenous and unchurched through concerts, music-based programmes and creative worship.

**Discipleship Programme:**

Our plan involved developing a discipleship programme led by Youth Leaders taught through the Senior Youth Leadership Award (SYLA) programme and basic Youth leaders training. These programmes trained emerging youth for leadership roles within their local churches and the wider community.

**Seventh-day Adventist Identity:**

We are committed to ensuring that young people understand the core beliefs of Seventh-day Adventism. We encouraged them to share these beliefs in their churches, families, and communities, which was demonstrated through Global Youth Day initiatives, University programmes, social media-related programmes etc.

**Increased Programme Attendance:**

As a measurable goal, we aimed for a 30% annual increase in attendance at youth programmes and events. During the year I can say we exceeded this figure reaching approximately an increase of 45%-100%.

**Social Media Engagement:**

We enhanced communication and outreach, through social media platforms, with a focus on achieving more interaction e.g., shares, likes and follows on all the Youth platforms.

**Spiritual Transformation:**

We aimed to increase the number of young people giving their lives to Jesus through Baptism and were glad to witness this happen first-hand knowing the Youth department contributed towards the growth of young people.

**Youth Event Categories:**

All youth events are placed into five main categories:

**1. Exercise with me:**

This category included workouts and exercise-based events aimed at promoting physical well-being, including: The Big 7, Athletics Day, Mountain Bike Trail ride and the four camps.

**2. Pray with me:**

In this category, we provided evangelistic and in-reach programmes centred around prayer and spiritual growth e.g., Days of fellowship, online prayer sessions etc.

**3. Learn with me:**

In this category, we promoted mental and spiritual health through Bible study and training sessions e.g., Youth training programmes etc.

**4. Talk with me:**

This category encompassed programmes which incorporated the use of counselling and mental health awareness, emphasizing a sense of community and mutual support among young people. This support took place at the training weekends and four camps we ran where we provided on-site free counselling.

**5. Chill with me:**

Social-based events created to foster camaraderie and unity included the four camps, social meet-ups, and online programmes.



**Activities and Programmes:**

15th Jan 23 – Youth Leaders Training 22nd July 23 – Area 6 Day of Fellowship  
10th -11th Feb 23 – Relationship Weekend 23rd July 23 – Athletics Day  
25th March 23 – Youth Day of Fellowship 30th July 23 – 6th August 23 – Junior Camp  
26th March 23 – Mountain Bike Trail Ride 6th – 13th August 23 – Youth Camp  
16th April 23 – The Big 7 Sporting event 13th – 20th August 23 – Teens Camp  
29th May – 4th June 23 – Camp Meeting 22nd August – 4th September – Thailand Humanitarian Project  
14th June – 18th June 23 – Over 25's Camp 9th September 23 – Student Day

**Community Engagement:**

All events and programmes were geared towards church members as well as members of the community. This included the Camps, Humanitarian projects, sporting events and feeding the homeless programmes run in conjunction with local churches.

**Support for Christian Values:**

Our online Bible studies and online lives via social media promoted Christian values and provided the youth with an opportunity to talk about their faith.

**Initiatives in Fulfilling the North England Conference Charity Mission:**

This was met through feeding the homeless programmes, training programmes for the youth and the humanitarian project.

**Measuring Impact:**

The events and programmes were well attended with growth in numbers per event. Some examples include: The Camps; Junior, Teens, Youth and Over 25's Camp with attendance ranging from 45%-100% increase. A significant difference was found at the Over 25's camp with a 100% increase, (40 persons in 2022 and 80 persons in 2023).

**Challenges and Opportunities:**

It was always a challenge to keep the youth engaged in all the programmes and receive support from the local churches.

**Conclusion:**

The Youth department is a growing movement filled with a range of young people from a range of backgrounds, cultures and abilities who meet with the common goal of serving Christ. It has been a pleasure seeing these young people flourish in their spiritual development.

**Recommendations:**

A larger budget and additional support for the Youth department would better facilitate a smoother process and provide a more profitable service for the Youth department.



**Period**

**Jan-Dec 2023**

**Statement of aims for 2023**

The Mission of the North England Conference Children's Ministries (CM) Department is to nurture children 0 – 14, into a loving, serving relationship with Jesus, through the provision of multiple ministries, where they may experience God's love and grace, through the spiritual leadership of parents, leaders and teachers, equipped to serve.

**How do your aims reflect the strategic plan of the Conference?**

**NEC Strategic Plan**

The CM Department connects on all levels with the NEC Strategic Plan on all levels:

1. Restoring Trust – a) High Trust b) Unity
2. Rebuilding Relevance – a) The Heart of Communities b) Digitally Connected
3. Stimulating Growth - a) Growing Engagement b) Inclusive Access c) Financially Resourceful

**How was this accomplished?**

**a. Significant programmes ran**

**Children's Ministries Training**

Event	Date
Attendance	
1. Officer Training Day	15/01/2023
2. Officer Training Day	22/03/2023
3. Equipped for Service	21/05/2023
4. The Online Safety Bill	17/09/2023
4. NEC CM Camp Meeting	May 29-June 4
5. Grantham Church	14/01/2023
6. Darlington Church	01/07/2023
7. Chelmsley Wood Church	14/10/2023
8. Darlington Church	01/07/2023
9. Grantham CM Day	15/07/2023
10. Bible Camp Rochdale	22/07/2023

**Children's Ministries Resources**

1. Child Development Handout
2. Asylum and Children Handout
3. County Lines Handout
- Disability Awareness Handout
- Look After Children Handout

## **Equipped for Service Training 25/05/2023**

Holiday Bible School

1. Job Description
2. Job Application Form
3. Staff Code of Conduction
4. Safeguarding Policy Form
5. Schedule
6. Budget
7. Incident Form
8. Child Registration Form
9. Child Code of Conduct Form

## **Angels With A Very Special Message For the World...**

1. Drama
2. Reflective Guide 1
3. Reflective Guide 2
4. Reflective Guide 3
5. Reflective Guide 4
6. Reflective Guide 5

## **Camp Meeting Resource for Local Churches 3 Angels with A Very Special Message For the World...**

1. Drama
2. Reflective Guide 1
3. Reflective Guide 2
4. Reflective Guide 3
5. Reflective Guide 4
6. Reflective Guide 5

## **Resources order by Local Church**

1. Coming of Age Packs

- b.** Identify how the program reflects the strategic plan of the NEC?

The North England Conference Officer Training: Children's Ministries training was conducted across four dates. The NEC Officer Training targeted Children's Ministries Co-ordinators/Leaders and 'Teacher's elected to serve within the Children's Sabbath School team, sharing the mission statement and objectives of the department, illustrating how to plan for the year's programme and how to construct the annual budget; on understanding and implementing the GraceLink Curriculum.

### **Disability and Special Educational Needs**

**Training:** This training is conducted by qualified practitioners. It provides an understanding of the various types of disabilities and best practice in compliance with the 2010 Equality Act. This ministry is vital in opening the church to disabled people, with the message that all are embraced within the family of God.

