DIDCOT BAPTIST CHURCH

England & Wales · Charity number 1128696

Details

Other names	DIDCOT BAPTIST CHURCH CENTRE
Status	Registered
Legal form	Previously excepted
Registered	2009-03-20
Register	View on the Charity Commission register

Contact

Address	43 Wantage Road Didcot OX11 0BS
Phone	01235813187
Email	ADMINISTRATION@DIDCOTBAPTIST.ORG.UK
Website	www.didcotbaptist.org.uk

Activities

Objects: The principal purpose of the Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and carry out other charitable purposes in the United Kingdom and/or other parts of the world.

Activities: The advancement of the Christian faith according to the principles of the Baptist denomination.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNITED KINGDOM AND/OR OTHER PARTS OF THE WORLD
- Oxfordshire

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Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£225,704	£217,106	-	-
2023-12-31	£273,786	£212,382	-	-
2022-12-31	£255,423	£226,797	-	-
2021-12-31	£237,113	£219,164	-	-
2020-12-31	£444,314	£729,113	-	-

Trustees

Name	Role	Appointed
David Joseph Eaton		2025-06-03
GEORGE ROBERT FERGUSON		
Hannah Field		2019-03-19
James Alistair Brown		2025-06-03
Joanna Schuder		2025-01-28
Joyce Edith Brown		2026-03-24
Julie Excell		2026-06-02
Karen Julie Marriott		2022-07-19
Martin Clegg		2017-05-16
Rev Mark David Grant-Jones		2025-09-01
Ross Daniel Piner		2026-06-02
Sara Matilda Tabitha Green		2023-11-28
Sebastian Campanella		2022-09-27

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DIDCOT BAPTIST CHURCH

England & Wales - Charity number 1128696

Accounts

DIDCOT BAPTIST CHURCH

Annual Report and Financial Statements

Year ended 31 December 2024

Didcot Baptist Church
Charity Number 1128696

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Annual Report for 2024

The Trustees present their Annual Report and Financial Statements of the charity, Didcot Baptist Church, for 2024.

Charitable Object

The Church is an unincorporated association, governed by a constitution which states that the principal purpose of the charity is the advancement of the Christian faith according to the Baptist denomination, 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 will determine.

The Church occupies premises which are held by the Baptist Union Corporation Ltd on trusts which are entirely compatible with the above object.

Organisational structure and decision-making processes

Members of the Church are accepted in accordance with the Constitution. Baptism by immersion upon personal profession of faith is the normal mode of entry into the membership of a Baptist Church.

Church Membership is open to those who:

- accept the beliefs of the Church
- meet the Church's qualification on baptism
- commit themselves to serving Christ within the Church and beyond
- abide by the decisions of the Church Members' Meeting;
- acknowledge their responsibilities as Church Members
- have their membership application accepted by the Church Members' Meeting.

In regard to baptismal qualification for Church Membership, the Church operates an open membership. It therefore allows that persons who have not been baptised in the manner described in the Baptist Union's Declaration of Principle may, at the discretion of the Church Members' Meeting, be accepted for full membership based on their own public profession of faith.

The members' meeting normally takes place six times per year and has responsibility for the overall policy of the Church. In accordance with the Constitution, the members appoint Trustees, who include the Senior Minister (currently vacant), Associate Minister, Children and Youth Director, Administrator and Treasurer, Elders and Deacons and are collectively known as the Leadership Team who 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 object.

Relevant matters may be submitted to the Church Meeting by the Trustees for guidance and decision or may be raised by members in 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.

Objectives and Activities

In order to achieve the principal objective, which is set out above, the Church provides a variety of activities both for its membership and for 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 Loving Lord. Our vision is "to be a Welcoming Community, following Jesus, and making Him known".

Central to the work and witness of the Church is the provision of regular public services of Christian worship. These services take place each Sunday at 10.30am. There are also occasional services at other times which are advertised on the church notice board and the website at www.didcotbaptist.org.uk. A varied programme is also provided for children and young people, on Sundays and also throughout the week. The church seeks to be a friendly and welcoming community, and anybody is free to attend any of these services.

The Church holds prayer to be of central importance and seeks to incorporate prayer within our regular activities. Additionally, this year a dedicated monthly church prayer meeting was started, at which all aspects of our church life and witness are brought to God.

The Church runs a series of house groups for the growth of faith and discipleship in the homes of some members and in the church building, and further details of these can be obtained from the Trustees on request, or at the Sunday services of worship.

Whenever possible, the Church makes available its premises, at an affordable cost, to community groups. This is done as part of the outworking of our mission statement, and as an acknowledgement of our commitment to serving our community in various ways.

The Church is itself responsible for the following activities with the purpose of assisting the community and demonstrating the love of Jesus Christ:

- A Toddler Group is run by the church on the Church premises on Tuesday, Wednesday and Thursday mornings. A baby group is run on Wednesday afternoons. The church employs a part-time Toddler & Baby Group Leader to facilitate these groups.

- Coffee & Co continues to meet on Monday and provides company for those who wish to meet and chat.

- An International Cafe started in June 2023 and meets on a Thursday where approx. 40-50 people meet from different nations to share food & conversation.

- A conversational English class also takes place on a Thursday which was originally started to help locally placed Ukrainian people to speak English, but now other nationalities are also finding this useful.

- An Emergency Foodbank is operated four hours a week from church premises, led by DBC members, but also supported by other churches and organisations within the town and volunteers. This is a practical, community-based project aimed at providing short term relief by giving food to people in crisis in our local area.

- A weekly meeting point for the older people of the area provides a varied programme of events and speakers. This is known as Welcome Break and attracts up to 35 people each week.

- A Girls' Brigade Group which provides girls and young women with the opportunity to explore faith, develop leadership and life skills, and to engage in social action.

- Occasional men's events, providing the opportunity to develop friendships and provide support for one another.

- A pastoral care team who meet regularly to pray for the church family and provide support through difficult situations and life challenges.

In partnership with other Churches in the Greater Didcot area, DBC supports the Greater Didcot Christian Children and Youthwork Trust (registered charity 1194345), which provides ECHO. ECHO is focused on helping young people to discover and share life in all its fullness, by developing and delivering a range of provisions e.g., a sports outreach (Soul Sport), Youth Cafe, and ECHO Events (Discipleship Hub). The ECHO Youth Cafe continues to meet in the Hub of our premises on Thursday afternoons. Engagement has continued to be high, with one week seeing 109 secondary / sixth form students visit after school.

Also, in partnership with other Churches in Didcot and the surrounding area, DBC supports the work of Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343) (CAP). The Didcot branch of CAP have their office on the church premises and also use the space for prayer meetings, some client visits and celebration events.

Our Children and Youth Director and other volunteer church members support faith engagement in local schools e.g. through prayer spaces, serving as Governors, and attending assemblies. This year they also led the All Saints Church of England Primary School Year 6 Leavers Service, at All Saints' Church, in Didcot.

The Church operates a safeguarding system to ensure that all people working with children and adults at risk are appropriately vetted through the Disclosure and Barring Service and receive regular safeguarding training.

The Church is a member of the Baptist Union of Great Britain, the Evangelical Alliance and Welcome Churches. It also has a twinning arrangement with a Baptist Church in El Salvador. Over the years, this arrangement has enabled the church to support university students and to provide housing in El Salvador as part of its mission strategy. The Church is a member of an inter-denominational forum in the town, Churches Together in Didcot and District.

The Church has read the Charity Commission guidance on public benefit, and is satisfied that the activities outlined above, clearly demonstrate that the charity is providing a benefit to the public.

Achievements and Performance

The Church does not measure the success of its programmes only in numbers, including financial numbers, but also in less tangible areas. These would include the practical and emotional support of individuals and families within the church and the wider community. Also, through our support of churches, projects and organisations with a national and international reach, the impact of the church is seen in the spiritual and physical transformation of lives in places far from our church.

2024 has been a year of a lot of change for the church and through it all our God of faithfulness has shone through, and it is wonderful to see the building being used by many of our own groups and other groups from the wider community too.

We continued our search for a new senior minister during the year with the support of Rev Mike Lowe as a moderator, facilitating us in prayer and reflection, and helping us to think through as a church where we are now and what our vision going forward will be, and how this relates to looking for a new minister. Rev Mark Grant-Jones will be taking up the post of Senior Minister in September 2025.

