



Charity Registration Number: 1127855

31 December 2022

Annual Report and Financial Statements

www.enfieldbaptistchurch.org.uk

Tandem Accounting
Chartered Accountants
17 Heathville Road
London N19 3AL

Enfield Baptist Church

Annual Report and Financial Statements 2022 Contents



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ENFIELD BAPTIST CHURCH
Legal & Administrative Information
For the year ended 31 December 2022

Charity Name	Enfield Baptist Church. The Church was established 1867.		
Charity number	1127855. The church was formally registered with the Charity Commission on 3 February 2009.		
Affiliations	The church is a member of the Baptist Union of Great Britain, the London Baptist Association and the Evangelical Alliance.		
Principal Address	Enfield Baptist Church, Cecil Road, Enfield, London EN2 6TG		
Governing Documents	The Church's governing documents are: <ul style="list-style-type: none"> • The Church Constitution adopted 20 November 2008; • The Church Trust Deed, dated 20 July 1926 governing the church building and outlying property at Cecil Road EN2 6TG; • The Trust Deeds dated March 2016 for the Melling Drive property and Jan 2021 for the Uvedale property; and • The Legacy governing the use of the Older People's Fund (as varied by the Charity Commission Scheme of 14 April 2010). 		
Trustees	The Trustees who served during the year or who were serving at the date of this report were:		
<u>Holding Trustee:</u>	London Baptist Property Board Ltd, 235 Shaftesbury Avenue, London WC2H 8EP		
<u>Managing Trustees:</u>	Senior Minister	Rev Amanda James Rev Andy Morgan	Retired 31 August 2022 Appointed 1 September 2022
	Deacons	Michelle Briers Martin Cody Lesley Spiers Caroline Hinch Graeme Allen Linda Clarke Amen Tesfay Frederica Hunter Liz Marnham Dennis Muriu Kate Solomon Alex Biggs Pete Desmond Tim McBryan	Re-Elected 28 March 2022 Retired 28 March 2022 Retired 28 March 2022 Appointed 28 March 2022 Appointed 28 March 2022 Appointed 28 March 2022 Re-Elected 28 March 2022 Retired 28 March 2022 Re-Elected 28 March 2022
Key Management Personnel	Those in charge of planning, directing, controlling, running and operating the Charity, including those members of staff who are the senior management personnel to whom the trustees have delegated significant authority or responsibility in the day-to-day running of the charity, are the Managing Trustees.		
Bankers	Barclays Bank plc Enfield Town Branch 20 The Town Enfield Middlesex EN2 6LS		
Independent Examiners	Griffin Stone Moscrop & Co 21-27 Lamb's Conduit Street London WC1N 3GS		

ENFIELD BAPTIST CHURCH

Legal & Administrative Information For the year ended 31 December 2022



Accountants John Helm ACA
Tandem Accounting
17 Heathville Road
London NI9 3AL

ENFIELD BAPTIST CHURCH

Annual Report of the Trustees For the year ended 31 December 2022



The Trustees submit their annual report and the financial statements of Enfield Baptist Church ("the Church") for the year ended 31 December 2022. The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRS102)) and the Financial Reporting Standard 102. The legal and administrative information set out earlier in this document forms part of this report.

1. Structure, Governance & Management

- 1.1. The Charity is governed by an Approved Governing Document. Members of the Church are accepted in accordance with the Constitution which requires them to be or to have been publicly baptised on the profession of faith in Jesus Christ, or following other modes of baptism to renew their public profession of faith in Jesus Christ.
- 1.2. The Church Members Meeting normally takes place six times per year and has responsibility for the overall policy of the church. In accordance with the Constitution, members appoint up to a maximum of twelve Charity Trustees (including those with responsibility for finance and governance), who together with the Senior Minister (who is also appointed by the Members), are responsible for the day to day running of the Church's work and witness, and the financial and legal aspects of the charity. All members are encouraged to take an appropriate part in the spiritual and practical tasks involved in the furtherance of the charitable objective.
- 1.3. Relevant matters may be submitted to the Church Meeting by the Charity Trustees for guidance, or may be raised by members in a Church Meeting for further consideration by the Trustees. Though the Constitution permits decisions to be made at Church Meetings by appropriate majorities, the Church seeks to work by consensus wherever possible.
- 1.4. The Holding Trustee is responsible for holding the Church's land and buildings on trust for the benefit of the Church and ensuring that the use of the land and buildings is as envisaged by the governing documents. The holding trustee which is the London Baptist Property Board is appointed by the members without fixed term and can be removed by the members.

Risk Management

- 1.5. The Church's primary concern and objective is the glory of God. Whilst it is the Church's policy to trust wholly in the Lord that He will work out His purpose to this end, the Church also acknowledges that it has a responsibility, both as individual members and as a body of members, for the identification and proper management of risks faced by the church in achieving its primary aim. The Trustees have therefore assessed the major risks to which the church is exposed, in particular those relating to the specific operational areas of the charity, its investments and its finances. The Trustees believe that, by monitoring reserve levels, by ensuring that controls exist over key financial systems, and by examining the operational risks faced by the church, they have established effective systems and procedures to mitigate those risks.