In 2023 the Children's Ministries Department focused on current issues confronting children, to heighten the awareness of Children's Ministries practitioners, providing relevant to resources to help them support families.

### **Online Resources:**

1. The Children's Ministries Handbook
2. 'Understand and Teach the GraceLink': the curriculum
3. NEC Children's Ministries Calendar of Events

**CM Training - January:** Training focused on resourcing the local CM Co-ordinator, so that they are fully acquainted with their job description and are empowered to serve.

**Sabbath School:** The GraceLink Sabbath School Curriculum, goal-oriented Spiritual education: Presents a personal Christ; Teaches a grace orientation; Stimulates an interest in Scripture; Teaches moral responsibility; Embraces ethnic diversity; Promotes the Involvement of youth in service and in mission outreach; Encourages positive self-image.

### **CM Training:**

This training focused on various ministries that may be implemented by the local church, to meet both the needs of the church and local community:

**1. Holiday Bible School (HBS):** Equips leaders to organise and present Holiday Bible School, fulfilling the following aims:

- To share about the love of God
- To build up relationships between the church and the local community
- To bring children into a caring and loving environment where they feel valued and where relationships matter

- To present Christian teaching in a relevant way through the activities and to reflect it in team relationships...
- To introduce children to the Sabbath School and Pathfinder programmes of the church, not forgetting follow-up programmes for the parents. This Ministry is popular, as it effectively meets the felt needs of local communities for activity schemes during school holidays.

## **2. Messy Church: Aims:**

- To provide an opportunity for people of all ages to worship together
- To create a feeling of belonging.
- To provide a fun, creative time together
- To introduce Jesus through hospitality, friendship, stories and worship.

Messy Church is used to reaching out to the local community, especially to families who may feel isolated or marginalised. This Ministry engages entire families and as forges links with the community.

**3. Smart Love:** The Smart Love Seminar is 'straight talk' about dating, at a time when it's need most. It helps children make sense of their feelings and the often-conflicting messages from peers and the media. Puberty can be a time of great upheaval for many of our children; it is not surprising really when one considers the changes taking place within the body at this time. 'Smart Love' gives children the opportunity to openly consider the joys and pitfalls of dating. It presents the beauty of dating God's way. God has blessed this ministry in its appeal to children within the church and community and is reflected in the uptake by local Pastors.

**Training In Current Affairs:** A focus on contemporary issues confronting children and families, providing vital directives in how to deal with these issues within the local church. Topics include, pornography, peer pressure, self-harm suicide and much more. This training hits at the heart of issues confronting children within society, equipping Children's Ministries Teams to provide effective ministry within the church and in reaching out to children within the community, this seminar is hugely popular.

**Coming of Age Service:** The NEC Children's Ministries 'Coming of Age Service,' is a celebration of God's leading in the lives of our children, recognising their milestones, engaging in prayer, sharing, reflecting, instructing and affirming, culminating in the consecration of their lives to God.

The 'Coming of Age Pack,' consisting of six books. This initiative is sponsored by NEC Children's Ministries Department providing subsidy toward the cost of each pack.

The 'Coming of Age Service,' is a Programme, which consists of three stages.

**Stage 1:** The first stage consists of recognizing and celebrating the milestones via the prescribed service guidelines, which ends with the group being presented with their coming-of-age packs and receiving the charge to study.

**Stage 2:** The second stage consists of a year of study; the emphasis here is on discipleship, identity:

1. The local church has the responsibility of arranging regular study with the 4/5- and 11/12-year-olds fundamental belief book within their pack.
2. Parent/s are encouraged to go through the Bible Story Activity book/Teens Edition of, 'The Desire of ages' 'Humble Hero'.
3. The other books may be read by the child.

**Stage 3:** The third stage is the culmination of the process when the group is presented with their 'Coming of Age' Graduation Certificate, by which time they would have completed their time of special instruction. This Ministry provides children with an understanding of the Church and its doctrinal beliefs.

### **Children's Ministries Resources**

1. As Children's Ministries Director, created the documentation, to assist local churches with administration for the Holiday Bible School.
2. We also wrote the 3 Angels with a Very Special Message program for the NEC Camp Meeting, but also to be used as Holiday Bible School Resource.

In summary, the North England Conference continues to make a significant impact through its departmental activities and events, furthering its mission to serve the community and promote spiritual growth.

## Financial Review

The Group relies on the financial support of its membership, which contributed over £9 million in tithes, donations, and offerings. These funds were allocated to various operational needs, including staff salaries, evangelistic endeavours, humanitarian work, education, retirement benefits, and governance. The year-end net income was £8.7 million after tithe sharing and investment income. A net surplus of £1.93 million was achieved during the year.

## Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and the group and of the outgoing resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to do so

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## STATEMENT OF DISCLOSURE TO AUDITORS

The Trustees have ensured that the Charity's auditors are aware of all relevant audit information. Adequate steps have been taken by the Trustees to establish their awareness of audit-related matters.

Approved by the Trustees of the North England Conference of Seventh-day Adventists

Signed on their behalf:



Emanuel Bran

Date: 5 June 2024

**Independent Auditor's Report to the Trustees and  
Members of the North England Conference of Seventh-day Adventists  
For the year ended 31 December 2023**

## **Opinion**

We have audited the financial statements of North England Conference of Seventh-day Adventists for the year ended 31 December 2023 which comprise Group and Parent Charity's Statement of Financial Activities, the Group and Parent Charity Balance Sheet, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023, and of its incoming resources and application of resources, 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 Charities Act 2011.

## **Basis for opinion**

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

## **Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the 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 other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements 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.



**Independent Auditor's Report to the Trustees and  
Members of the North England Conference of Seventh-day Adventists  
For the year ended 31 December 2023**

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 47, the trustees 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**Auditor's Responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

**Independent Auditor's Report to the Trustees and  
Members of the North England Conference of Seventh-day Adventists  
For the year ended 31 December 2023**

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

**Independent Auditor's Report to the Trustees and  
Members of the North England Conference of Seventh-day Adventists  
For the year ended 31 December 2023**

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Moore Kingston Smith LLP  
Statutory auditor

10/09/2024

Date:

4 Victoria Square  
St Albans  
Hertfordshire  
AL1 3TF

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

**North England Conference**  
**Group Statement of Financial Activities**  
**for the year ended 31 December 2023**

	Notes	2023			2022		
		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		£	£	£	£	£	£
<b>Income from:</b>							
Income from donations and legacies							
Donations		9,018,283	1,322,869	10,341,152	8,076,968	1,132,505	9,209,473
Grants		198,605	-	198,605	318,907	513,897	832,804
Legacies		86,858	-	86,858	-	17,500	17,500
Government grants		676,185	655,432	1,331,617	474,556	695,622	1,170,178
Donations and legacies	2	9,979,931	1,978,301	11,958,232	8,870,431	2,359,524	11,229,955
Charitable activities	3	388,193	-	388,193	309,434	-	309,434
Investment income	4	6,525	-	6,525	5,218	-	5,218
Other income	5	4,950	-	4,950	-	-	-
<b>Total</b>		<b>10,379,599</b>	<b>1,978,301</b>	<b>12,357,900</b>	<b>9,185,083</b>	<b>2,359,524</b>	<b>11,544,607</b>
<b>Expenditure on:</b>							
Charitable activities:	6	8,758,217	1,568,774	10,326,991	8,140,339	1,376,119	9,516,458
Governance	11	63,333	-	63,333	59,245	-	59,245
		<b>8,821,550</b>	<b>1,568,774</b>	<b>10,390,324</b>	<b>8,199,584</b>	<b>1,376,119</b>	<b>9,575,703</b>
<b>Net income/(expenditure)</b>		<b>1,558,049</b>	<b>409,527</b>	<b>1,967,576</b>	<b>985,499</b>	<b>983,405</b>	<b>1,968,904</b>
Transfers between funds		(40,843)	40,843	-	57,825	(57,825)	-
<b>Net movement in funds</b>		<b>1,517,206</b>	<b>450,370</b>	<b>1,967,576</b>	<b>1,043,324</b>	<b>925,580</b>	<b>1,968,904</b>
Fund balances brought forward		8,596,612	3,020,993	11,617,605	7,553,288	2,095,413	9,648,701
Fund balances carried forward		<b>10,113,818</b>	<b>3,471,363</b>	<b>13,585,181</b>	<b>8,596,612</b>	<b>3,020,993</b>	<b>11,617,605</b>

All recognised gains and losses are included in the statement of financial activities

**North England Conference**  
**Charity Statement of Financial Activities**  
**for the year ended 31 December 2023**

	Notes	2023			2022		
		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		£	£	£	£	£	£
<b>Income from:</b>							
Income from donations and legacies:							
Donations		8,965,707	1,322,869	10,288,576	8,065,249	1,130,386	9,195,635
Grants		239,593	-	239,593	277,144	513,897	791,041
Legacies		86,858	-	86,858	-	17,500	17,500
Government grants		676,205	655,432	1,331,637	474,556	695,622	1,170,178
Donations and legacies	2	9,968,363	1,978,301	11,946,664	8,816,949	2,357,405	11,174,354
Charitable activities	3	273,826	-	273,826	207,632	-	207,632
Investment income	4	6,525	-	6,525	5,192	-	5,192
Other income	5	4,950	-	4,950	-	-	-
<b>Total</b>		<b>10,253,664</b>	<b>1,978,301</b>	<b>12,231,965</b>	<b>9,029,773</b>	<b>2,357,405</b>	<b>11,387,178</b>
<b>Expenditure on:</b>							
Charitable activities:	6	8,665,404	1,568,774	10,234,178	7,987,387	1,371,664	9,359,051
Governance	11	63,333	-	63,333	59,245	-	59,245
		<b>8,728,737</b>	<b>1,568,774</b>	<b>10,297,511</b>	<b>8,046,632</b>	<b>1,371,664</b>	<b>9,418,296</b>
<b>Net income/(expenditure)</b>		<b>1,524,927</b>	<b>409,527</b>	<b>1,934,454</b>	<b>983,141</b>	<b>985,741</b>	<b>1,968,882</b>
Transfers between funds		(40,843)	40,843	-	59,553	(59,553)	-
<b>Net movement in funds</b>		<b>1,484,084</b>	<b>450,370</b>	<b>1,934,454</b>	<b>1,042,694</b>	<b>926,188</b>	<b>1,968,882</b>
Fund balances brought forward at January 1		8,587,697	3,015,537	11,603,234	7,545,003	2,089,349	9,634,352
Fund balances carried forward at December 31		<b>10,071,781</b>	<b>3,465,907</b>	<b>13,537,688</b>	<b>8,587,697</b>	<b>3,015,537</b>	<b>11,603,234</b>

All recognised gains and losses are included in the statement of financial activities

# North England Conference of Seventh-day Adventists

## Consolidated Accounts - Balance Sheet as at 31 December 2023

	Notes	Group		Charity	
		2023 £	2022 £	2023 £	2022 £
<b>Fixed Assets</b>					
Tangible Fixed Assets	12	7,181,029	7,169,211	7,181,029	7,169,211
		<u>7,181,029</u>	<u>7,169,211</u>	<u>7,181,029</u>	<u>7,169,211</u>
<b>Current Assets</b>					
Stocks	13	1,760	2,266	-	-
Debtors	14	1,519,119	1,197,480	1,510,708	1,191,242
Cash at bank and in hand		5,677,943	4,033,020	5,632,745	4,010,064
<b>Total Current Assets</b>		<u>7,198,822</u>	<u>5,232,766</u>	<u>7,143,453</u>	<u>5,201,306</u>
Creditors: Amounts due within a year	15	608,310	499,482	600,434	482,393
<b>Net Current Assets</b>		<u>6,590,512</u>	<u>4,733,284</u>	<u>6,543,019</u>	<u>4,718,913</u>
Creditors: Amounts due after one year	16	186,360	284,890	186,360	284,890
		<u>186,360</u>	<u>284,890</u>	<u>186,360</u>	<u>284,890</u>
<b>Total Net Assets</b>		<u><u>13,585,181</u></u>	<u><u>11,617,605</u></u>	<u><u>13,537,688</u></u>	<u><u>11,603,234</u></u>
<b>Fund balances</b>					
Unrestricted		10,113,818	8,596,612	10,071,781	8,587,697
Restricted		3,471,363	3,020,993	3,465,907	3,015,537
<b>Total Funds</b>	17	<u><u>13,585,181</u></u>	<u><u>11,617,605</u></u>	<u><u>13,537,688</u></u>	<u><u>11,603,234</u></u>

Approved and authorised for issue by the Board of Trustees on 29/07/2024  
and signed on its behalf by:

M Agyei-Asare  
Treasurer



The notes on pages 56 to 68 form part of these accounts.