Examples of highlights from the year include:

- Soul Sport run by ECHO has continued to meet at St Birinus School, and has engaged with the sports of football and rounders, as well as a range of faith exploration themes.
- Supporting the three ECHO Events providing the opportunity for young people (and their friends) from DBC and different churches to meet for food, games, and worship. These events have also seen the development of an 'ECHO Young People's Worship Group'.
- Young people and volunteers from DBC attending an 'Elle Limebear & Band Event' at Wallingford Baptist and having the opportunity to hear Elle's testimony of how God has been at work in her life, as well as to worship with people from a range of churches.
- Uniting with other churches in Didcot to take part in a Walk of Witness on Good Friday, leading to an open-air service outside the Cornerstone Arts Centre.
- A student from St Birinus School and DBC undertaking their Year 10 work experience with DBC and ECHO and assisting with the children and youth work activities.
- A number of young people from DBC participating in the ECHO Engage Programme, focusing on the area of 'creative communication' and helping to co-create a couple of ECHO films, which were premiered at 'Celebration Sunday'; a gathering hosted at DBC in September.
- Hosting the 'ECHO EXPLORERS - Summer Activity Sessions' for primary school youngsters, building on the great summer work that has taken place in the past.
- Running a number of discipleship courses, which also encouraged more people to consider attending home groups.
- People from a number of nations including Ukraine, Hong Kong and Afghanistan, have found a welcome and friendship at the international café.
- Several people who come to Coffee & Co have started attending Sunday services too.
- The Girls' Brigade Group playing an active part in the preparation, and delivery, of the All-Age Christingle Service that took place in December.
- Seeing a number of CAP (Christians Against Poverty) Clients go debt free.
- A varied programme of fun and engaging activities being provided at Welcome Break with the opportunity for faith and friendships to grow.
- Gathering together with friends, family, and the wider community, at various points throughout the year including Christmas, and Easter, to worship God, and give thanks for who He is, all He's done, and is doing.

Seeing two young people who have been part of the DBC family (one who has moved away, and the other currently at university) get baptised.

Working alongside other churches in Didcot, the church has also participated in:

- Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343)
- Didcot Churches Refugee Welcome group

During 2024 no new members were welcomed into membership. Two sadly died, and three members resigned, usually due to moving away. The membership on 31 December 2024 stood at 124.

Typical attendances at Sunday worship are difficult to gauge owing to being a mix of live and online throughout the year but attendances have stayed strong with numbers, on a weekly basis, mostly ranging from 120-160 including children. It is always encouraging to see different generations, nations, and backgrounds coming together to worship God. Through its regular activities (across the whole week) the church is in contact with approximately 180 children and young people (0-18 years) and we are grateful to the team, and support of the wider church, for helping to make this possible.

Other activities, including house groups have continued to function, online and in-person at different times of the year, providing the opportunity for fellowship and faith-sharing.

The church runs Didcot Foodbank which distributed food for 7,346 adults and children during the year (2023: 8,590). This figure includes some repeat visits. Didcot Foodbank is supported by other agencies and churches in the area. In addition, a number of hampers were distributed to families at Christmas identified through working with another charity active in the town, Christians Against Poverty debt centre (registered charity 1160343). In addition to donations of food and other supplies, the Foodbank received financial donations in the year of £55,475 (2023: £52,471).

Didcot Baptist Church is blessed to have a great team of volunteers who faithfully serve in a whole range of areas of church and community life. Over 125 people connected with the church are involved in volunteering, and there are always opportunities for more people to get involved

Financial Review

The church continues to raise the majority of the funds which it needs to carry on its activities from within its own membership and congregation, except in the case of the Foodbank where a majority of the income is given by the general public, alongside food donations.

General fund donation income fell by 22% or £40,608 to £145,592. Large one-off gifts received in the previous year totalled £34,500 and account for most of the fall. Underlying regular giving increased by 8.5%, and one-off giving (which includes Sunday offerings) also saw an increase (except for the larger gifts). Income from the rental of the premises has reduced slightly to £6,045, partly due to the increase in church activities at the premises. Other income fell as in the prior year two grants were received for both the provision of a new toddler playhouse, and a defibrillator which has been made available to the community. In addition, interest income on cash balances increased by £776 as cash has been put into interest bearing savings where possible.

Restricted income fell by 6% largely due to lower restricted grant income in the year. The majority of restricted income relates to the Foodbank which fell by £7,525 compared with the previous year.

General Fund expenditure increased by £5,645 compared with the previous year, about 4%. This was largely due to the pay increases for ministerial staff. Restricted expenditure largely reflects the cost of running the Foodbank, which have remained similar to the prior year.

The most significant of our general fund expenses relates to the payment of staff to lead and co-ordinate the church's activities including the Sunday Services, to provide pastoral care for the congregation and other people, and to equip and encourage the membership in their life, Christian witness and service. In addition to the Associate Minister and the vacancy for a Senior Minister, the church employs (part-time) an Operations Manager and a Toddler Group Leader. We pay Greater Didcot Christian Children and Youthwork Trust for our part-time Children and Youth Director.

The Church expressed its part in the life of the wider church by making grants (19% of unrestricted donations) to local, national and international organisations and societies with Christian aims and objectives compatible with the church's own charitable purpose.

The Church is heavily dependent on its membership working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure but nevertheless contribute substantially to the achievement of the church's objectives.

The Trustees have established a Reserves Policy that requires a minimum of three months' expenditure be held in General Reserves at any time. The balance held at the end of the year represented ten months' expenditure (£145k). The Trustees are satisfied they have more than sufficient reserves at the Balance Sheet date, together with on-going income anticipated, to enable the church to function effectively in the coming year. Given the current level of economic uncertainty, the Trustees consider it prudent to hold a higher level of reserves for the time being, particularly in anticipation of the appointment of a new minister. Although the reserves for the Foodbank are currently high, demand outstripped both food and monetary donations in 2024 and the balance is expected to fall as we meet the needs of the community in the coming year.

Signed by George Ferguson on behalf of the Trustees:

Date: 22 July 2025

LEGAL INFORMATION
The church is a registered charity number 1128696.

CHURCH ADDRESS
Didcot Baptist Church
43 Wantage Road
Didcot
Oxfordshire
OX11 0BS
Tel: 01235 813187

TRUSTEES
George Ferguson
Joanna Schüder
Martin Clegg
Julie Excell
Karen Marriott
Bevan Marchand
Sebastian Campanella
Sara Green
Alistair Brown (appointed 3 June 2025)

CHURCH TREASURER (also Trustee)
Kate Andrews

CHURCH MINISTER (also Trustee)
Rev Louise Brown (until 30 June 2025)

CHILDREN AND YOUTH DIRECTOR (also Trustee)
Hannah Field

BANKERS
Charities Aid Foundation
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

INDEPENDENT EXAMINER
Richard Wilson

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES AND MEMBERS OF DIDCOT BAPTIST CHURCH

I report to the trustees on my examination of the accounts of the Church for the year ended 31 December 2024, which are set out on pages 8 to 16.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

Basis of Independent Examiner's Statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

Richard Wilson

Date 21 July 2025

Richard Wilson, FCMA

	Notes	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	Totals 2024 £	Totals 2023 £
Income						
Donations and legacies	*2*	145,592	49,074	-	194,666	237,175
Income from investments	*3*	14,055	-	-	14.055	13,299
Income from charitable activities	*4*	157	10,781	-	10,938	16,592
Other trading income	*5*	6,045	-	-	6,045	6,720
Total Income		165,849	59.855	-	225,704	273,786
Expenditure						
Expenditure on charitable activities	*6*	142,512	74,594	-	217,106	212,382
Other expenditure	*7*	-	-	-	-	-
Total expenditure		142,512	74,594	-	217,106	212,382
Net income/(expenditure)		23,336	(14,738)	-	8,598	61,404
Transfers between funds		-	-	-	-	-
Gains/(losses) on revaluation of property	*11*	111,134	-	-	111,134	17,660
Net movement in funds		**134,470**	**(14,738)**	**-**	**119,732**	**79,064**
Fund balances at 1 January		**569,700**	**52,633**	**1,585,000**	**2,207,333**	**2,128,269**
Fund balances at 31 December		**704,170**	**37,895**	**1,585,000**	**2,327,065**	**2,207,333**

All the above results are derived from continuing activities. All gains and losses recognised in the year are included above. The notes on pages 10 to 16 also form part of these financial statements.

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets	*12*	2,095,107	1,983,516
Current assets			
Debtors	*13*	15,057	14,879
Cash at bank and in hand	*14*	223,532	217,156
Total current assets		238,589	232,035
Creditors: amounts falling due within one year	*15*	(6,631)	(8,218)
Net current assets		231,958	223,817
Total net assets		2,327,065	2,207,333
Funds			
Endowed funds	*16*	1,585,000	1,585,000
Restricted funds	*17*	37,895	52,633
Unrestricted funds			
Designated funds	*18*	558,739	451,218
General fund		145,431	118,482
Total unrestricted funds		704,170	569,700
Total funds		2,327,065	2,207,333

The financial statements on pages 8 to 17 were approved by the Trustees at a meeting of Elders and Deacons and signed on their behalf by Kate Andrews:

Date: 22 July 2025

The notes on pages 10 to 16 also form part of these financial statements.

1 Accounting Policies

Basis of preparation
The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP 2021), FRS102 and with the Charities Act 2011.

The financial statements have been prepared on the going concern basis and under the historical cost convention as modified by the revaluation of properties. The Trustees have reviewed the church's forecasts and projections, and consider that the church is well placed to manage the risks it faces, with an appropriate level of reserves and cash balances. The Trustees therefore have reasonable expectation that the church has sufficient resources to continue in operational existence for the foreseeable future and believe there are no material uncertainties that call into doubt the ability of the church to continue as a going concern. Therefore, the going concern basis has been adopted in preparing the financial statements.

Didcot Baptist Church is a registered charity, no. 1128696 and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Income recognition
All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations
Donations are accounted for gross when received. Fixed asset gifts in kind are recognised when receivable and are included at fair value.

Legacies
Legacies are accounted for when notified of entitlement, providing the amount can be accurately measured and receipt is probable.