2. Objectives and Activities

- 2.1. The principal purpose of the charity is the advancement of the Christian faith according to the scriptures and according to the principles of the Baptist Union to include the advancement of education, community service and such other general charitable purposes in such parts of the United Kingdom and the world as the Church shall determine.
- 2.2. In order to achieve the principal objective which is set out above, the Church provides a variety of activities both to its membership and to the community generally. The aim is to show the love of Jesus Christ in both word and deed and to bring people into a closer relationship with Him as living Lord. At the beginning of 2022 there was still some disruption from COVID-19 but by the end of the year things had returned to normal.
- 2.3. Further information about worship at Enfield Baptist Church, and details of all activities for all age groups are published on our website at: <https://www.enfieldbaptistchurch.org.uk/>

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Annual Report of the Trustees For the year ended 31 December 2022

Worship on Sundays

- 2.4. As a church family, we meet together to:
- Worship God: with a commitment to regular worship together and to personal devotion.
 - Support each other: through teaching, encouraging, helping, and inspiring one another to lead Christ-like lives.
 - Reach out to the community around us: by expressing God's love to all through practical service and by proclaiming Christian truth so that Jesus may be known as Lord.
- 2.5. Central to the work and witness of the Church is our **Sunday morning worship at 10.30am**. In normal circumstances we would welcome between 120 and 170 people of all ages on most Sundays. Spectrum, on the first Sunday of each month, is an all age (from the youngest to the oldest) service which includes all sorts of activities and songs. On the third Sunday morning of the month, we celebrate Communion.
- 2.6. Our children are part of our praise and worship, and stay with us in the main service for the first twenty minutes. After this, they disperse to the various age groups of Ablaze, the children's ministry of EBC. Ablaze caters for those aged 0-16 years and is co-ordinated and led by the Children and Youth Worker and many volunteers.

During the week

- 2.7. Church is about groups of people joining together to follow Jesus. We run a variety of activities and meetings for all ages to provide opportunities for this to happen.
- 2.8. Throughout the week, we have regular contact with around:
- 105 children (under the age of 11);
 - 14 young people (11-18); and
 - 352 adults.
- 2.9. The Church operates systems to ensure that all people working with children and vulnerable adults are appropriately vetted with regard to the Disclosure and Barring Service (DBS). It has also appointed a Safeguarding Trustee in addition to the Designated Safeguarding person.
- 2.10. The Charity Trustees have read the Charity Commission guidance on public benefit and are satisfied that the activities outlined in this report clearly demonstrate that the Church is providing a benefit to the public.

Pastoral care

- 2.11. After morning worship, we offer one-to-one prayer ministry.
- 2.12. Operation Barnabas (Op B) is our pastoral care programme which includes providing transport for hospital appointments, and meals for new mums and convalescing patients. Op B cell groups form a pastoral contact scheme for all those who regularly attend the church. Their purpose is to build friendship and offer support to help people feel part of the Church community and to avoid "getting lost" in a bigger church.

Church Activities in addition to Sunday worship

- 2.13. About 80 people regularly attend one of the Church housegroups to study the Bible and to pray.
- 2.14. A large group from the Church attended Spring Harvest in Skegness for a great time of teaching and Fellowship.
- 2.15. The 'Guild' is a thriving group of seniors which meets weekly and has about 60 -70 members. This includes many members from outside the Church; some of whom now attend Church services. It provides a very varied programme of interesting talks and entertainment, including spiritual and secular items; outings to the theatre and an annual holiday to Eastbourne.

ENFIELD BAPTIST CHURCH**Annual Report of the Trustees
For the year ended 31 December 2022****Community Outreach and Mission**

- 2.16. We take seriously the challenge to make Jesus known throughout our community, country, and the world. Our building is open for community use. We have well established relationships with community groups and other congregations who make good use of our premises on a regular basis. We also welcome school groups who learn about what it means to be a Christian and explore some of the specific Baptist traditions. The Baptistry is always of particular interest and fascination.

3. Achievements and Performance

- 3.1. We began to prepare for the departure in 2022 of our long-serving Senior Minister who announced that she has prayerfully considered her next steps and plans to pass the baton to a new generation of church leadership. She has left us with a tremendous legacy and will be greatly missed.

- 3.2. It has been invaluable and extremely beneficial to embark on this transition with our minister still in post rather than face an interregnum. On our behalf, she worked with the Regional Minister of the Baptist Union and a small team of deacons to start the ministerial search process. In early 2022, following a special church meeting, we invited a new minister the Rev Andy Morgan to take up the post. He accepted and joined us in September 2022.

- 3.3. Our seniors worker works with senior members of the congregation in the following areas:

- visits to GPs, hospitals and shopping and the offer of other practical assistance;
- home visits to lonely and isolated seniors and those struggling with age related problems;
- the CAMEO ('come and meet each other') lunch club which includes a free freshly cooked hot meal and essential companionship. Some guests are also now attending other EBC activities. This group has increased, over the last year, to 18 guests. Members of EBC congregation generously provide the main course and the dessert;
- Connect, a coffee morning for two local care homes, offers friendship, conversation and music as well as gentle activities to promote recollection of nostalgia and engagement; and
- Painting for Pleasure - group for seniors who enjoy art and relaxation – introduced as a new venture from September 2022.

Our senior worker's main focus for all of her forms of outreach is to show that our elder members of society are very much loved and valued.

- 3.4. We appointed a paid part-time family support worker in November 2021. She had already begun the work as a volunteer and begun to launch the projects. Her hard work and enthusiasm are already having an impact on our contacts in the community and the demand for this area of work is growing rapidly. Projects include:

- Circle of Support, a group for those who are parenting alone.
- Little Buds for Mums/Dads with babies. This runs over two sessions - one for new born/pre-walkers and the second for early walkers until the age of two.
- KidsMatter, a six-week parenting programme. She runs this with support from the children and youth worker. At the same time, she is building relations with Social Services and schools for the next run of the programme.

In all these activities, she takes every opportunity to mention church to the parents. She continues to plan occasional family lunches after a church service and watches out for new families coming into church on a Sunday morning.

- 3.5. Our children and youth worker has continued to:

- develop the popular Acorn toddler group which requires a booking system to keep numbers manageable;
- attend Monday coffee mornings;
- run Blast for school years 4-6 involving Bible stories and fun;
- run Disciple, a discussion-based Bible study for school year 7 upwards. This is smaller than it has been in recent years but has about 13 regular attendees; and

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**Annual Report of the Trustees
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- offer regular socials including the popular waffles and Quasar.