**North England Conference of Seventh-day Adventists**  
**Cash flow statements**  
**for the year ended 31 December 2023**

<b>A Statement of cash flows</b>	<b>Note</b>	<b>2023 £</b>	<b>2022 £</b>
<b>Cash flow from operating activities</b>			
Net cash provided by (used in) operating activities	19	1,901,230	927,685
<b>Cash flows from investing activities</b>			
Net cash provided by (used in) investing activities	20	(190,575)	370,704
<b>Cash flows from financing activities</b>			
Net cash provided by (used in) financing activities	21	(65,732)	(106,537)
<b>Change in cash and cash equivalents in the</b>		<b>1,644,923</b>	<b>1,191,852</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>4,033,020</b>	<b>2,841,168</b>
<b>Cash and cash equivalents at the end of the year</b>		<b>5,677,943</b>	<b>4,033,020</b>

<b>B Analysis of changes in net debt</b>	<b>01 January 2023</b>	<b>Cash flow</b>	<b>Other non- cash</b>	<b>31 December 2023</b>
<b>Cash:</b>				
Cash at bank and in hand	4,033,020	1,644,923		5,677,943
less: Deposits treated as liquid resources	(443,461)	(165,494)		(608,955)
	<u>3,589,559</u>	<u>1,479,429</u>		<u>5,068,988</u>
<b>Cash equivalents:</b>				
Deposits included in cash	443,461	165,494		608,955
	<u>4,033,020</u>	<u>1,644,923</u>		<u>5,677,943</u>
<b>Debt:</b>				
Debts due within one year	(55,377)	65,732	(48,697)	(38,342)
Debts due after more than one year	(171,252)		48,697	(122,555)
	<u>3,806,391</u>	<u>1,710,655</u>	<u>-</u>	<u>5,517,046</u>

**North England Conference of Seventh-day Adventists**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2023**

**1 Accounting Policies**

**1.1 Basis of preparation**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' effective 1 January 2015 and applicable accounting standards, except for the method of accounting for local congregational funds referred to in note 1.16 The Statement of Financial Activity and Balance Sheet consolidate the charity and subsidiary undertakings dependent on it. The results of subsidiaries are consolidated on a line by line basis.

**1.2 Basis of income recognition**

Voluntary income, by way of donations and gifts to the charity, is included in full in the statement of financial activities when received. Intangible income is not included unless it represents goods or services which would have otherwise been purchased.

Legacies are monitored from the time of notification to their final receipt. They are only included in the financial statements when there is sufficient evidence that the legacy will be received and the value can be measured with sufficient reliability.

The charity does not recognize pending legacies until conditions for recognition have been met.

**1.3 Going concern**

The trustees have assessed whether the use of going concern is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

**1.4 Fund accounting**

Restricted funds are those which are to be used for the specified purposes as laid down by the donor. Expenditure which meets these criteria is allocated to the appropriate fund. The nature of restriction is further explained in the notes to the financial statements.

Designated funds are those which have been set aside by the administration with the consent of trustees for specific anticipated purposes or events. The aim and use of each designated fund is set out in the notes to the financial statements.

General or Unrestricted funds are donations and other income received or generated for the furtherance of the objects of the charity without specified purposes and, therefore, are available as general funds.

Investment income, gains and losses are allocated to the appropriate fund.

**1.5 Grant-making policies**

The trustees allocate grants in accordance with the objects set out in the charity's written constitution, which are summarised in the Trustees' Annual Report. In general, grants are made to associated charities through appropriate committee requests and policy arrangements, rather than in accordance with public application.

**1.6 Incoming resources**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

**1.7 Resources expended**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fundraising costs are incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Grants payable are charged in the year when the offer is made, except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

Staff costs and overhead expenses are allocated to activities on the basis of time spent on those activities. Resources expended are included in the Statement of Financial Activities on an accruals basis. All costs include value added tax where applicable.



**North England Conference of Seventh-day Adventists**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2023**

**1.8 Risk mitigation**

The Trustees have given consideration to the major risks to which the charity is exposed and have established systems or procedures in order to manage those risks. They are supported in this regard by Adventist Risk Management who create awareness of risk for the world-wide operations of the church and who source cover to mitigate attendant risks.

**1.9 Foreign Currency Translations**

Funds are transferred between organisations at monthly internal exchange rates for inter-organisational transfers, and at rates determined by our Banks for external transactions. Operations in Ireland are conducted in Euro but accounted for in Sterling. Fluctuations are moderated with an exchange reserve other than which gains and losses are immediately recognised

**1.10 Fixed Assets**

Depreciation is provided on tangible fixed assets in order to write off each asset on a straight-line basis over its expected economic life. The rates of depreciation applied to each class of asset are:

Freehold property	1.33%
Office fixtures and equipment	20 - 33%
Computer equipment	20 - 33%

Items of furniture and equipment costing less than £1,000 each are treated as an expense on acquisition.

**1.11 Pension costs**

Following the closure of the Seventh-day Adventist Retirement plan in December 2013, pensions are now provided in terms of the national Auto-Enrolment requirements and funds are invested in a Group Personal Pension Plan through Legal and General Insurance Company. Costs relating to the former plan are now borne by the British Union Conference

**1.12 Stock**

Stock is valued at the lower of cost and net realisable value after making due allowance for obsolete and slow moving items. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**1.13 Operating leases**

Rentals payable under operating leases are charged in the profit and loss account on a straight line basis over the lease term.

**1.14 Investments**

Investments are stated at market value at the balance sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**1.15 Investment properties**

Investment properties are included in the Balance Sheet at their open market value.

**1.16 Accounting for local congregation**

A sound organisational structure, good financial management and control have always been characteristic of the Seventh-day Adventist Church. Congregations are considered to be members of a self financing Conferences (North/South England) or financially supported Mission (Ireland, Scotland & Wales). The British Union Conference (BUC) coordinates the work of these entities. The NEC and SEC are separate legal charities and the Missions are part of the BUC activity.

There is a strong bond between the congregations and the Conference. Donations in respect of tithe, Church World Mission and special offerings given by individual members have always been remitted to the Conference as Conference Funds. These funds belong to the Conference which administers them, employing and directing the ministers, and which has beneficial ownership of church buildings.

Members also give funds specifically for the work locally and for the maintenance and upkeep of their church building. Traditionally these "Local Funds" have been held administered and accounted for locally.

Over time, the relationship between the local congregations and their respective Mission or Conference has evolved and the financial bond has strengthened. Increasingly, local congregations have remitted "Local Funds" to their Conference or Mission to administer.

Until 2011 the Local Congregations were considered to be separate legal entities governed by their local Church Board in accordance with the 'Church Manual', and the accounts of the Conference were prepared on this basis, excluding 'Local Funds'. Late in 2011, legal advice was received to the effect that, on balance, local congregations are in effect branches of the Conference. Though in practice they operate as voluntary local self governing support groups.

The Trustees recognise that the Charities (Accounts and Reports) Regulations 2008 require that the Conference accounts comply with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' effective 1 January 2015, which require the accounts of the reporting charity to include in its own accounts the accounts of branches which are not separate legal entities.

In these financial statements "Local Funds" remitted to and administered by the conference are included as Incoming Resources and Expenditures of the Conference. These funds, held by the Conference, are disclosed as belonging to the Conference, and are disclosed separately as funds restricted to the use of the local congregations.

Donations retained and administered locally have not been included in these financial statements since the Trustees do not administer these funds. Donors participate in the appointment and governance of the church at all levels, and anticipate transparency appropriate to their expectations. In the opinion of the Trustees, consolidation would serve to confuse their understanding.