Investment income
Investment income is included in the accounts in the year in which it is receivable.

Expenditure recognition
All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds
The church does not make formal appeals for funds, and expenditure on these items is therefore not material.

Grants Payable
This Church makes grants to other organisations whose charitable objectives complement its work. They are accounted for when the recipient has been notified of the grant and payment is unconditional.

Support Costs
Support costs are those that assist the work of the church but do not directly represent charitable activities and include office costs and governance costs. Where support costs cannot be directly attributed to particular headings, they have been allocated to the cost of raising funds and expenditure on charitable activities on a basis consistent with the use of resources. This represents direct expenditure on the governance of the church. Most of the management is carried out without charge by volunteers. These intangible costs are not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

Fixed Assets
Tangible fixed assets are capitalised if they can be used for more than one year and cost at least £250. They are initially recognised at cost, or for donated assets, as a reasonable estimate of their value on receipt.

There is no reliable information available for the cost of the church premises or the manse and so on first time adoption of FRS102, the insurance value used previously was adopted as deemed cost. The manse is revalued each year based upon the insurance valuation as reliable cost information is not available. The church has been valued by a RICS qualified surveyor as at 31 December 2022.

1 Accounting Policies (continued)

Depreciation
Depreciation is provided on all fixed assets, other than freehold land, to write off the cost on a straight line basis over their expected useful life, at the following rates:

Freehold land	Nil
Furniture and fittings	4 years
Computer equipment	3 years

Depreciation has not been charged on the church premises and the manse as they are revalued each year.

Funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity, principally the Church premises reserve. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on revaluation of the property form part of the fund.

Employee benefits
The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost.

2 Donations and legacies

	Unrestricted Funds	Restricted Funds	Totals 2024	Totals 2023
	£	£	£	£
Donations and grants	123,429	42,892	166,321	203,131
Legacies	-	-	-	-
Tax refunds	22,163	6,182	28,345	34,044
Total	145,592	49,074	194,666	237,175

In 2023 £50,975 of the donations and legacies income was attributable to restricted funds, with the remaining £186,200 being attributable to unrestricted funds.

3 Investment Income

	Unrestricted Funds	Restricted Funds	Totals 2024	Totals 2023
	£	£	£	£
Bank interest	4,169	-	4,169	3,394
Manse rental	9,886	-	9,886	9,905
Total	14,055	-	14,055	13,299

In 2023, all of the investment income was attributable to unrestricted funds.

4 Income from Charitable Activities

	Unrestricted Funds	Restricted Funds	Totals 2024	Totals 2023
	£	£	£	£
Income from church activities	-	6,812	6,812	7,238
Government grants	-	3,969	3,969	8,654
Other grants	-	-	-	700
Other income	157	-	157	-
Total	157	10,781	10,938	7,238

In 2023, £12,604 was attributable to restricted funds, with the remaining £3,988 attributable to unrestricted funds.

5 Other Trading income

Other trading income arises from the rental of the premises to community organisations when not in use for church activities. All income is unrestricted.

6 Expenditure on Charitable Activities

	Unrestricted Funds	Restricted Funds	Totals 2024	Totals 2023
	£	£	£	£
Ministry	58,158	-	58,158	54,182
Mission	34,155	64,286	98,441	99,116
Establishment and Premises	50,199	10,308	60,507	59,084
	142,512	74,594	217,106	212,382

In 2023, £66,132 mission costs and £9,383 establishment and premises costs were attributable to restricted funds.

Ministry includes the costs of those employed to carry out the ministry of the church, including minsters and youth workers. Mission represents grants made and outreach activities including the provision of food supplies at the Foodbank (restricted funds). Establishment and premises includes support costs for the church, premises costs and the fellowship activities of the church including the costs of services, children and youth groups, other fellowship groups and an employed toddler group leader.

Support costs are included in Establishment and premises and the amounts included within these figures are broken down as follows:

	Unrestricted Funds	Restricted Funds	Totals 2024	Totals 2023
	£	£	£	£
Administration	13,136	6,568	19,704	16,497
IT	3,928	-	3,928	5,609
Subscriptions	920	-	920	874
Bank charges	154	666	820	865
	18,138	7,234	25,372	23,845

In 2023 all support costs other than £5,494 administration and £730 bank charges were attributable to unrestricted funds.

7 Grants payable

	Unrestricted Funds	Restricted Funds	Totals 2024	Totals 2023
	£	£	£	£
Home Mission – core grant	8,735	-	8,735	10,718
BMS World Mission – core grant	8,735	-	8,735	11,804
El Salvador	-	-	-	-
ECHO	8,260	-	8,260	3,000
Christians against Poverty	7,000	-	7,000	6,500
Other grants and special gifts	1,000	287	1,287	1,250
	33,730	287	34,017	33,272

In 2023, £1,086 grants payable were attributable to restricted funds.

8 Net income for the year

	2024	2023
	£	£
Net income for the year is stated after charging/(crediting)		
Independent examiners' remuneration	Nil	Nil

9 Staff costs and Trustees' expenses

	2024	2023
	£	£
Salaries	62,069	49,971
Social security costs	6	-
Pension costs	4,218	3,788
Other remuneration	-	-
	66,293	53,759

The average number of full-time equivalent employees in the year was 2 (2023: 2). No employee received emoluments in excess of £60,000 during the year (2023: none).

The Senior Minister (role currently vacant) and the Associate Minister act as church trustees in accordance with the constitution and with formal assent from the Charity Commission.

In 2024, Rev Brown received remuneration of £40,693 (2023: £37,559) in respect of her services as Minister.

£16,134 was paid to the Greater Didcot Christian Children and Youthwork Trust (2023: £14,951) for the services of Hannah Field as the part-time Children and Youth Director.

£nil in total was reimbursed to the Trustees in respect of expenses incurred as Trustees (2023: £nil). Those with ministerial office, who are also Trustees, are deemed to have incurred expenses in discharging their duties as ministers, rather than as Trustees. During the year, the church received donations of £29,005 from the Trustees (2023: £41,197). All donations were received for general funds, with the exception of £90 received for Girls Brigade.

The church pays pension contributions for its Associate Minister to the Defined Contribution (DC) Plan of the Baptist Ministers Pension. Further details are set out in note 21. Pension contributions under auto-enrolment obligations for other staff are made to NEST pensions.

Total aggregate remuneration paid to key management personnel during the year was £40,693 (2023: £37,559).

10 Gains and losses on revaluation of fixed assets held for the charity's own use

Gains and losses on property assets were recognised during the year. The manse value is based on the revised insurance valuations received from the Baptist Insurance Company PLC. The church value is based upon a valuation carried out by David Parlett, MRICS at 31 March 2022.

	2024	2023
	£	£
Church premises	-	-
Manse	111,134	17,660
	111,134	17,660

11 Tangible fixed assets

	Church Premises	Manse	Furniture and Fittings	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1 January 2024	1,980,357	250,000	57,007	2,996	2,290,380
Additions	-	-	-	5,146	5,146
At 31 December 2024	**1,980,357**	**250,000**	**57,007**	**8,142**	**2,295,526**
Depreciation					
At 1 January 2024	-	-	52,117	2,765	54,882
Depreciation charge	-	-	3,273	1,416	4,689
At 31 December 2024	**-**	**-**	**55,390**	**4,181**	**59,571**
Gain/loss on revaluation					
At 1 January 2024	(395,357)	143,395	-	-	(251,962)
Gain/(loss) for the year	-	111,134	-	-	111,134
At 31 December 2024	**(395,357)**	**254,529**	**-**	**-**	**(140,828)**
Net book value					
31 December 2024	**1,585,000**	**504,529**	**1,617**	**3,961**	**2,095,107**
31 December 2023	1,585,000	393,395	4,890	231	1,983,516

All of the fixed assets are used for direct charitable purposes.
The church is the beneficial owner (subject to the relevant trusts) of two premises, the legal titles to which are held by the church's custodian trustee, the Baptist Union Corporation Ltd. These are the church premises and the adjacent manse.

12 Debtors

	2024	2023
	£	£
Trade debtors	-	270
Accrued income	10,238	10,648
Prepayments and other debtors	4,819	3,962
	15,057	14,879

13 Bank and cash balances

	2024	2023
	£	£
Cash at bank	218,347	212,931
Other (organisation accounts)	5,185	4,225
	223,532	217,156

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals	6,102	7,571
Deferred income	240	300
Other creditors	289	347
	6,631	8,218

17 Endowment Funds

	At 1 January 2024	Gains/(losses)	At 31 December 2024
	£	£	£
Church Premises reserve	1,585,000	-	1,585,000

The Church Premises reserve represents the value attributed to the Church premises, the legal title to which is held by the church's custodian trustee, the Baptist Union Corporation Ltd.

18 Restricted funds

	1 January 2024	Incoming resources	Resources expended	Transfers	31 December 2024
	£	£	£	£	**£**
Restricted funds					
Foodbank	44,776	47,950	(62,923)	-	29,802
Other restricted funds under £3,000	3,627	5,093	(4,256)	-	4,466
Church organisations	4,230	6,812	(7,415)	-	3,627
	52,633	59,855	(74,594)	-	37,895

The Foodbank fund represents funds received to support the local foodbank in Didcot which is an activity of the church.