In the summer of 2022, there are plans to take the youth to the Youthscape 'Satellites' camp.

A new group Tots on Wheels has been launched, offering 2-4 year-olds the freedom to use lots of ride-on toys without other toys being in the way. This is proving very popular although for safety reasons numbers have to be kept small.

- 3.6. The main method of communication with the Church is now Grapevine, an on-line monthly update including prayer points, details of forthcoming worship, and a focus on global, national and local issues, as well as church events. Hard copies are printed for those not on email.
- 3.7. As at 31 December 2022, EBC had 154 members. We continue to have a substantial number of committed and regular attenders who have chosen not to be in formal membership at the present time. Informal information sessions are held from time to time for those considering membership.

4. The Impact of COVID-19

As noted above and in our previous annual reports, COVID-19 continued to have some impact on the life of the Church but by the middle of the year most aspects of our daily lives and the work of the church in 2022 had returned to normal.

The financial impact of COVID-19, although negative, has proved to be sustainable through the continued faithful giving by members and those attending. With the resumption of normal activity and freedom to open and operate the church as normal, lettings income also recovered during the year. This has been tremendously helpful, but we continue to be prudent, maintaining a strong level of reserves. As such, the Trustees remain confident in the immediate and medium term financial outlook for the church and with the assistance of the Finance Team, continue to closely monitor the ongoing financial outlook for EBC.

5. Financial Review

The church's main sources of funding are the freewill offerings of church members and others in attendance at church services, and income from hiring out the church's premises and facilities. Many thanks to our members and attendees for their continued support to the Church which is greatly appreciated.

5.1 Financial Activity and Financial Position

The Statement of Financial Activities and Balance Sheet can be found on pages 11 and 12 respectively. The Church's reserves increased by £11,561 during the year (2021 – decreased by £105,075). The balance sheet shows total net assets of £4,030,957 (2021: £4,019,396).

Included in total funds are amounts totalling £362,215 (2021: £356,725) which are restricted. These monies have either been raised for, and their use restricted to, specific purposes, or they comprise donations subject to donor-imposed conditions. Full details of these restricted funds can be found in note 11 to the accounts together with an analysis of movements in the year.

The financial highs and lows in our income and expenditure streams during 2022 are as follows:

- Unrestricted general funds income reached £201k in 2022 compared with £213k in 2021. After the notable recovery to £35k in 2021, income from letting the church premises saw another rise to £42k in 2022 but still lagging the pre-pandemic norm of c£50k p.a.
- Overall unrestricted expenditure was £195k in 2022 as compared to £298k in 2021. The main factor for the decrease was the renovation works carried out on the new Manse in Uvedale Road (a total of £88k incurred in 2021).
- Therefore, including depreciation of £3k, the overall general fund (inclusive of designated funds) recorded a surplus of £6K in 2022 compared to deficit of £95k in 2021.
- Mission giving in 2022 was higher at £26k compared to £24k in 2021. We continue to support Home Mission, BMS, the Enfield Churches Debts Centre (a CAP Initiative) and other causes. Mission Giving includes the 10% tithe of all unrestricted income EBC gives to charitable organisations.

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**Annual Report of the Trustees
For the year ended 31 December 2022**

The Church continues to operate a policy of financial prudence to ensure funds received are spent in the most appropriate manner, and in line with its principal charitable objectives. The Church has appropriate authorisation and payment procedures to minimise the risk of misappropriation of funds. The Finance Team supports the leadership and Church by issuing regular financial summaries reporting at church meetings with explanation on variations against the approved budget where appropriate.

5.2 Reserves Policy

The Trustees do not have a formal reserves policy but, with the assistance of the Finance Team, aim to maintain reserves equating to between 3 and 6 months expenditure. As at 31 December 2022 immediately available unrestricted funds being cash at bank of £160k equated to 82% of unrestricted annual expenditure in 2022 of £195k which the trustees feel is adequate based on the activities of the charity.

5.3 Investment Policy

The Trustees do not have a formal investment policy but note the following:

- **Placement of Cash** – The main account for operational cash for the church is with Barclays Bank. The remaining cash is held in deposit accounts across 5 different providers, ensuring most of the cash is protected under the Financial Services Compensation Scheme (FSCS) and to potentially increase interest income consistent with safety. Deposits are also held with the Baptist Union and the LBPB. Overall interest rates are higher and adequate funds are immediately available.
- **Investment in Property** – In 2016 The Church invested in a property (136 Melling Drive) as part of the Buildings Fund to protect the value of the funds held through asset value and net rental income from the property. During 2021 the church voted to purchase a new Manse, (1a Uvedale Road), by the sale of the existing Manse (183 Tenniswood Road) and the transfer of the Melling Drive investment property to the Older Peoples Fund to release cash for the purchase of the Uvedale Manse. The investment in Melling Drive by the Older Peoples Fund continues to be for the same reason and strategy employed for the Buildings Fund - to help protect the value of the funds through asset value and net income from the property.
- The Church does not invest in any financial instruments.

5.4 Grants Policy

The Church makes grants, equivalent to approximately 10% of its unrestricted incoming resources annually, to support missionary endeavours both in the UK and abroad. The policy of the church is to give grants on the basis that they are subject to regular review and only renewed on the basis of meeting set criteria. The missionary societies regularly supported include BMS World Mission (www.bmsworldmission.org), BUGB Home Mission (www.baptist.org.uk/homemission). For details of grants made, see note 4b on page 18.

6. Plans for Future Periods

2022 saw a new chapter in the life of EBC with the appointment of Rev Andrew Morgan as Minister on 1st September. Plans for the future are being directed by the vision he has for EBC and the community we serve. This is building on the solid base of servant based leadership we have enjoyed for many years from the Rev Amanda James, who remains involved with the church as Pastor Emerita.

We are continuing to see God do new things at EBC across all age groups. We will therefore continue to support the development of existing and new initiatives in the youth and children and families work, as well as the continued outreach and support to the seniors in our community.