**North England Conference of Seventh-day Adventists**  
**Notes to the Financial Statements**  
**for the year ended 31 December 2023**

**1.16 Accounting for local congregation funds (continued)**

Accounts in respect of Charitable funds donated by members of the local congregation and administered by local funds treasurers have always been prepared and presented annually to the local congregation. There has also long been in place a program for Independent Examination of those local funds by the Conference of Mission.

**1.17 Accounting for the Seventh-day Adventist Church in the Republic of Ireland**

This Financial Statement includes accounts and transactions relating to the Irish Mission and its registered charity 'The Seventh-day Adventist Church in Ireland' for the Republic of Ireland. Statements audited for the Irish Regulator are extracted from these combined Financial Statements in Euro Currency for the purpose of transparency and compliance in that jurisdiction.

**1.17 Financial instruments**

**a. Cash and cash equivalents**

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

**b. Debtors and creditors**

Amounts receivable or payable within one year of the reporting date are carried at their at transaction price. Amounts that are receivable or payable in more than one year and are not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

**1.18 Critical accounting estimates and judgments**

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The following judgements and estimates have had the most significant effect on amounts recognised in the financial statements. The Trustees make an estimate of the recoverable value of trade and other debtors. When assessing any impairment of trade and other debtors, Trustees consider factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience.

The annual depreciation charge for fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

The present value of future defined benefit retirement liabilities is assessed annually by the actuaries of the pension fund.

**2 Income from donations and legacies**

	<b>Unrestricted Funds</b>	<b>2023 Restricted Funds</b>	<b>Total Funds</b>
<b>Group:</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tithe contributions from members in affiliated congregations	8,928,502	-	8,928,502
Grants from British Union Conference of Seventh-day Adventists	51,000	-	51,000
Donations for charity's activities in other geographical areas, from members of affiliated congregations	-	443,616	443,616
Donations in local congregations	46,008	833,245	879,253
Donations for church buildings	-	46,008	46,008
Tax recoverable on Gift Aid donations	676,185	655,432	1,331,617
<b>Subtotal of base donations</b>	<b>9,701,695</b>	<b>1,978,301</b>	<b>11,679,996</b>
Donations	43,773	-	43,773
Legacies	86,858	-	86,858
Grants	147,605	-	147,605
<b>Subtotal of other donations</b>	<b>278,236</b>	<b>-</b>	<b>278,236</b>
<b>Total income from donations and legacies</b>	<b>9,979,931</b>	<b>1,978,301</b>	<b>11,958,232</b>

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**2 Income from donations and legacies (continued)**

	<b>2023</b>		
	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Charity:</b>			
<i>Tithe contributions from members in affiliated congregations</i>	8,928,502	-	8,928,502
Donations for charity's activities in other geographical areas, from members of affiliated congregations	-	443,616	443,616
Donations in local congregations for local use	-	833,245	833,245
Donations for church buildings	-	46,008	46,008
Tax recoverable on Gift Aid donations	676,205	655,432	1,331,637
<b>Subtotal of base donations</b>	<b>9,604,707</b>	<b>1,978,301</b>	<b>11,583,008</b>
Donations	37,205	-	37,205
Legacies	86,858	-	86,858
Grants	239,593	-	239,593
<b>Subtotal of other donations</b>	<b>363,656</b>	<b>-</b>	<b>363,656</b>
<b>Total income from donations and legacies</b>	<b>9,968,363</b>	<b>1,978,301</b>	<b>11,946,664</b>
	<b>2022</b>		
	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Group:</b>			
Tithe contributions from members in affiliated congregations	7,855,012	-	7,855,012
Donations in local congregations for local use	-	1,046,746	1,046,746
Donated assets	141,348	42,416	183,764
Tax recoverable on Gift Aid donations	474,556	695,622	1,170,178
<b>Subtotal of base donations</b>	<b>8,470,916</b>	<b>1,784,784</b>	<b>10,255,700</b>
Donations	80,608	43,343	123,951
Legacies	-	17,500	17,500
Grants	318,907	513,897	832,804
<b>Subtotal of other donations</b>	<b>399,515</b>	<b>574,740</b>	<b>974,255</b>
<b>Total income from donations and legacies</b>	<b>8,870,431</b>	<b>2,359,524</b>	<b>11,229,955</b>
<b>Charity:</b>			
Tithe contributions from members in affiliated congregations	7,855,012	-	7,855,012
Donations in local congregations for local use	-	1,046,746	1,046,746
Donated assets	141,348	42,416	183,764
Tax recoverable on Gift Aid donations	474,556	695,622	1,170,178
<b>Subtotal of base donations</b>	<b>8,470,916</b>	<b>1,784,784</b>	<b>10,255,700</b>
Donations	68,889	41,224	110,113
Legacies	-	17,500	17,500
Grants	277,144	513,897	791,041
<b>Subtotal of other donations</b>	<b>346,033</b>	<b>572,621</b>	<b>918,654</b>
<b>Total income from donations and legacies</b>	<b>8,816,949</b>	<b>2,357,405</b>	<b>11,174,354</b>

**3 Incoming Resources from charitable activities**

	<b>2023</b>		
	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Group</b>			
Church Ministry	273,826	-	273,826
Education	594,452	-	594,452
<b>Total Charitable Income</b>	<b>868,278</b>	<b>-</b>	<b>388,193</b>
<b>Charity</b>			
Church Ministry	273,826	-	273,826
<b>Total Charitable Income</b>	<b>273,826</b>	<b>-</b>	<b>273,826</b>

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**3 Incoming Resources from  
charitable activities (continued)**

	Unrestricted Funds £	2022 Restricted Funds £	Total Funds £
<b>Group</b>			
Church Ministry	309,434	-	309,434
<b>Total Charitable Income</b>	<u>309,433</u>	<u>-</u>	<u>309,434</u>

<b>Charity</b>			
Church Ministry	207,632	-	207,632
<b>Total Charitable Income</b>	<u>207,631</u>	<u>-</u>	<u>207,632</u>

**4 Investment Income**

	Unrestricted Funds £	2023 Restricted Funds £	Total Funds £
<b>Group</b>			
Return on local cash	6,525	-	6,525
	<u>6,525</u>	<u>-</u>	<u>6,525</u>

<b>Charity</b>			
Return on local cash	6,525	-	6,525
	<u>6,525</u>	<u>-</u>	<u>6,525</u>

	Unrestricted Funds £	2022 Restricted Funds £	Total Funds £
<b>Group</b>			
Return on local cash	5,218	-	5,218
	<u>5,218</u>	<u>-</u>	<u>5,218</u>
<b>Charity</b>			
Return on local cash	5,192	-	5,192
	<u>5,192</u>	<u>-</u>	<u>5,192</u>

**5 Other Incoming Resources**

	Unrestricted Funds £	2023 Restricted Funds £	Total Funds £
<b>Group</b>			
Gain on sale of assets	4,950	-	4,950
<b>Total Other Income</b>	<u>4,950</u>	<u>-</u>	<u>4,950</u>