	Fixed Assets	Current Assets	Total
	£	£	£
Restricted funds			
Foodbank	-	29,802	29,802
Other restricted funds under £3,000	-	4,466	4,466
Church organisations	-	3,627	3,627
	-	37,895	37,895

19 Designated funds

	1 January 2024	Incoming resources	Resources expended	Gains and losses	Transfers	31 December 2024
	£	£	£	£	£	**£**
Designated funds						
Fixed assets reserve	396,968	-	-	111,134	2,005	510,107
Tithe	26,000	-	-	-	-	26,000
Capital projects	27,000	-	(802)	-	(4,816)	21,382
Defibrillator maintenance	1,250	-	-	-		1,250
	451,218	-	802	111,134	(2,811)	558,739

The fixed assets reserve represents amounts set aside equivalent to the net book value of property and equipment used by the church and purchased from unrestricted funds. The tithe represents amounts given which have been set aside to bless other charities as a thanksgiving for the funds raised for the redevelopment project. Following receipt of two large one-off donations during 2023, the church decided to set the funds aside for future capital projects, including the updating of the sound system during 2024. A gift was made to the church to make available a defibrillator – subsequent grant funding was received which covered the entire cost, so the original gift has been designated to cover maintenance of the defibrillator in subsequent years.

19 Designated funds (continued)

	Fixed Assets	Current Assets	Total
	£	£	£
Designated funds			
Fixed assets reserve	510,107	-	510,107
Tithe	-	26,000	26,000
Capital projects	-	21,382	21,382
Defibrillator maintenance	-	1,250	1,250
	510,107	48,632	558,739

20 Analysis of net assets

	Fixed Assets	Net Current Assets	Long term liabilities	Total
Analysis of net assets	£	£	£	£
Endowment funds	1,585,000	-	-	1,585,000
Restricted funds	-	37,895	-	37,895
Designated funds	510,107	48,632	-	558,739
Unrestricted funds	-	145,431	-	145,431
Pension reserve	-	-	-	-
	2,095,107	231,958	-	2,327,065

21 Pensions

The Church is a participating employer the Baptist Pension Scheme ("the Scheme"), which is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The Scheme, previously known as the Baptist Ministers Pension Fund, started in 1925. At the beginning of the financial year, the scheme comprised of a defined benefits scheme which was closed to future accrual on 31 December 2011 and a defined contribution plan which was opened in January 2012.The assets of the Scheme are held separately from those of the Employer and the other participating employers.

For the current financial year, the pension provision for members of the Scheme is being made through the Defined Contribution (DC) Plan. 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 Broadstone Corporate Benefits Ltd. 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 if 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 Aviva Limited. Furthermore, members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

In October 2024, the insurance company Just Group completed a buy out of the liabilities of the closed defined benefit scheme. From that date any remaining liability of the participating scheme members to defined benefit scheme ceased and the £1 per month deficit contributions payable by the participating employers which were agreed in the recovery plan approved in August 2022 also ceased from that date. Administration of the closed defined benefit scheme transferred from the pension trustees to Just Group from that date.

The Ministers are eligible to join the Scheme.

22 Related Charities and Related Party Transactions

The custodian Trustee of the church is the Baptist Union Corporation Limited (Registered Charity No. 249635) which is controlled by the Baptist Union Council. The church is also a member of the Baptist Union of Great Britain and the Southern Counties Baptist Association.

Rev L Brown, is a trustee of the Greater Didcot Christian Children and Youthwork Trust (Registered Charity No. 1194345) who run ECHO. The church made a grant of £8,260 to the charity (2023: £3,000). The church also paid the charity £16,134 (2023: £14,951) for the services of Hannah Field as Children and Youth Director.

DIDCOT BAPTIST CHURCH

England & Wales - Charity number 1128696

Accounts

DIDCOT BAPTIST CHURCH

Annual Report and Financial Statements

Year ended 31 December 2023

Didcot Baptist Church
Charity Number 1128696

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Annual Report for 2023

The Trustees present their Annual Report and Financial Statements of the charity, Didcot Baptist Church, for 2023.

Charitable Object

The Church is an unincorporated association, governed by a constitution which states that the principal purpose of the charity is the advancement of the Christian faith according to the Baptist denomination, 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 will determine.

The Church occupies premises which are held by the Baptist Union Corporation Ltd on trust which are entirely compatible with the above object.

Organisational structure and decision-making processes

Members of the Church are accepted in accordance with the Constitution. Baptism by immersion upon personal profession of faith is the normal mode of entry into the membership of a Baptist Church.

Church Membership is open to those who:

- accept the Beliefs of the Church
- meet the Church's qualification on Baptism
- commit themselves to serving Christ within the Church and beyond
- abide by the decisions of the Church Members' Meeting;
- acknowledge their responsibilities as Church Members
- have their membership application accepted by the Church Members' Meeting.

In regard to Baptismal qualification for Church Membership, the Church operates an open membership. It therefore allows that persons who have not been baptised in the manner described in the Baptist Union's Declaration of Principle may, at the discretion of the Church Members' Meeting, be accepted for full membership based on their own public profession of faith.

The members' meeting normally takes place six times per year and has responsibility for the overall policy of the Church. In accordance with the Constitution, the members appoint Trustees, who include the Senior Minister (currently vacant), Associate Minister, Children and Youth Director, Administrator and Treasurer, Elders and Deacons and are collectively known as the Leadership Team who 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 object.

Relevant matters may be submitted to the Church Meeting by the Trustees for guidance and decision or may be raised by members in 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.

Objectives and Activities

In order to achieve the principal objective, which is set out above, the Church provides a variety of activities both for its membership and for 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 Loving Lord. Our vision is "to be a Welcoming Community, following Jesus, and making Him known".

Central to the work and witness of the Church is the provision of regular public services of Christian worship. These services take place each Sunday at 10.30am. There are also occasional services at other times which are advertised on the church notice board and the website at www.didcotbaptist.org.uk. A varied programme is also provided for children and young people, on Sundays and also throughout the week. The church seeks to be a friendly and welcoming community, and anybody is free to attend any of these services.

The Church holds prayer to be of central importance and seeks to incorporate prayer within our regular activities.

The Church runs a series of house groups for the growth of faith and discipleship in the homes of some members, and further details of these can be obtained from the Trustees on request, or at the Sunday services of worship.

Whenever possible, the Church makes available its premises, at nominal cost, to community groups. This is done as part of the outworking of our mission statement, and as an acknowledgement of our commitment to serving our community in various ways.

The Church is itself responsible for the following activities with the purpose of assisting the community and demonstrating the love of Jesus Christ:

- A Toddler Group is run by the church on the Church premises on Tuesday, Wednesday and Thursday mornings. A baby group is run on Wednesday afternoons. The church employs a part-time Toddler & Baby Group Leader to facilitate these groups.

- A Coffee Break group was often run on Monday mornings from the Church premises and was well attended by a mix of people from the church membership and members of the public. In 2022 this became Coffee & Co which ran three days a week and then in 2023 ran on a Monday and supported International Cafe on a Thursday (from June 2023).

- An Emergency Foodbank is operated four hours a week from church premises, led by DBC members, but also supported by several other organisations within the town and volunteers. This is a practical, community-based project aimed at providing short term relief by giving food to people in crisis in our local area.

- A weekly meeting point for the older people of the area provides a varied programme of events and speakers. This is known as Welcome Break and attracts up to 35 people each week.

- A monthly games club attracting a wide variety of people from the community interested in board games and social interaction games.

- A Girls' Brigade Group which provides girls and young women with the opportunity to explore faith, develop leadership and life skills, and to engage in social action.

- Occasional men's events.

- A pastoral team who meet regularly to pray for the church family and provide support through difficult situations and life challenges.

In partnership with other Churches in the Greater Didcot area, DBC supports the Greater Didcot Christian Children and Youthwork Trust (registered charity 1194345), operating under the name of ECHO. ECHO is focused on helping young people to discover and share life in all its fullness , by developing a range of provisions e.g., a sports outreach (Soul Sport), Youth Café, and ECHO Events (Discipleship Hub).

Also in partnership with other Churches in Didcot and the surrounding area, DBC supports the work of Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343) (CAP). The Didcot branch of CAP have their office on the church premises and use the space also for prayer meetings, some client visits and celebration events.

Our Children and Youth Director and other volunteer church members support faith engagement in local schools e.g. through prayer spaces, serving as Governors, and attending assemblies.

The Church operates a safeguarding system to ensure that all people working with children and adults at risk are appropriately vetted through the Disclosure and Barring Service and receive regular safeguarding training.

The Church is a member of the Baptist Union of Great Britain, the Evangelical Alliance and Welcome Churches. It also has a twinning arrangement with a Baptist Church in El Salvador. Over the years, this arrangement has enabled the church to support university students and to provide housing in El Salvador as part of its mission strategy. The Church is a member of an inter-denominational forum in the town, Churches Together in Didcot and District.

The Church has read the Charity Commission guidance on public benefit, and is satisfied that the activities outlined above, clearly demonstrate that the charity is providing a benefit to the public.