To further support our community outreach activities, we continue to think about how best we can utilise our resources, our time and our building for the good of the community.

7. Responsibilities of Trustees for the Financial Statements

The Trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Charity law in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period.

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Annual Report of the Trustees For the year ended 31 December 2022



The Trustees have decided to submit the accounts for Independent Examination for 2022 as being below the threshold at which Statutory Audit is required.

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

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

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the governing document. The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the charity and financial information included in the charity's website.

8. Approval

The report of the Trustees was approved by the Trustees on ^{11th}xx October 2023 and signed on its behalf by:

Rev Andrew Morgan
Senior Minister

ENFIELD BAPTIST CHURCH
**Report of the Independent Examiner to the Trustees of
Enfield Baptist Church**

I report to the charity Trustees on my examination of the accounts of Enfield Baptist Church for the year ended 31 December 2022.

Responsibilities and Basis of Report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: *Richard Hill*

Dated: 23/10/2023

Richard Hill
Griffin Stone Moscop and Co
21-27 Lamb's Conduit Street
Holborn
London
WC1N 3GS

ENFIELD BAPTIST CHURCH
Statement of Financial Activities
For the year ended 31 December 2022

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £
Income from:	2						
Donations and legacies		155,323	12,859	168,182	173,024	10,686	183,710
Other trading activities		43,933	206	44,139	38,291	5,564	43,855
Investments		2,007	13,200	15,207	1,700	5,746	7,446
Total Income		201,263	26,265	227,528	213,015	21,996	235,011
Expenditure on:							
Raising funds	3	50	4,184	4,234	7	4,966	4,973
Charitable activities	4	195,142	31,591	226,733	310,063	25,050	335,113
Total Expenditure		195,192	35,775	230,967	310,070	30,016	340,086
Net gains/(losses) on investments		-	15,000	15,000	-	-	-
Net income/(expenditure)		6,071	5,490	11,561	(97,055)	(8,020)	(105,075)
Net transfers between funds		-	-	-	1,835	(1,835)	-
Other recognised gains/(losses)		-	-	-	-	-	-
Net movement in funds		6,071	5,490	11,561	(95,220)	(9,855)	(105,075)
Total funds brought forward		3,662,671	356,725	4,019,396	3,757,891	366,580	4,124,471
Total funds carried forward		3,668,742	362,215	4,030,957	3,662,671	356,725	4,019,396

ENFIELD BAPTIST CHURCH**Balance Sheet
As at 31 December 2022**

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Fixed Assets					
Tangible Assets	5	3,492,739	2,010	3,494,749	3,497,749
Investments	6	-	275,000	275,000	260,000
		3,492,739	277,010	3,769,749	3,757,749
Current Assets					
Debtors	7	27,452	-	27,452	49,347
Cash At Bank And In Hand		160,768	85,205	245,973	261,789
		188,220	85,205	273,425	311,136
Creditors - Amounts Falling Due Within One Year	8	12,217	-	12,217	24,789
Net Current Assets		176,003	85,205	261,208	286,347
Provisions	9	-	-	-	24,700
Net Assets		3,668,742	362,215	4,030,957	4,019,396
Represented by:					
Unrestricted Funds	10	3,668,742	-	3,668,742	3,662,671
Restricted Funds	11	-	362,215	362,215	356,725
Total Funds		3,668,742	362,215	4,030,957	4,019,396

The financial statements were approved by the Trustees on ^{11th} ~~12th~~ October 2023 and signed on its behalf by:

Dennis Muriu
Finance Trustee

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****1. Accounting Policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of accounting

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102). The financial statements are drawn up on the historical cost basis of accounting except for the revaluation of freehold and leasehold land and buildings which are shown at fair value.

The financial statements include all transactions, assets and liabilities for which the Church is responsible in law. They do not include the accounts of church groups that owe an affiliation to another body or those that are informal gatherings of church members.

The Church meets the definition of a public benefit entity under FRS 102.

Going Concern

There are no material uncertainties about the charity's ability to continue as a going concern and accordingly the accounts have been drawn up on a going concern basis.

Income recognition

Voluntary income and donations (including legacies) are accounted for once the Church has entitlement to the income, it is probable the income will be received and the amount of income receivable can be reliably measured. Income from the recovery of tax on gift aided donations is accounted for in the period to which the relevant donation is received. Grant income is recognised on a receivable basis. Job Retention Scheme grant income is recognised in the period to which the underlying furloughed staff costs relate to.

The income from trading activities includes rental income from the letting of church premises and freehold land and buildings which is accounted for when earned.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Church; this is normally upon notification of the interest paid or payable by the bank.

Expenditure recognition

Expenditure is accrued as soon as a liability is considered probable, and the amount of obligation can be measured reliably. Longer term liabilities are discounted to present value. The Church is not registered for VAT and accordingly expenditure includes VAT where appropriate.

Charitable expenditure includes those costs in fulfilling the Church's principal objects, as outlined in the Report of the Trustees. These include grants payable and governance costs:

- Grants payable are payments made to third parties in furtherance of the Church's objects. In the case of an unconditional grant offer this is accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the grant. Grants awards that are subject to the recipient fulfilling performance conditions are only accrued when the recipient has been notified of the grant and any remaining unfulfilled condition attaching to that grant is outside of the control of the Church.
- Governance costs comprise all costs involving the public accountability of the Church and its compliance with regulation and good practice. These costs include costs related to the independent examination and legal fees.

The Church pays pension contributions for the Ministers into the Baptist Pension Scheme, a final salary defined benefit scheme for contributions until 31 December 2011 and a defined contribution scheme for contributions made thereafter. The scheme is a multi-employer scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the church. The scheme is therefore accounted for as a defined contribution scheme, with contributions payable to the scheme being accounted for on an accruals basis. In addition, the church has been paying contributions towards a deficit on the defined benefit scheme. The deficit, discounted to present value, is fully provided in these accounts and the charge to the income and expenditure account, which is included in the total pension cost, is the employer contributions payable as adjusted by the movement in the discounted provision.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****I. Accounting Policies (continued)****Expenditure recognition (continued)**

Rentals under operating leases are charged as incurred over the term of the lease.