<b>Charity</b>			
Gain on sale of assets	4,950	-	4,950
<b>Total Other Income</b>	<u>4,950</u>	<u>-</u>	<u>4,950</u>

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**6 Expenditure by Charitable Activity**

<b>Summary by fund type</b>		<b>2023</b>	
	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
<b>Group</b>			
Church Ministry	5,860,882	1,180,943	7,041,825
Education	401,260	-	401,260
Objectives in other geographical areas	1,603,225	387,831	1,991,056
Retirement responsibilities	892,850	-	892,850
<b>Total Charitable Expenditure</b>	<b>8,758,217</b>	<b>1,568,774</b>	<b>10,326,991</b>
<b>Charity</b>			
Church Ministry	5,862,760	1,180,943	7,043,703
Education	308,460	-	308,460
Objectives in other geographical areas	1,601,334	387,831	1,989,165
Retirement responsibilities	892,850	-	892,850
<b>Total Charitable Expenditure</b>	<b>8,665,404</b>	<b>1,568,774</b>	<b>10,234,178</b>

		<b>2022</b>	
	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
<b>Group</b>			
Church Ministry	5,568,031	1,032,754	6,600,785
Education	380,951	4,455	385,406
Objectives in other geographical areas	1,405,560	338,910	1,744,470
Retirement responsibilities	785,797	-	785,797
<b>Total Charitable Expenditure</b>	<b>8,140,339</b>	<b>1,376,119</b>	<b>9,516,458</b>
<b>Charity</b>			
Church Ministry	5,568,035	1,032,754	6,600,789
Education	227,995	-	227,995
Objectives in other geographical areas	1,405,560	338,910	1,744,470
Retirement responsibilities	785,797	-	785,797
<b>Total Charitable Expenditure</b>	<b>7,987,387</b>	<b>1,371,664</b>	<b>9,359,051</b>

**7 a. Analysis of Resources by Activity**

<b>Group</b>	<b>2023</b>			
	<b>Grant Funding of Activities £</b>	<b>Activities Directly Undertaken £</b>	<b>Support Costs £</b>	<b>Total Expense £</b>
Church Ministry	642,802	5,383,523	1,015,500	7,041,825
Education	170,560	205,110	25,590	401,260
Objectives in other geographical areas	1,991,056	-	-	1,991,056
Retirement responsibilities	892,850	-	-	892,850
	<b>3,697,268</b>	<b>5,588,633</b>	<b>1,041,090</b>	<b>10,326,991</b>

	<b>2022</b>			
	<b>Grant Funding of Activities £</b>	<b>Activities Directly Undertaken £</b>	<b>Support Costs £</b>	<b>Total Expense £</b>
Church Ministry	569,710	5,179,105	851,970	6,600,785
Education	157,995	206,541	20,870	385,406
Objectives in other geographical areas	1,744,470	-	-	1,744,470
Retirement responsibilities	785,797	-	-	785,797
	<b>3,257,972</b>	<b>5,385,646</b>	<b>872,840</b>	<b>9,516,458</b>

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**7 a. Analysis of Resources by Activity (continued)**

Charity	2023			
	Grant Funding of Activities £	Activities Directly Undertaken £	Support Costs £	Total Expense £
Church Ministry	644,693	5,383,522	1,015,489	7,043,704
Education	308,460	-	-	308,460
Objectives in other geographical areas	1,989,165	-	-	1,989,165
Retirement responsibilities	892,850	-	-	892,850
	<u>3,835,168</u>	<u>5,383,522</u>	<u>1,015,489</u>	<u>10,234,179</u>

	2022			
	Grant Funding of Activities £	Activities Directly Undertaken £	Support Costs £	Total Expense £
Church Ministry	569,710	5,177,722	853,357	6,600,789
Education	227,995	-	-	227,995
Objectives in other geographical areas	1,744,470	-	-	1,744,470
Retirement responsibilities	785,797	-	-	785,797
	<u>3,327,972</u>	<u>5,177,722</u>	<u>853,357</u>	<u>9,359,051</u>

**7 b. Analysis of non-grant expenditure by Charitable Activity**

Group	2023			
	Staff Costs £	Depreciation £	Other Costs £	Total £
Church Ministry	3,576,601	161,928	2,660,494	6,399,023
Education	190,543	-	40,157	230,700
	<u>3,767,144</u>	<u>161,928</u>	<u>2,700,651</u>	<u>6,629,723</u>

	2022			
	Staff Costs £	Depreciation £	Other Costs £	Total £
Church Ministry	3,302,866	198,285	2,529,924	6,031,075
Education	193,028	-	34,383	227,411
	<u>3,495,894</u>	<u>198,285</u>	<u>2,564,307</u>	<u>6,258,486</u>

Charity	2023			
	Staff Costs £	Depreciation £	Other Costs £	Total £
Church Ministry	3,576,601	161,928	2,660,482	6,399,011
	<u>3,576,601</u>	<u>161,928</u>	<u>2,660,482</u>	<u>6,399,011</u>

	2022			
	Staff Costs £	Depreciation £	Other Costs £	Total £
Church Ministry	3,302,866	198,285	2,529,928	6,031,079
	<u>3,302,866</u>	<u>198,285</u>	<u>2,529,928</u>	<u>6,031,079</u>

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**8 Analysis of grants**

<b>Grants to individuals</b>		<b>2023</b>		<b>2022</b>	
		<b>Number of Beneficiaries</b>	<b>Total £</b>	<b>Number of Beneficiaries</b>	<b>Total £</b>
Group - Education Grants & Support		26	38,061	20	36,799
Charity - Education Grants & Support		26	38,061	20	36,799
<b>Grants to institutions</b>		<b>2023</b>		<b>2022</b>	
<b><u>Name of Institution / grant</u></b>	<b><u>Grant description</u></b>	<b>Group £</b>	<b>Charity £</b>	<b>Group £</b>	<b>Charity £</b>
Primary Schools	Educational Need	70,000	207,900	58,332	128,332
Newbold College	Educational Need	62,499	62,499	62,864	62,864
British Union Conference of Seventh-day Adventists	Mission in other areas	651,781	649,890	559,995	559,995
British Union Conference of Seventh-day Adventists	General Operations	1,339,275	1,339,275	1,184,475	1,184,475
Other grants to Church Entities	General Operations	642,802	644,693	569,710	569,710
Retirement Fund	Past pension deficit	892,850	892,850	785,797	785,797
<b>Total Institutional Grants</b>		<b>3,659,207</b>	<b>3,797,107</b>	<b>3,221,173</b>	<b>3,291,173</b>
<b>Total Grants</b>		<b>3,697,268</b>	<b>3,835,168</b>	<b>3,257,972</b>	<b>3,327,972</b>

**9 Governance costs**

	<b>2023</b>		<b>2022</b>	
	<b>Group £</b>	<b>Charity £</b>	<b>Group £</b>	<b>Charity £</b>
Audit costs	61,493	61,493	52,463	52,463
Trustee expenses	1,840	1,840	764	764
Other costs	-	-	6,018	6,018
	<b>63,333</b>	<b>63,333</b>	<b>59,245</b>	<b>59,245</b>