Achievements and Performance

The Church does not measure the success of its programmes only in numbers, including financial numbers, but also in less tangible areas. These would include the practical and emotional support of individuals and families within the church and the wider community. Also, through our support of churches, projects and organisations

with a national and international reach, the impact of the church is seen in the spiritual and physical transformation of lives in places far from our church.

2023 has been a year of a lot of change for the church and through it all our God of faithfulness has shone through. It has been good to see many of the covid restrictions reduced and it is wonderful to now see the building being used by many of our own groups and outside users as well.

We undertook a process to seek a new senior minister during the year with the support of Rev Mike Lowe as a moderator, helping us think through as a church where we are now and what our vision going forward will be, and how this relates to looking for a new minister. At this point the search for a new minister is continuing.

Highlights of the year

- The provision of a Mission Placement for a student at Cliff College who was studying for a BA (Hons) Theology and Ministry degree
- A community fun day to celebrate the Coronation of King Charles III with over 400 members of the community coming to celebrate with us
- Established an English conversation class in response to refugees in our community, both from Ukraine and other countries, and an international cafe which meets on the same day.
- Hosted a Ukrainian Independence Day party
- Hosted a coffee lounge where people could come free of charge to keep warm, in a welcoming environment
- Soul Sport run by ECHO continued to meet at our premises in order to reduce costs and be able to offer the sessions for children for free as a response to the cost of living crisis. In June they were able to return to St Birinus School.
- We hosted the ECHO Youth Café in the Hub at our premises, visible to young people walking by. Engagement has been continually high, with one week seeing 72 secondary / sixth form students visit after school.
- Supporting the five ECHO events providing the opportunity for young people (and their friends) from different churches to gather together for food, games, and worship. These events have also seen the development of an 'ECHO Young People's Worship Group'.
- Hosting the 'ECHO EXPLORERS - Summer Activity Sessions' for primary school youngsters, building on the great summer work that has taken place in the past (with, for example, things like 'Treasure Times').

Working alongside other churches in Didcot, the church has participated in:

- Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343)
- Didcot Churches Refugee Welcome group

During 2023 four new members were welcomed into membership, two sadly died, and four members resigned, usually due to moving away. The membership on 31 December 2023 stood at 127.

Typical attendances at Sunday worship are difficult to gauge owing to being a mix of live and online throughout the year but attendances have stayed strong with numbers mostly ranging from 120-150 including children.

Through its regular activities the church is in contact with approximately 180 children and young people (0-18 years).

Other activities, including house groups have continued to function, online and in-person at different times of the year.

The church runs Didcot Foodbank which distributed food for 8,590 adults and children during the year (2022: 6,779). This figure includes some repeat visits. Didcot Foodbank is supported by other agencies and churches in the area. In addition, a number of hampers were distributed to families at Christmas identified through working with another charity active in the town, Christians Against Poverty debt centre (registered charity 1160343). In addition to donations of food and other supplies, the Foodbank received financial donations in the year of £55,475 (2022: £52,471).

Financial Review

The church continues to raise the majority of the funds which it needs to carry on its activities from within its own membership and congregation, except in the case of the Foodbank where a majority of the income is given by the general public, alongside food donations.

General fund donation income grew by almost 10% or £16,284 to £186,200. During the year two large one-off donations were received totalling £27,000 and these have been designated for future capital projects. Underlying

regular giving fell by 3%, but one-off giving (which includes Sunday offerings) more than offset that fall. Further gifts towards the tithe fund were received (£7,500) but these will not be repeated in future years. Income from the rental of the premises has reduced slightly to £6,720, partly due to the increase in church activities at the premises. Other income rose due to two grants received for both the provision of a new toddler playhouse, and a defibrillator which has been made available to the community. In addition, interest income on cash balances increased by almost £3,000 following the increases in interest rates.

Restricted income fell by 4% following the completion of donations for the Redevelopment fund in the previous year. The majority of restricted income relates to the Foodbank which increased by £3,004 compared with the previous year, a 5.7% increase.

General Fund expenditure fell by £28,834 compared with the previous year, about 17%. This was largely due to a full year with a ministerial vacancy. The church continues to seek a new senior minister. Restricted expenditure largely reflects the cost of running the Foodbank, which has increased since the previous year, partly due to the increased administrative support put in place at the end of the previous year.

The most significant of our general fund expenses relates to the payment of staff to lead and co-ordinate the church's activities including the Sunday Services, to provide pastoral care for the congregation and other people, and to equip and encourage the membership in their life, Christian witness and service. In addition to the Associate Minister and the vacancy for a Senior Minister, the church employs (part-time) an Operations Manager and a Toddler Group Leader. We pay Greater Didcot Christian Children and Youthwork Trust for our part-time Children and Youth Director.

The Church expressed its part in the life of the wider church by making grants (19% of unrestricted donations) to local, national and international organisations and societies with Christian aims and objectives compatible with the church's own charitable purpose.

The Church is heavily dependent on its membership working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure, but nevertheless contribute substantially to the achievement of the church's objectives.

As a result of changes in market conditions and the recovery plan which was put in place, the church no longer holds a defined benefit pension scheme liability. Deficit repayments were ceased part way through 2022 as a result.

The financial results for the year, together with a summary of the accounting policies adopted are set out in the accompanying financial statements.

The Trustees have established a Reserves Policy that requires a minimum of three months' expenditure be held in General Reserves at any time. The balance held at the end of the year represented eight months' expenditure (£118k). The Trustees are satisfied they have more than sufficient reserves at the Balance Sheet date, together with on-going income anticipated, to enable the church to function effectively in the coming year. Given the current level of economic uncertainty, the Trustees consider it prudent to hold a higher level of reserves for the time being, particularly in anticipation of the appointment of a new minister. Although the reserves for the Foodbank are currently high, demand outstripped both food and monetary donations in 2023 and the balance is expected to fall as we meet the needs of the community in the coming year.

Signed by Rev Louise Brown on behalf of the Trustees:

Louise Brown

Date: 4 June 2024

LEGAL INFORMATION
The church is a registered charity number 1128696.

CHURCH ADDRESS
Didcot Baptist Church
43 Wantage Road
Didcot
Oxfordshire
OX11 0BS
Tel: 01235 813187

TRUSTEES
George Ferguson
Joanna Schüder
Martin Clegg
Tayo Adeyemi (until Nov 2023)
Julie Excell
Karen Marriott
Bevan Marchand
Sebastian Campanella
Sara Green (from Nov 2023)

CHURCH TREASURER (also Trustee)
Kate Andrews

CHURCH MINISTER (also Trustee)
Rev Louise Brown

CHILDREN AND YOUTH DIRECTOR (also Trustee)
Hannah Field

BANKERS
Charities Aid Foundation
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

INDEPENDENT EXAMINER
Richard Wilson

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES AND MEMBERS OF DIDCOT BAPTIST CHURCH

I report to the trustees on my examination of the accounts of the Church for the year ended 31 December 2023, which are set out on pages 8 to 19.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

Basis of Independent Examiner's Statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

Richard Wilson

Date 3 June 2024

Richard Wilson, FCMA

	Notes	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	Totals 2023 £	Totals 2022 £
Income						
Donations and legacies	*2*	186,200	50,975	-	237,175	228,603
Income from investments	*3*	13,299	-	-	13,299	10,179
Income from charitable activities	*4*	334	6,904	-	7,238	8,295
Other trading income	*5*	6,720	-	-	6,720	8,346
Other income	*6*	3,654	5,700	-	9,354	-
Total Income		210,207	63,579	-	273,786	255,423
Expenditure						
Expenditure on charitable activities	*7*	136,867	75,515	-	212,382	226,077
Other expenditure	*8*	-	-	-	-	720
Total expenditure		136,867	75,515	-	212,382	226,797
Net income/(expenditure)		73,340	(11,936)	-	61,404	28,626
Transfers between funds		-	-	-	-	-
Gains/(losses) on revaluation of property	*12*	17,660	-	-	17,660	(1,066,173)
Actuarial gains/(losses) on defined benefit pension scheme	*21*	-	-	-	-	34,280
Net movement in funds		**91,000**	**(11,936)**	**-**	**79,064**	**(1,003,267)**
Fund balances at 1 January		**478,700**	**64,569**	**1,585,000**	**2,128,269**	**3,131,536**
Fund balances at 31 December		**569,700**	**52,633**	**1,585,000**	**2,207,333**	**2,128,269**

All the above results are derived from continuing activities. All gains and losses recognised in the year are included above. The notes on pages 10 to 18 also form part of these financial statements.

	Notes	2023	2022
		£	£
Fixed assets			
Tangible assets	*13*	1,983,516	1,968,429
Current assets			
Debtors	*14*	14,879	12,011
Cash at bank and in hand	*15*	217,156	155,303
Total current assets		232,035	167,314
Creditors: amounts falling due within one year	*16*	(8,218)	(7,474)
Net current assets		223,817	159,840
	20		
Net assets excluding pension liability		2,207,333	2,128,269
Defined benefit pension scheme liability		-	-
Total net assets		2,207,333	2,128,269
Funds			
Endowed funds	*17*	1,585,000	1,585,000
Restricted funds	*18*	52,633	64,569
Unrestricted funds			
Designated funds	*19*	451,218	398,795
General fund		118,482	79,905
Unrestricted funds excluding pension reserve		569,700	478,700
Pension reserve	*21*	-	-
Total unrestricted funds		569,700	478,700
Total funds		2,207,333	2,128,269

The financial statements on pages 8 to 18 were approved by the Trustees at a meeting of Elders and Deacons and signed on their behalf by:

Kate Andrews, Treasurer

Date: 4 June 2024

The notes on pages 10 to 18 also form part of these financial statements.