Tangible Fixed Assets

Tangible fixed assets are accounted for as follows:

- The church land and buildings are stated at fair value. Depreciation is not provided as the estimated residual value is considered to be the same or higher than the carrying value of the property in the accounts.
- The church manse is stated at cost. Depreciation is not provided as the estimated residual value is considered to be the same or higher than the carrying value of the property in the accounts.
- The cost of furniture, fittings and equipment, less any expected residual value, is depreciated on a straight line basis over the effective useful life of the asset, which has been estimated as follows:
 - 10 years for equipment and fixtures and fittings
 - 6.67 years for the minibus

Fixed Asset Investments

Investments are shown at fair value. Realised and unrealised gains and losses on investments are reflected through the Statement of Financial Activities.

Debtors

Debtors are included at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial Instruments

The church only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

The funds held by the charity are either:

- Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****2. Income**

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Donations & legacies				
Offerings and donations	126,628	10,731	137,359	140,474
Income tax reclaimed	28,695	2,128	30,823	29,873
Grants	-	-	-	13,363
	155,323	12,859	168,182	183,710
Other trading activities				
Lettings income	41,950	-	41,950	35,299
Other income	1,983	206	2,189	8,556
	43,933	206	44,139	43,855
Investment income				
Interest	2,007	-	2,007	1,700
Rents	-	13,200	13,200	5,746
	2,007	13,200	15,207	7,446
	201,263	26,265	227,528	235,011

Income includes £nil (2021: £13,363) of grants from the Job Retention Scheme, a government funded scheme.

3. Expenditure – Raising Funds

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Investment property (Melling Drive) costs	50	4,184	4,234	4,966
Collecting agent fees	-	-	-	7
	50	4,184	4,234	4,973

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****4. Expenditure – Charitable Activities**

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Ministry				
Gross salaries	71,438	11,491	82,929	76,420
Statutory Maternity Pay recovered	-	-	-	(3,818)
Employers National Insurance	7,438	357	7,795	6,931
Employer Allowance	(3,981)	(182)	(4,163)	(3,148)
Pensions	(15,870)	487	(15,384)	7,505
	59,025	12,153	71,177	83,890
Mission				
Other mission	19,740	4,499	24,240	7,396
Gifts and grants (see note 4b below)	16,708	9,707	26,415	24,161
	36,448	14,206	50,655	31,557
Establishment				
Gross salaries - Premises Staff	13,415	-	13,415	26,111
Gross salaries – Cleaner	1,365	-	1,365	5,066
Gross salaries – Caretaker	2,953	-	2,953	-
Employers National Insurance	935	-	935	1,660
Employer Allowance	(430)	-	(430)	(821)
Pensions	78	-	78	-
Heat & light	10,213	-	10,213	9,103
Insurances	5,618	-	5,618	4,066
Rates & Council tax	2,854	-	2,854	3,217
Repairs, maintenance & cleaning	20,375	-	20,375	95,681
Cleaning materials	3,482	-	3,482	-
Depreciation	990	2,010	3,000	34,242
	61,848	2,010	63,858	178,325
Administration				
Gross salaries – administrator & finance officer	10,070	3,222	13,292	9,232
Employers National Insurance	622	-	622	167
Employer Allowance	(407)	-	(407)	(31)
Pensions	387	-	387	469
Accountancy & payroll	8,400	-	8,400	10,627
Printing, advertising & newsletter	415	-	415	705
Hire of plant and machinery under operating leases	3,355	-	3,355	2,613
Telephone & broadband	5,887	-	5,887	8,411
IT	72	-	72	41
Pension admin fees	2,237	-	2,237	2,305
Subscriptions	3,323	-	3,323	3,553
Other expenditure	(50)	-	(50)	9
	34,311	3,222	37,533	38,101
Governance				
Accountancy (including preparation of annual financial statements)	1,536	-	1,536	1,500
Independent examination/audit	1,974	-	1,974	1,740
	3,510	0	3,510	3,240
	195,142	31,591	226,733	335,113

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****4a. Staff Costs**

Included within Expenditure on Charitable Activities are the following staff costs:

	2022 £	2021 £
Gross salaries	113,953	116,829
Statutory Maternity Pay recovered	-	(3,818)
Employers national Insurance	9,352	8,758
Employer's Annual Allowance	(5,000)	(4,000)
Pension contributions (including movement on deficit pension provision)	(14,919)	7,974
	<u>103,386</u>	<u>125,743</u>
Of which the following gross salaries & pension contributions relate to Key Management Personnel:		
Gross salaries	46,271	47,171
Pension contributions	5,179	6,584
	<u>51,450</u>	<u>53,755</u>

The average number of employees during the year:

2022 Number	2021 Number
<u>6</u>	<u>7</u>

No employee received emoluments in excess of £60,000 during the year.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****4. Expenditure – Charitable Activities (continued)****4b. Gifts to organisations and individuals**

Included within Expenditure on Charitable Activities are the following gifts to organisations and individuals:

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Gifts to organisations				
All People All Places	-	1,562	1,562	-
Baptist Mission Society	-	-	-	6,274
Baptist Home Mission	4,991	-	4,991	5,012
BMS World Mission	5,017	230	5,247	-
Bridge of Hope	400	-	400	400
Care for the Family	400	-	400	-
Compassion	-	-	-	192
Enfair	500	-	500	800
Enfield Churches Debt Centre	2,400	-	2,400	2,400
Kintsugi Hope	-	-	-	2,400
Cascaid Trust (Ukraine)	-	4,635	4,635	-
North Enfield Foodbank	-	1,165	1,165	-
Oasis International (Uganda)	1,500	-	1,500	1,500
Pathway	300	-	300	300
Trinity Church Enfield	-	2,115	2,115	-
St Michael's (laptop donation)	-	-	-	3,553
The Message Trust	1,200	-	1,200	1,280
	16,708	9,707	26,415	24,111
Gifts to individuals	-	-	-	50
	16,708	9,707	26,415	24,161