**10 Net resources expended**

	<b>Total 2023 £</b>	<b>Total 2022 £</b>
This is stated after charging:		
Depreciation of tangible fixed assets:	161,928	198,285
Reimbursement of expenses to trustees	14,022	2,962
Fees payable to the charity's auditor for the audit of the annual accounts	61,493	52,463

During the year retirement benefits were accruing to 12 Trustees (2022: 12) in respect of pension schemes

**11 Staff Costs**

	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Staff costs were as follows:		
Wages and Salaries	2,979,106	2,755,467
Social Security Costs	297,029	289,602
Other pension Costs	491,009	450,825
	<b>3,767,144</b>	<b>3,495,894</b>

The average number of employees during the year in the following categories were:

	<b>2023 no</b>	<b>2022 no</b>
Charitable activities	79	74
Support activities	12	11
Management and administration	3	3
	<b>94</b>	<b>88</b>

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**11 Staff Costs (continued)**

No employees received remuneration amounting to more than £60,000 during the year

Employed trustees and their immediate family members received emoluments as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Key management	160,636	134,672
Other trustees	136,157	111,073

**12 Tangible Fixed Assets**

	<b>Freehold Property £</b>	<b>Leasehold property £</b>	<b>Operational Equipment £</b>	<b>Capital Work in Progress £</b>	<b>Total £</b>
<b>Group Cost</b>					
As at 01 January 2023	8,524,820	1,090,187	347,490	-	9,962,497
Additions	119,647	-	54,098	-	173,745
Disposals	-		(14,450)	-	(14,450)
As at 31 December 2023	<u>8,644,467</u>	<u>1,090,187</u>	<u>387,138</u>	<u>-</u>	<u>10,121,792</u>
<b>Depreciation</b>					
As at 01 January 2023	1,890,548	681,847	220,891	-	2,793,286
Charge for Year	116,608	9,198	36,121	-	161,927
On Disposals	-		(14,450)	-	(14,450)
As at 31 December 2023	<u>2,007,156</u>	<u>691,045</u>	<u>242,562</u>	<u>-</u>	<u>2,940,763</u>
<b>Net Book Value</b>					
As at 01 January 2023	<u>6,634,272</u>	<u>408,340</u>	<u>126,599</u>	<u>-</u>	<u>7,169,211</u>
As at 31 December 2023	<u>6,637,311</u>	<u>399,142</u>	<u>144,576</u>	<u>-</u>	<u>7,181,029</u>
<b>Charity Cost</b>					
As at 01 January 2023	8,524,820	1,090,187	347,490	-	9,962,497
Additions	119,647	-	54,098	-	173,745
Disposals	-		(14,450)	-	(14,450)
As at 31 December 2023	<u>8,644,467</u>	<u>1,090,187</u>	<u>387,138</u>	<u>-</u>	<u>10,121,792</u>
<b>Depreciation</b>					
As at 01 January 2023	1,890,548	681,847	220,891	-	2,793,286
Charge for Year	116,608	9,198	36,121	-	161,927
On Disposals	-		(14,450)	-	(14,450)
As at 31 December 2023	<u>2,007,156</u>	<u>691,045</u>	<u>242,562</u>	<u>-</u>	<u>2,940,763</u>
<b>Net Book Value</b>					
As at 01 January 2023	<u>6,634,272</u>	<u>408,340</u>	<u>126,599</u>	<u>-</u>	<u>7,169,211</u>
As at 31 December 2023	<u>6,637,311</u>	<u>399,142</u>	<u>144,576</u>	<u>-</u>	<u>7,181,029</u>

**13 Stocks**

	<b>Group</b>		<b>Charity</b>	
	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Departmental supplies	1,760	2,266	-	-
	<u>1,760</u>	<u>2,266</u>	<u>-</u>	<u>-</u>



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**14 Debtors**

	<b>Group</b>		<b>Charity</b>	
	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>
	£	£	£	£
<b>Due after more than one year</b>				
Loans owed by employees	70,811	1,904	70,811	1,904
	<u>70,811</u>	<u>1,904</u>	<u>70,811</u>	<u>1,904</u>
<b>Due within one year</b>				
Trade debtors	4,351	6,105	-	-
Other amounts owed by related charities	201,784	221,345	197,543	221,212
Amounts owed by local congregations	459,487	325,048	459,487	325,048
Government grants due	325,165	314,573	325,165	314,573
Accrued Income	232	54,813	232	54,813
Prepayments	41,622	17,898	41,622	17,898
Employees	18,522	44,973	18,522	44,973
Other Receivables	397,145	210,821	397,326	210,821
	<u>1,448,308</u>	<u>1,195,576</u>	<u>1,439,897</u>	<u>1,189,338</u>
<b>Total</b>	<u><u>1,519,119</u></u>	<u><u>1,197,480</u></u>	<u><u>1,510,708</u></u>	<u><u>1,191,242</u></u>

**15 Creditors: Amounts falling due within one year**

	<b>Group</b>		<b>Charity</b>	
	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>
	£	£	£	£
Bank Loans and Overdrafts	38,342	55,377	38,332	54,149
Advances for charitable activities	6,576	11,443	-	-
Due to group undertakings	-	-	17,039	-
Due to associated charities	50,118	55,188	33,079	55,188
Due to local congregations	13,452	2,128	13,452	2,128
Employees	-	167	-	167
Accrued expenses	154,600	149,321	154,600	149,321
Deferred income	10,858	7,245	10,858	3,885
Agency/Trust Accounts	82,865	-	82,865	-
Taxes payable	78,972	84	78,972	84
Other Creditors	172,527	218,529	171,237	217,471
	<u>608,310</u>	<u>499,482</u>	<u>600,434</u>	<u>482,393</u>

**16 Creditors: Amounts falling due after one year**

	<b>Group</b>		<b>Charity</b>	
	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>
	£	£	£	£
Bank loans	122,555	171,252	122,555	171,252
Amounts due to associated charities	63,805	113,638	63,805	113,638
	<u>186,360</u>	<u>284,890</u>	<u>186,360</u>	<u>284,890</u>
 Of which amounts falling due after 5 years:				
Repayable by instalments	<u>70,925</u>	<u>91,100</u>	<u>70,925</u>	<u>91,100</u>

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**17 a. Statement of Funds (Group)**