1 Accounting Policies

Basis of preparation
The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP 2021), FRS102 and with the Charities Act 2011.

The financial statements have been prepared on the going concern basis and under the historical cost convention as modified by the revaluation of properties. The Trustees have reviewed the church's forecasts and projections, and consider that the church is well placed to manage the risks it faces, with an appropriate level of reserves and cash balances. The Trustees therefore have reasonable expectation that the church has sufficient resources to continue in operational existence for the foreseeable future and believe there are no material uncertainties that call into doubt the ability of the church to continue as a going concern. Therefore, the going concern basis has been adopted in preparing the financial statements.

Didcot Baptist Church is a registered charity, no. 1128696 and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Income recognition
All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations
Donations are accounted for gross when received. Fixed asset gifts in kind are recognised when receivable and are included at fair value.

Legacies
Legacies are accounted for when notified of entitlement, providing the amount can be accurately measured and receipt is probable.

Investment income
Investment income is included in the accounts in the year in which it is receivable.

Expenditure recognition
All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds
The church does not make formal appeals for funds, and expenditure on these items is therefore not material.

Grants Payable
This Church makes grants to other organisations whose charitable objectives complement its work. They are accounted for when the recipient has been notified of the grant and payment is unconditional.

Support Costs
Support costs are those that assist the work of the church but do not directly represent charitable activities and include office costs and governance costs. Where support costs cannot be directly attributed to particular headings, they have been allocated to the cost of raising funds and expenditure on charitable activities on a basis consistent with the use of resources. This represents direct expenditure on the governance of the church. Most of the management is carried out without charge by volunteers. These intangible costs are not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

Fixed Assets
Tangible fixed assets are capitalised if they can be used for more than one year and cost at least £250. They are initially recognised at cost, or for donated assets, as a reasonable estimate of their value on receipt.

There is no reliable information available for the cost of the church premises or the manse and so on first time adoption of FRS102, the insurance value used previously was adopted as deemed cost. The manse is revalued each year based upon the insurance valuation as reliable cost information is not available. The church has been valued by a RICS qualified surveyor as at 31 December 2022.

1 Accounting Policies (continued)

Depreciation
Depreciation is provided on all fixed assets, other than freehold land, to write off the cost on a straight line basis over their expected useful life, at the following rates:

Freehold land	Nil
Furniture and fittings	4 years
Computer equipment	3 years

Depreciation has not been charged on the church premises and the manse as they are revalued each year.

Funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity, principally the Church premises reserve. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on revaluation of the property form part of the fund.

Employee benefits
The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost.

2 Donations and legacies

	Unrestricted Funds	Restricted Funds	Totals 2023	Totals 2022
	£	£	£	£
Donations and grants	159,286	43,845	203,131	188,754
Legacies	-	-	-	5,000
Tax refunds	26,914	7,130	34,044	34,849
Total	186,200	50,975	237,175	228,603

In 2022 £58,787 of the donations and legacies income was attributable to restricted funds, with the remaining £169,816 being attributable to unrestricted funds.

3 Investment Income

	Unrestricted Funds £	Restricted Funds £	Totals 2023 £	Totals 2022 £
Bank interest	3,394	-	3,394	400
Manse rental	9,905	-	9,905	9,779
Total	13,299	-	13,299	10,179

In 2022, all of the investment income was attributable to unrestricted funds.

4 Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Totals 2023 £	Totals 2022 £
Income from church activities	334	6,904	7,238	8,295
Fundraising events	-	-	-	-
Total	334	6,904	7,238	8,295

In 2022, all £7,643 was attributable to restricted funds.

5 Other Trading income

Other trading income arises from the rental of the premises to community organisations when not in use for church activities. All income is unrestricted.

6 Other income

	Unrestricted Funds £	Restricted Funds £	Totals 2023 £	Totals 2022 £
Government grants	3,654	5,000	8,654	-
Other grants	-	700	700	-
	3,654	5,700	9,354	-

In 2022, all amounts were attributable to unrestricted funds.

7 Expenditure on Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Totals 2023 £	Totals 2022 £
Ministry	54,182	-	54,182	86,964
Mission	32,984	66,132	99,116	78,016
Establishment and Premises	49,701	9,383	59,084	61,097
	136,867	75,515	212,382	226,077

In 2022, £51,280 mission costs and £9,816 establishment and premises costs were attributable to restricted funds.

Ministry includes the costs of those employed to carry out the ministry of the church, including minsters and youth workers. Mission represents grants made and outreach activities including the provision of food supplies at the Foodbank (restricted funds). Establishment and premises includes support costs for the church, premises costs and the fellowship activities of the church including the costs of services, children and youth groups, other fellowship groups and an employed toddler group leader.

7 Charitable Activities (continued)

Support costs are included in Establishment and premises and the amounts included within these figures are broken down as follows:

	Unrestricted Funds	Restricted Funds	Totals 2023	Totals 2022
	£	£	£	£
Administration	11,003	5,494	16,497	13,864
IT	5,609	-	5,609	4,992
Subscriptions	874	-	874	842
Bank charges	135	730	865	728
	17,621	6,224	23,845	20,426

In 2022 all support costs other than £1,700 administration and £624 bank charges were attributable to unrestricted funds.

8 Other expenditure

	Unrestricted Funds	Restricted Funds	Totals 2023	Totals 2022
	£	£	£	£
Interest charge on pension liability	-	-	-	720

In 2022, all other expenditure was attributable to unrestricted funds.

9 Grants payable

	Unrestricted Funds	Restricted Funds	Totals 2023	Totals 2022
	£	£	£	£
Home Mission – core grant	10,718	-	10,718	9,961
BMS World Mission – core grant	10,718	1,086	11,804	9,081
El Salvador	-	-	-	1,272
ECHO	3,000	-	3,000	-
Christians against Poverty	6,500	-	6,500	5,500
Other grants and special gifts	1,250	-	1,250	1,700
	32,186	1,086	33,272	27,514

In 2022, £1,772 grants payable were attributable to restricted funds.

10 Net income for the year

	2023	2022
	£	£
Net income for the year is stated after charging/(crediting)		
Independent examiners' remuneration	Nil	Nil

11 Staff costs and Trustees' expenses

	2023	2022
	£	£
Salaries	49,971	66,275
Social security costs	-	1,313
Pension costs	3,788	5,632
Redundancy payments	-	4,356
Other remuneration	-	8,533
	53,759	86,109

The average number of full-time equivalent employees in the year was 2 (2022: 4). No employee received emoluments in excess of £60,000 during the year (2022: none).

The Senior Minister and the Associate Minister act as the church's trustees in accordance with the constitution and with formal assent from the Charity Commission.

In 2022, Rev O'Brien received remuneration and benefits of £33,829 in respect of his services as Minister up to his date of leaving in September 2022, including the provision of manse accommodation rented by the church from the Minister. Rev Brown received remuneration of £37,559 (2022: £34,353) in respect of her services as Minister.

£14,951 was paid to the Greater Didcot Christian Children and Youthwork Trust (2022: £13,735) for the services of Hannah Field as the Children and Youth Director.

£nil in total was reimbursed to the Trustees in respect of expenses incurred as Trustees (2022: £nil). Those with ministerial office, who are also Trustees, are deemed to have incurred expenses in discharging their duties as ministers, rather than as Trustees. During the year, the church received donations of £41,197 from the Trustees (2022: £37,197). All donations were received for general funds.

The church pays pension contributions for its Associate Minister to the Defined Contribution (DC) Plan of the Baptist Ministers Pension. Further details are set out in note 21. Pension contributions under auto-enrolment obligations for other staff are made to NEST pensions.

Total aggregate remuneration paid to key management personnel during the year was £37,559 (2020: £68,182).

12 Gains and losses on revaluation of fixed assets held for the charity's own use

Gains and losses on property assets were recognised during the year. The manse value is based on the revised insurance valuations received from the Baptist Insurance Company PLC. The church value is based upon a valuation carried out by David Parlett, MRICS at 31 March 2022.

	2023	2022
	£	£
Church premises	-	(1,124,298)
Manse	17,660	58,125
	17,660	(1,066,173)

13 Tangible fixed assets

	Church Premises	Manse	Furniture and Fittings	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1 January 2023	1,980,357	250,000	55,950	2,996	2,289,303
Additions	-	-	1,057	-	1,057
At 31 December 2023	**1,980,357**	**250,000**	**57,007**	**2,996**	**2,290,360**
Depreciation					
At 1 January 2023	-	-	48,844	2,408	51,252
Depreciation charge	-	-	3,273	357	3,630
At 31 December 2023	**-**	**-**	**52,117**	**2,765**	**54,882**
Gain/loss on revaluation					
At 1 January 2023	(395,357)	125,735	-	-	(269,622)
Gain/(loss) for the year	-	17,660	-	-	17,660
At 31 December 2023	**(395,357)**	**143,395**	**-**	**-**	**(251,962)**
Net book value					
31 December 2023	**1,585,000**	**393,395**	**4,890**	**231**	**1,983,516**
31 December 2022	1,585,000	375,735	7,106	588	1,968,429

All of the fixed assets are used for direct charitable purposes.
The church is the beneficial owner (subject to the relevant trusts) of two premises, the legal titles to which are held by the church's custodian trustee, the Baptist Union Corporation Ltd. These are the church premises and the adjacent manse.