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****5. Tangible Fixed Assets**

	Freehold land & buildings: Church £	Freehold land & buildings: Manse £	Equipment £	Fixtures & fittings £	Minibus £	Total £
Cost/valuation						
At 1 January 2022	2,765,000	725,000	81,320	231,000	20,094	3,822,414
Revaluation	-	-	-	-	-	0
Additions	-	-	-	-	-	0
Disposals	-	-	-	-	-	0
At 31 December 2022	<u>2,765,000</u>	<u>725,000</u>	<u>81,320</u>	<u>231,000</u>	<u>20,094</u>	<u>3,822,414</u>
Depreciation						
At 1 January 2022	-	-	75,581	231,000	18,084	324,665
Charge For Year	-	-	990	0	2,010	3,000
Disposals	-	-	-	-	-	0
At 31 December 2022	<u>0</u>	<u>0</u>	<u>76,571</u>	<u>231,000</u>	<u>20,094</u>	<u>327,665</u>
Net Book Value						
At 31 December 2022	<u>2,765,000</u>	<u>725,000</u>	<u>4,749</u>	<u>0</u>	<u>0</u>	<u>3,494,749</u>
At 31 December 2021	<u>2,765,000</u>	<u>725,000</u>	<u>5,739</u>	<u>0</u>	<u>2,010</u>	<u>3,497,749</u>

All of the fixed assets are used for charitable purposes.

The Church premises are included in the balance sheet at an estimated cost of rebuild plus land. There is no reliable cost information and an appropriate valuation would incur significant costs which would be onerous in comparison to the benefit gained.

The Church manse is 1a Uvedale Road Enfield EN2 6HA.

6. Fixed Asset Investments

	Property at valuation £
At 1 January 2022	260,000
Revaluation	<u>15,000</u>
At 31 December 2022	<u><u>15,000</u></u>

The investment is represented by the property at Melling Drive, Enfield EN1 4UZ which is a leasehold two bedroom flat. The tenant's agreement and flat are managed on behalf of the Church by Williamson Dace Brown Property, Southgate N14 6BY.

The market value of the investment property at 31 December 2022 has been determined by the trustees with reference to information available online for sales prices being achieved for similar properties in the area.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****7. Debtors**

	2022	2021
	£	£
Prepayments	5,115	4,062
Trade debtors	91	5,035
Gift Aid receivable	15,030	29,873
Other tax recoverable	4,542	6,969
Other debtors	2,674	3,408
	27,452	49,347

8. Creditors - Amounts Falling Due Within One Year

	2022	2021
	£	£
Other creditors including taxation and social security	498	2,977
Accruals	9,150	21,462
Pensions	2,569	350
	12,217	24,789

9. Provisions

	2022	2021
	£	£
Balance brought forward	24,700	30,721
Deficit contributions made in the year	(3,127)	(5,274)
Interest cost plus change in agreed deficit recovery plan and change in assumptions between year ends	(21,573)	(747)
Balance carried forward	0	24,700

The provision is in respect of deficit pension contributions due to the Baptist Pension Scheme. The current deficit reduction plan requires contributions to be made until June 2026. The provision has been calculated based on the current deficit contributions, assuming they will increase by inflation, and the total liability has been discounted to present value using a market bond rate, using the following assumptions set by reference to the duration of the deficit recovery payments:

	31 Dec 2022	31 Dec 2021	31 Dec 2020
Discount rate	5.7%	2.0%	1.4%
Future increases to Minimum Pensionable Income	5.6%	3.2%	3.3%

See note 13 for further explanation of the church's pension commitment.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****10. Unrestricted Funds****10a Current year**

	At 1 January 2022 £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	At 31 December 2022 £
General Fund (see note 10.1)	3,601,514	201,243	(185,106)	-	-	3,617,651
Designated Funds:						
Buildings Fund:						
Funds	24,086	20	(7,985)	-	-	16,121
Major Repair Fund	29,866	-	-	-	-	29,866
Mission Fund: Tithe surplus	3,358	-	(2,101)	-	-	1,257
Legacy fund	1,847	-	-	-	-	1,847
J Arrowsmith	2,000	-	-	-	-	2,000
	61,157	20	(10,086)	0	0	51,091
	3,662,671	201,263	(195,192)	0	0	3,668,742

10b Prior year

	At 1 January 2021 £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	At 31 December 2021 £
General Fund (see note 10.1)	3,613,756	213,015	(202,748)	(22,509)	-	3,601,514
Designated Funds:						
Buildings Fund:						
Funds	112,061	-	(87,975)	-	-	24,086
Major Repair Fund	28,227	-	-	1,639	-	29,866
Mission Fund: Tithe surplus	0	-	(19,347)	22,705	-	3,358
Legacy fund	1,847	-	-	-	-	1,847
J Arrowsmith	2,000	-	-	-	-	2,000
	144,135	0	(107,322)	24,344	0	61,157
	3,757,891	213,015	(310,070)	1,835	0	3,662,671

General Fund. This is financed by the gifts to the church by members and others attending, together with trading income. Gift Aid is also claimed on gifts to the church, where appropriate. All costs of the day-to-day running of the church and trading expenditure are included in the general fund.