	<b>Brought Forward £</b>	<b>Incoming Resources £</b>	<b>Resources Expended £</b>	<b>Transfers In / Out £</b>	<b>Carried Forward £</b>
<b>Designated Funds</b>					
Invested in Property	6,893,130	-	(269,642)	332,839	6,956,327
Church Buildings	97,095	69,256	50,000	25,585	241,936
Church Development	7,120	-	-	-	7,120
Pension Contributions	8,271	-	-	-	8,271
School Operating	179,366	-	(83,117)	29,570	125,819
Other Program Funds	282,319	24,275	(10,148)	76,574	373,020
<b>Total Designated Funds</b>	<b>7,467,301</b>	<b>93,531</b>	<b>(312,907)</b>	<b>464,568</b>	<b>7,712,493</b>
<b>General Funds</b>					
Tithe Fund	(2,205,779)	12,206,102	(10,609,710)	1,511,000	901,613
Other General Funds	3,335,090	(1,920,034)	2,101,067	(2,016,411)	1,499,712
<b>Total General Funds</b>	<b>1,129,311</b>	<b>10,286,068</b>	<b>(8,508,643)</b>	<b>(505,411)</b>	<b>2,401,325</b>
<b>Total Unrestricted Funds</b>	<b>8,596,612</b>	<b>10,379,599</b>	<b>(8,821,550)</b>	<b>(40,843)</b>	<b>10,113,818</b>
<b>Restricted Funds</b>					
Donations for World Missions	3,059	443,616	(387,831)	-	58,844
Church Building Funds	37,000	46,008	-	-	83,008
Local Evangelism	231,708	109,928	(206,682)	-	134,954
Local Congregational Funds	2,146,279	1,212,611	(826,454)	83,000	2,615,436
Funds for Educational Support	5,456	-	-	-	5,456
Rado and TV Funds	473,617	-	(29,552)	(32,558)	411,507
Other Restricted Funds	123,874	166,138	(118,255)	(9,599)	162,158
<b>Total Restricted Funds</b>	<b>3,020,993</b>	<b>1,978,301</b>	<b>(1,568,774)</b>	<b>40,843</b>	<b>3,471,363</b>
<b>Total Funds</b>	<b>11,617,605</b>	<b>12,357,900</b>	<b>(10,390,324)</b>	<b>-</b>	<b>13,585,181</b>

**17 b. Statement of Funds (Charity)**

	<b>Brought Forward £</b>	<b>Incoming Resources £</b>	<b>Resources Expended £</b>	<b>Transfers In / Out £</b>	<b>Carried Forward £</b>
<b>Designated Funds</b>					
Invested in Property	6,785,425	-	(161,927)	332,839	6,956,337
Church Buildings	207,552	69,256	50,000	25,585	352,393
Church Development	7,120	-	-	-	7,120
Schools Operating	199,498	-	(83,117)	29,570	145,951
Other Program Funds	535,608	24,275	(10,148)	76,574	626,309
<b>Total Designated Funds</b>	<b>7,735,203</b>	<b>93,531</b>	<b>(205,192)</b>	<b>464,568</b>	<b>8,088,110</b>
<b>General Funds</b>					
Tithe Fund	(3,261,330)	6,892,804	(6,040,728)	1,511,000	(898,254)
Other General Funds	4,113,824	3,267,329	(2,482,817)	(2,016,411)	2,881,925
<b>Total General Funds</b>	<b>852,494</b>	<b>10,160,133</b>	<b>(8,523,545)</b>	<b>(505,411)</b>	<b>1,983,671</b>
<b>Total Unrestricted Funds</b>	<b>8,587,697</b>	<b>10,253,664</b>	<b>(8,728,737)</b>	<b>(40,843)</b>	<b>10,071,781</b>
<b>Restricted Funds</b>					
Donations for World Missions	3,059	443,616	(387,831)	-	58,844
Church Building Funds	37,000	46,008	-	-	83,008
Local Evangelism	231,708	109,928	(206,682)	-	134,954
Local Congregational Funds	2,146,279	1,212,611	(826,454)	83,000	2,615,436
Radio and TV Funds	473,617	-	(29,552)	(32,558)	411,507
Other restricted funds	123,874	166,138	(118,255)	(9,599)	162,158
<b>Total Restricted Funds</b>	<b>3,015,537</b>	<b>1,978,301</b>	<b>(1,568,774)</b>	<b>40,843</b>	<b>3,465,907</b>
<b>Total Funds</b>	<b>11,603,234</b>	<b>12,231,965</b>	<b>(10,297,511)</b>	<b>-</b>	<b>13,537,688</b>

**North England Conference of Seventh-day Adventists**  
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**for the year ended 31 December 2023**

**18 Analysis of net assets between funds**

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Tangible fixed assets	7,181,029	-	7,181,029	7,169,211
Current Assets	3,727,459	3,471,363	7,198,822	5,232,766
Creditors due within one year	(608,310)	-	(608,310)	(499,482)
Creditors due in more than one year	(186,360)	-	(186,360)	(284,890)
<b>Total Funds</b>	<b>10,113,818</b>	<b>3,471,363</b>	<b>13,585,181</b>	<b>11,617,605</b>

**19 Net cash flow from operating activities**

	2023 £	2022 £
Net incoming resources before revaluations	1,967,576	1,985,799
Returns on investments & servicing of finance	16,830	12,939
Depreciation of tangible fixed assets	161,927	(167,525)
Deficit / Surplus on disposal of fixed assets	-	617
(Increase) / Decrease in stocks	506	(9)
(Increase) / Decrease in debtors	(321,639)	(724,583)
Increase / (Decrease) in creditors	76,030	(179,553)
	<b>1,901,230</b>	<b>927,685</b>

**20 Analysis of cash flows from investing activities**

	2023 £	2022 £
Dividends, interest and rents from investments		
Interest received	6,525	5,218
Interest paid	(23,355)	(18,157)
	(16,830)	(12,939)
Purchase of property, plant and equipment	(173,745)	383,643
<b>Net cash inflow from investing activities</b>	<b>(190,575)</b>	<b>370,704</b>

**21 Analysis of cash flows from financing activities**

Loans received	-	-
Less loans repaid	(65,732)	(106,537)
<b>Net cash inflow from investing activities</b>	<b>(65,732)</b>	<b>(106,537)</b>

**22 Related party transactions**

The charity is affiliated to the British Union Conference of Seventh-day Adventists (a registered charity), Stanborough Park, Garston Watford, herts, WD25 9JZ, and with which the charity has a tithe-sharing agreement.

The charity also has relations with The Eden School, a private primary school operated by the spouse of an officer of the charity.

	British Union Conference £	Total 2023 £	Total 2022 £
Tithe-sharing grants received	52,000	52,000	51,000
Other grants received	182,593	182,593	45,603
Tithe-sharing grants made	1,339,275	1,339,275	1,184,475
Tithe-sharing for Pension Deficit	892,850	892,850	785,797
Amounts due to charity < 1 year	197,543	197,543	221,212
Loans due to charity < 1 year	63,805	63,805	113,638
Loans due by charity > 1 year	36,398	36,398	50,831

**North England Conference of Seventh-day Adventists**  
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**for the year ended 31 December 2023**

23	Other related entities	Country	Description
	Seventh-day Adventist Association Ltd Garston, Watford, Hertfordshire	UK	Charity No. 209780 Company No. 89953 Titular holder of property (Trustees are appointed by BUC executive committee)