14 Debtors

	2023	2022
	£	£
Trade debtors	270	-
Accrued income	10,648	5,657
Prepayments and other debtors	3,962	6,354
	14,879	12,011

15 Bank and cash balances

	2023	2022
	£	£
Cash at bank	212,931	149,883
Other (organisation accounts)	4,225	5,420
	217,156	155,303

16 Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	7,571	6,576
Deferred income	300	598
Other creditors	347	300
	8,218	7,474

17 Endowment Funds

	At 1 January 2023	Gains/(losses)	At 31 December 2023
	£	£	£
Church Premises reserve	1,585,000	-	1,585,000

The Church Premises reserve represents the value attributed to the Church premises, the legal title to which is held by the church's custodian trustee, the Baptist Union Corporation Ltd.

18 Restricted funds

	1 January 2023	Incoming resources	Resources expended	Transfers	31 December 2023
	£	£	£	£	**£**
Restricted funds					
Foodbank	54,686	55,475	(65,385)	-	44,776
Other restricted funds under £3,000	4,463	1,200	(2,036)	-	3,627
Church organisations	5,420	6,904	(8,094)	-	4,230
	64,569	63,579	(75,515)	-	52,633

The Foodbank fund represents funds received to support the local foodbank in Didcot which is an activity of the church.

	Fixed Assets	Current Assets	Total
	£	£	£
Restricted funds			
Foodbank	1,548	43,228	44,776
Other restricted funds under £3,000	-	3,627	3,627
Church organisations	-	4,230	4,230
	1,548	51,085	52,633

19 Designated funds

	1 January 2022	Incoming resources	Resources expended	Gains and losses	Transfers	31 December 2023
	£	£	£	£	£	**£**
Designated funds						
Fixed assets reserve	380,333	-	-	17,660	(1,025)	396,968
Tithe	18,462	7,538	-	-	-	26,000
Capital projects	-	-	-	-	27,000	27,000
Defibrillator maintenance	-	-	-	-	1,250	1,250
	398,795	7,538	-	17,660	27,225	451,218

The fixed assets reserve represents amounts set aside equivalent to the net book value of property and equipment used by the church and purchased from unrestricted funds. The tithe represents amounts given which have been set aside to bless other charities as a thanksgiving for the funds raised for the redevelopment project. Following receipt of two large one-off donations during 2023, the church decided to set the funds aside for future capital projects, including the updating of the sound system during 2024. A gift was made to the church to make available a defibrillator – subsequent grant funding was received which covered the entire cost, so the original gift has been designated to cover maintenance of the defibrillator in subsequent years.

	Fixed Assets	Current Assets	Total
	£	£	£
Designated funds			
Fixed assets reserve	396,968	-	380,333
Tithe	-	26,000	18,462
Capital projects	-	27,000	27,000
Defibrillator maintenance	-	1,250	1,250
	396,968	54,250	451,218

Movements on the pension reserve are set out in note 21.

20 Analysis of net assets

Analysis of net assets	Fixed Assets £	Net Current Assets £	Long term liabilities £	Total £
Endowment funds	1,585,000	-	-	1,585,000
Restricted funds	1,548	51,085	-	52,633
Designated funds	396,968	54,250	-	451,218
Unrestricted funds	-	118,482	-	118,482
Pension reserve	-	-	-	-
	1,983,516	223,817	-	2,207,333

21 Pensions

The Church is a participating employer the Baptist Pension Scheme ("the Scheme"), which is a separate legal entity 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, 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.

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 Broadstone Corporate Benefits Ltd. 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 if 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 Aviva Limited.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. Because it is not possible to attribute the Scheme's assets and liabilities to specific employers, the scheme is accounted for as if the Scheme were a defined contribution scheme.

The Ministers are eligible to join the Scheme.

Actuarial valuation as at 31 December 2019

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2019 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date 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	% pa
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	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% for males

21 Pensions (continued)

and 1.5% 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 is due to take place not later than as of 31 December 2022 and is currently in progress.

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 were 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.

Movement in Balance Sheet liability

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

	2023 £	2022 £
Balance sheet liability at year start	-	38,500
Minus deficiency contributions paid	-	(4,940)
Interest cost (recognised in SoFA)	-	720
Remaining change to balance sheet liability* (recognised in SoFA)	-	(34,280)
Balance sheet liability at year end	-	-

* Comprises any change in agreed deficit recovery plan and change in assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	31 Dec 2023	31 Dec 2022	31 Dec 2020
Discount rate	n/a%	5,7%	2.0%
Future increases to Minimum Pensionable Income	n/a%	3.3%	4.1%

22 Related Charities and Related Party Transactions

The custodian Trustee of the church is the Baptist Union Corporation Limited (Registered Charity No. 249635) which is controlled by the Baptist Union Council. The church is also a member of the Baptist Union of Great Britain and the Southern Counties Baptist Association.

Rev L Brown, is a trustee of the Greater Didcot Christian Children and Youthwork Trust (Registered Charity No. 1194345) who run ECHO. The church made a grant of £3,000 to the charity (2022: nil). The church also paid the charity £14,951 (2022: £13,735) for the services of Hannah Field as Children and Youth Director.

DIDCOT BAPTIST CHURCH

England & Wales - Charity number 1128696

Accounts

DIDCOT BAPTIST CHURCH

Annual Report and Financial Statements

Year ended 31 December 2022

Didcot Baptist Church
Charity Number 1128696

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Annual Report for 2022

The Trustees present their Annual Report and Financial Statements of the charity, Didcot Baptist Church, for 2022.

Charitable Object

The Church is an unincorporated association, governed by a constitution which states that the principal purpose of the charity is the advancement of the Christian faith according to the Baptist denomination, 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 will determine.

The Church occupies premises which are held by the Baptist Union Corporation Ltd on trust which are entirely compatible with the above object.

Organisational structure and decision-making processes

Members of the Church are accepted in accordance with the Constitution. Baptism by immersion upon personal profession of faith is the normal mode of entry into the membership of a Baptist Church.

Church Membership is open to those who:

- accept the Beliefs of the Church
- meet the Church's qualification on Baptism
- commit themselves to serving Christ within the Church and beyond
- abide by the decisions of the Church Members' Meeting;
- acknowledge their responsibilities as Church Members
- have their membership application accepted by the Church Members' Meeting.

In regards to Baptismal qualification for Church Membership, the Church operates an open membership. It therefore allows that persons who have not been baptised in the manner described in the Baptist Union's Declaration of Principle may, at the discretion of the Church Members' Meeting, be accepted for full membership based on their own public profession of faith.

The members' meeting normally takes place six times per year and has responsibility for the overall policy of the Church. In accordance with the Constitution, the members appoint Trustees, who include the Senior Minister, Associate Minister, Children and Youth Director, Administrator and Treasurer, Elders and Deacons and are collectively known as the Leadership Team who 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 object.

Relevant matters may be submitted to the Church Meeting by the Trustees for guidance and decision or may be raised by members in 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.

Objectives and Activities

In order to achieve the principal objective which is set out above, the Church provides a variety of activities both for its membership and for 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 Loving Lord. Our vision is "to be a Welcoming Community, following Jesus, and making Him known".

Central to the work and witness of the Church is the provision of regular public services of Christian worship. These services take place each Sunday at 10.30am. There is sometimes also an additional service at 6.30pm. There are also occasional services at other times which are advertised on the church notice board and the website at www.didcotbaptist.org.uk. A varied programme is also provided for children and young people, on Sundays and also throughout the week. The church seeks to be a friendly and welcoming community, and anybody is free to attend any of these services.

The Church holds prayer to be of central importance and seeks to incorporate prayer within our regular activities.

The Church runs a series of house groups for the growth of faith and discipleship in the homes of some members, and further details of these can be obtained from the Trustees on request, or at the Sunday services of worship.

Whenever possible, the Church makes available its premises, at nominal cost, to community groups. This is done as part of the outworking of our mission statement, and as an acknowledgement of our commitment to serving our community in various ways.

The Church is itself responsible for the following activities with the purpose of assisting the community and demonstrating the love of Jesus Christ:

- A Toddler Group is run by the church on the Church premises on Tuesday, Wednesday and Thursday mornings. A baby group is run on Wednesday afternoons. The church employs a part-time Toddler & Baby Group Leader to facilitate these groups.

- A Coffee Break group was often run on Monday mornings from the Church premises, and is well attended by a mix of people from the church membership and members of the public. In 2023 this will become Coffee & Co which will run three days a week.

- An Emergency Foodbank is operated four hours a week from church premises, led by DBC members, but supported by a number of other organisations within the town and volunteers. This is a practical, community-based project aimed at providing short term relief by giving food to people in crisis in our local area.