Designated Funds. Descriptions of the designated funds with closing balances are as follows:

Buildings Fund. This was established with the sale of one of the church's manses, 17 The Orchard. A majority of the balance was used to purchase an investment property which was completed on 24 March 2016, namely 136 Melling Drive Enfield EN1 4UZ, a two bedroom flat that was let out at a market rent. The tenant's agreement and flat are managed on behalf of the Church by Williamson Dace Brown Property, Southgate N14 6BY. This property has since been transferred to the Older Peoples Care Fund(see note 5.3 on page 8).

Major Repair Fund. The Major Repair Fund has been established to help plan for significant repair and maintenance requirements over the longer term. EBC allocates 10% of Lettings income as the main income to this fund.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****10. Unrestricted Funds (continued)**

Mission Fund. The Mission Fund reflects the church's commitment. It is generally funded from a percentage of unrestricted income.

Legacy Fund. The residual of a legacy has been set aside for purposes as yet unspecified.

10.1 Unrestricted Fund Income & Expenditure In Detail

Income	2022 General Fund £	2022 Designated Fund £	2022 Total £	2021 Total £
Donations & legacies				
Offerings and donations	126,608	20	126,628	130,552
Income tax reclaimed	28,695	-	28,695	29,109
Grants	-	-	-	13,363
	155,303	20	155,323	173,024
Other trading activities				
Lettings income	41,950	-	41,950	35,299
Other income	1,983	-	1,983	2,992
	43,933	0	43,933	38,291
Investment income				
Interest	2,007	-	2,007	1,700
	2,007	0	2,007	1,700
	201,243	20	201,263	213,015

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****10.1 Unrestricted Fund Income & Expenditure In Detail (continued)**

Expenditure	2022 General Fund £	2022 Designated Fund £	2022 Total £	2021 Total £
Raising funds				
Melling Drive costs	-	50	50	-
Collecting agent fees	-	-	-	7
	0	50	50	7
Ministry				
Gross salaries	71,438	-	71,438	63,808
Statutory maternity Pay Recovered	-	-	-	(3,818)
Employers National Insurance	7,438	-	7,438	6,427
Employer allowance	(3,981)	-	(3,981)	(2,905)
Pensions	(15,870)	-	(15,870)	6,915
	59,025	0	59,025	70,427
Mission				
Other mission	19,740	-	19,740	4,519
Gifts and grants	14,608	2,100	16,708	20,015
	34,348	2,100	36,448	24,534
Establishment				
Gross salaries - Premises Staff	13,415	-	13,415	26,111
Gross salaries – Cleaner	1,365	-	1,365	5,066
Gross salaries – Caretaker	2,953	-	2,953	-
Employers National Insurance	935	-	935	1,660
Employer Allowance	(430)	-	(430)	(821)
Pensions	78	-	78	-
Heat & light	10,213	-	10,213	9,103
Insurances	5,618	-	5,618	4,066
Rates & Council tax	2,854	-	2,854	3,217
Repairs, maintenance & cleaning	12,438	7,937	20,375	94,131
Cleaning materials	3,482	-	3,482	-
Depreciation	990	-	990	31,228
	53,911	7,937	61,848	173,761
Administration				
Gross salaries – administrator & finance officer	10,070	-	10,070	9,232
Employer's National Insurance	622	-	622	167
Employment Allowance	(407)	-	(407)	(31)
Pensions	387	-	387	469
Accountancy & payroll	8,400	-	8,400	10,627
Printing, advertising & newsletter	415	-	415	705
Hire of plant and machinery under operating leases	3,355	-	3,355	2,613
Telephone & broadband	5,887	-	5,887	8,411
IT	72	-	72	41
Pension admin fees	2,237	-	2,237	2,305
Subscriptions	3,323	-	3,323	3,553
Other expenditure	(50)	-	(50)	9
	34,311	0	34,311	38,101
Governance				
Accounting (including preparation of financial statements)	1,536	-	1,536	1,500
Independent examination/audit	1,974	-	1,974	1,740
	3,510	0	3,510	3,240
Total expenditure	185,105	10,087	195,192	310,070
Net income/(expenditure)	16,138	(10,067)	6,071	(97,055)

ENFIELD BAPTIST CHURCH
Notes to the Financial Statements
For the year ended 31 December 2022
I 1. Restricted Funds**I 1a Current year**

	At 1 January 2022 £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	At 31 December 2022 £
All People All Places (EBC)	1,561	-	(1,561)	-	-	0
Associate Minister Fund	26,057	4,224	(3,222)	-	-	27,059
Car Park Party Fund	200	-	(200)	-	-	0
EBC Loves Enfield	1,863	-	-	-	-	1,863
Guild Trip	855	695	(1,550)	-	-	0
Ukrainian Hub	0	2,115	(2,115)	-	-	0
Cascaid Trust (Ukraine)	0	4,635	(4,635)	-	-	0
Foodbank	0	1,166	(1,166)	-	-	0
Older Peoples Care Fund:						
Funds	57,690	13,200	(18,599)	-	-	52,291
Minibus	2,010	-	(2,010)	-	-	0
Property	260,000	-	-	-	15,000	275,000
CAMEO	5,489	-	(487)	-	-	5,002
BMS – I will stand	0	230	(230)	-	-	0
Youth (Ablaze – Vance Bennett legacy)	1,000	-	-	-	-	1,000
	356,725	26,265	(35,775)	0	15,000	362,215

I 1b Prior year

	At 1 January 2021 £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	At 31 December 2021 £
All People All Places (EBC)	1,561	-	-	-	-	1,561
Associate Minister Fund	23,263	3,600	(806)	-	-	26,057
Car Park Party Fund	200	-	-	-	-	200
EBC Loves Enfield	1,613	250	-	-	-	1,863
Guild Trip	1,430	855	(1,430)	-	-	855
Laptops	0	2,885	(2,885)	-	-	0
Keyboard	0	1,835	-	(1,835)	-	0
Older Peoples Care Fund:						
Funds	72,489	5,746	(20,545)	-	-	57,690
Minibus	5,024	-	(3,014)	-	-	2,010
Property	260,000	-	-	-	-	260,000
BMS Covid Free World Appeal	0	1,196	(1,196)	-	-	0
CAMEO	0	5,564	(75)	-	-	5,489
BMS – I will stand	0	65	(65)	-	-	0
Youth (Ablaze – Vance Bennett legacy)	1,000	-	-	-	-	1,000
	366,580	21,996	(30,016)	(1,835)	0	356,725

ENFIELD BAPTIST CHURCH

Notes to the Financial Statements For the year ended 31 December 2022



11. Restricted Funds (continued)

Descriptions of the main restricted funds and their purposes are as follows:

All People All Places – funds raised or received for the work of All People All Places (charity registration 1139885) seeking to break the cycle of homelessness and improve lives and reintegrate into mainstream society.

Associate Minister (formerly the Children and Families Worker Fund) – supported the employment of an Associate Minister which included responsibility for Families till Oct 2021. As per note 3.6, we appointed a Family Support Worker as a paid role in November 2022, which is now funded from this fund.

Baptist Missionary Society - funds raised for the work of the Baptist Mission Society (charity registration 233782).

Baptist Home Mission – funds raised for the work of the Baptist Home Mission (charity registration 1125912).

EBC Loves Enfield – funds raised to undertake various forms of community outreach in Enfield.

Guild Trip – The Guild undertake a trip to Eastbourne each year, which is self-funded but payments are received for the trip and related expenses throughout the year from those attending.

The Older People's Care Fund. The fund supports ministry to older people, particularly with regard to assisting them to remain living independently in their own accommodation.

CAMEO – 'Come and Meet Each Other' (CAMEO) is now an activity of EBC under our seniors work, but was formerly a separate lunch club. When the lunch club closed and the activity was taken on by the church, the residual funds held by the former lunch club were transferred to EBC. As such, we hold these as restricted funds to be allocated to the costs and activities of CAMEO.

Youth – funds raised for ministry to the youth at the church.

12. Operating Lease Commitments

The total future minimum lease payments under non-cancellable operating leases are payable:

	2022 £	2021 £
Not later than one year	2,608	2,608
Later than one year and not later than five years	-	2,608
	2,608	5,216

13. Pensions

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme ("the Scheme"). The Scheme is a separate legal entity which is administered by the Pension Trustee (Baptist Pension Trust Limited). The assets of the Scheme are held separately from those of the Employer and the other participating employers. The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that the scheme is accounted for as if the Scheme were a defined contribution scheme.

The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011. Prior to this date the main benefit provided through the **Defined Benefit (DB) Plan** was a pension of one eightieth of final minimum pensionable income for each year of pensionable service together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****13. Pensions (continued)**

From January 2012, pension provision is being made through the **Defined Contribution (DC) Plan** within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Unum Limited. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

The Ministers and some members of the church staff are eligible to join the Scheme, which is not contracted out of the State Second Pension.

Actuarial valuation as at 31 December 2019

A formal valuation of the DB Plan as at 31 December 2019 was carried out by a professionally qualified actuary using the Projected Unit Method. At the valuation date the market value of the DB Plan assets was £298 million, whilst the level of assets needed to pay benefits was £316m, giving a deficit of £18m (equivalent to a past service funding level of 94%). The Church and the other participating employers in the DB Plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuation were as follows:

Type of assumption	% p.a.
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increase Adjustment (above CPI)	0.50
Assumed investment returns	
• Pre-retirement	2.95
• Post retirement	1.70
Deferred pension increases	
• Pre April 2009	3.20
• Post April 2009	2.50
Pension increases	
• Main Scheme pension	2.70

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%. The next actuarial valuation of the DB Plan within the Scheme will commence in 2023 to reflect the position as at 31 December 2022.

Recovery Plan

In addition to the contributions to the DC Plan set out above, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan. Following the 2019 valuation a Recovery Plan was signed in September 2020 under which deficiency contributions are payable until June 2026. These contributions were broadly based on each employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules. On 30 June 2022 the Baptist Pension Scheme signed an agreement with the insurance company Just Group ("Just") to secure DB Plan members' pension benefits. Just are now providing financial backing for all pensions provided through the Scheme's DB Plan and following this transaction, the Scheme no longer has a shortfall. An updated recovery plan was then signed in August 2022 under which recovery contributions from each participating employer in the DB Plan reduced to £1 per month from August 2022.

ENFIELD BAPTIST CHURCH**Notes to the Financial Statements
For the year ended 31 December 2022****13. Pensions (continued)**

As there is a large number of contributing employers participating in the Scheme, the Church is unable to identify its share of the underlying assets and liabilities of the scheme. A provision has been included in the accounts for the amounts due under this agreement in accordance with section 28.11A of FRS 102 (see note 9). Accordingly, the income and expenditure account charge for the period represents the employer contributions payable as adjusted for the movement in the provision. The total pension cost for the Church in 2022 was a credit of £14,919 (2021: debit of £7,974).

14. Related Party Transactions

Rev Amanda James, a Trustee until 31 August 2022, received gross remuneration of £35,271 (2021: £47,171) and pension contributions (excluding deficit contributions) of £4,389 (2021: £6,584) during the year in her employed capacity of Senior Minister.

Rev Andy Morgan, a Trustee from 1 September 2022, received gross remuneration of £11,000 (2021: £nil) and pension contributions (excluding deficit contributions) of £1,316 (2021: £nil) during the year in his employed capacity of Senior Minister.

Sarah Cody, the spouse of Martin Cody, a Trustee, received gross remuneration of £21,850 (2021: £16,367) and pension contributions of £1,092 (2021: £1,077) during the year in her employed capacity of Children and Youth Worker.

No Trustee (2021: nil) received reimbursement for costs (training, travel and subsistence) incurred on church business.

The Trustees gave a total of £16,647 (2021: £16,047) in unrestricted offerings and donations during the year.