  - A weekly meeting point for the older people of the area provides a varied programme of events and speakers. This is known as Welcome Break and attracts up to 35 people each week.

  - A monthly games club attracting a wide variety of people from the community interested in board games and social interaction games.

  - A Girls' Brigade Group which provides girls and young women with the opportunity to explore faith, develop leadership and life skills, and to engage in social action.

  - Occasional men's events.

  - A pastoral team who meet regularly to pray for the church family and provide support through difficult situations and life challenges.

In partnership with other Churches in the Greater Didcot area, DBC supports the Greater Didcot Christian Children's and Youthwork Trust (registered charity 1194345), operating under the name of ECHO. The ECHO project is focused on helping young people to discover and follow Jesus, by developing a range of provisions e.g., a sports outreach (Soul Sport), Youth Café, and Discipleship Hub.

Also in partnership with other Churches in Didcot and the surrounding area, DBC supports the work of Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343) (CAP). The Didcot branch of CAP have their office on the church premises and use the space also for prayer meetings, some client visits and celebration events.

Our Children and Youth Director and other volunteer church members support faith engagement in local schools e.g. serving as Governors and attending assemblies.

The Church operates a safeguarding system to ensure that all people working with children and adults at risk are appropriately vetted through the Disclosure and Barring Service and receive regular safeguarding training.

The Church is a member of the Baptist Union of Great Britain, the Evangelical Alliance and Welcome Churches. It also has a twinning arrangement with a Baptist Church in El Salvador. Over the years, this arrangement has enabled the church to support university students and to provide housing in El Salvador as part of its mission strategy. The Church is a member of an inter-denominational forum in the town, Churches Together in Didcot and District.

The Church has read the Charity Commission guidance on public benefit, and is satisfied that the activities outlined above, clearly demonstrate that the charity is providing a benefit to the public.

Achievements and Performance

The Church does not measure the success of its programmes only in numbers, including financial numbers, but also in less tangible areas. These would include the practical and emotional support of individuals and families within the church and the wider community. Also, through our support of churches, projects and organisations

with a national and international reach, the impact of the church is seen in the spiritual and physical transformation of lives in places far from our church.

2022 has been a year of a lot of change for the church and through it all our God of faithfulness has shone through. The very start of the year saw the premises closed once more and activities moved online as a result of Covid. As this receded, we reopened with restrictions in place which have gradually reduced over the year as we have all learned to live with Covid. It is wonderful to now see the building being used by many of our own groups and outside users as well.

This year has seen us say goodbye to many of our leaders. In September our Senior Pastor Tim left. His final Sunday was very special with three baptisms and a celebratory meal to thank him and his family for all they had given to the church over the eleven years. In addition, David, a longstanding Elder and his wife Janet moved to be closer to family in Birmingham, and our premises deacon Hazel left following her marriage to Darren, moving to be with his family.

The church meeting appointed Rev Mike Lowe as a moderator to help with the next stages following Tim's departure, helping us think through as a church where we are now and what our vision going forward will be, and how this relates to looking for a new minister.

Highlights of the year

- Three baptisms
- The provision of a Mission Placement for a student at Cliff College studying for a BA (Hons) Theology and Ministry degree
- A joint Pentecost service with El Cordero de Dios Baptist Church in El Salvador
- Visits from our BMS missionaries in Peru and Afghanistan
- A community fun day to celebrate the Queen's Platinum Jubilee with over 400 members of the community coming to celebrate with us
- Established an English conversation class in response to refugees in our community, both from Ukraine and other countries
- Hosted a Ukrainian Independence Day party
- Set up a coffee lounge where people could come free of charge to keep warm, in a welcoming environment
- CAP moved their offices to the church premises, a continuation of our close work with them bringing hope and freedom to those struggling with debt
- Soul Sport run by ECHO moved to our premises in order to reduce costs and be able to offer the sessions for children for free as a response to the cost of living crisis
- We hosted the ECHO Youth Café at our premises – and outside during the good weather, visible to young people walking by after school.
- Supporting the five ECHO events, each hosting 30-60 young people from different churches and their friends

Working alongside other churches in Didcot, the church has participated in:

- Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343)
- Didcot Churches Refugee Welcome group

During 2022 four new members were welcomed into membership, 1 sadly died, and 10 members resigned, usually due to moving away. The membership on 31 December 2022 stood at 129. Three people were baptised during the year.

Typical attendances at Sunday worship are difficult to gauge owing to being a mix of live and online throughout the year but attendances have stayed strong with numbers mostly ranging from 120-150 including children.

Through its regular activities the church is in contact with approximately 120 children (aged 0-11 years), and approximately 40 young people (aged 12-18 years).

Other activities, including house groups have continued to function, online and in-person at different times of the year.

The church runs Didcot Foodbank which remained open throughout the year and distributed food for 6,779 adults and children during the year (2021: 4,330). This figure includes some repeat visits. Didcot Foodbank is supported by other agencies and churches in the area. In addition, a number of hampers were distributed to needy families at Christmas identified through working with another charity active in the town, namely Christians Against Poverty debt centre (registered charity 1160343). In addition to donations of food and other supplies, the Foodbank received income in the year of £52,471 (2021: £29,261)

Financial Review

The church continues to raise the majority of the funds which it needs to carry on its activities from within its own membership and congregation, except in the case of the Foodbank where a majority of the income is raised from the general public, alongside food donations.

General fund donation income grew by almost 2% or £3k to £170k. Underlying giving fell back from the previous year, but was boosted by a couple of smaller legacies and a donation designated for the Tithe fund. Income from the rental of the premises picked up following the removal of all pandemic restrictions, increasing from £1k to £8.3k, though it has not returned to its peak prior to the pandemic. Restricted fund income grew as generosity towards the Foodbank increased income by 80% in this fund to £52.5k, helping to match the increase in demand. Some donations continued to be received towards the Redevelopment Fund meeting longer term monthly pledges; this came to an end in December 2022. Other income in the prior year includes Coronavirus Job Retention Scheme grants, which did not continue in 2022. In addition, £15.5k of income from the Greater Didcot Christian Children and Youthwork Trust in 2021 was recognised as a one-off and did not repeat in 2022

.

General Fund expenditure on charitable activities fell by 9% compared with the previous year. Restricted expenditure largely reflects the cost of supplies for the Foodbank which have increased dramatically this year, partly due to increased demand but also reflecting a drop in food donations.

The most significant of our general fund expenses relates to the payment of staff to lead and co-ordinate the church's activities including the Sunday Services, to provide pastoral care for the congregation and other people, and to equip and encourage the membership in their life, Christian witness and service. The change in the employment status of the Children and Youth Director detailed in the accounts, reduced those costs by approximately 50% (but also reduced income by a similar amount) and the departure of Rev Tim O'Brien part way through the year also resulted in a reduction in costs, albeit temporary. During the year, the church restructured the administrative support roles into one, adding administrative support for the growing work of the Foodbank, resulting in two redundancies. The church employs (part-time) an Operations Manager and a Toddler Group Leader.

The Church expressed its part in the life of the wider church by making grants (19% of unrestricted donations) to local, national and international organisations and societies with Christian aims and objectives compatible with the church's own charitable purpose.

The Trustees have chosen to change the basis of valuation of the church premises and so an RICS valuation was carried out as at 31 December 2022 which resulted in a significant reduction in the value at which the church is held on the balance sheet. This reduced the valuation by £1.1m to £1.6m. The Trustees consider this to be a more realistic assessment of the value.

The Church is heavily dependent on its membership working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure, but nevertheless contribute substantially to the achievement of the church's objectives.

As a result of changes in market conditions and the recovery plan which was put in place, the church no longer holds a defined benefit pension scheme liability. Deficit repayments were ceased part way through 2022 as a result.

The financial results for the year, together with a summary of the accounting policies adopted are set out in the accompanying financial statements.

The Trustees have established a Reserves Policy that requires a minimum of three months' expenditure be held in General Reserves at any time. The balance held at the end of the year represented seven months' expenditure (£80k). The Trustees are satisfied they have more than sufficient reserves at the Balance Sheet date, together with on-going income anticipated, to enable the church to function effectively in the coming year. Given the current level of economic uncertainty, the Trustees consider it prudent to hold a higher level of reserves for the time being, particularly in anticipation of the appointment of a new minister. Although the reserves for the Foodbank are currently high, demand is outstripping both food and monetary donations in 2023 and the balance is expected to fall as we meet the needs of the community in the coming year.

Signed by Rev Louise Brown on behalf of the Trustees:

Date: 26 September 2023 L Brown

LEGAL INFORMATION
The church is a registered charity number 1128696.

CHURCH ADDRESS
Didcot Baptist Church
43 Wantage Road
Didcot
Oxfordshire
OX11 0BS
Tel: 01235 813187

TRUSTEES
David Kerrigan (until 24 May 2022)
George Ferguson
Hazel Grant (until 27 September 2022)
Joanna Schüder
Martin Clegg
Sarah West (until 19 July 2022)
Tayo Adeyemi
Julie Excell (from 24 May 2022)
Karen Marriott (from 19 July 2022)
Bevan Marchand (from 19 July 2022)
Sebastian Campanella (from 27 September 2022)

CHURCH TREASURER (also Trustee)
Kate Andrews

CHURCH MINISTERS (also Trustees)
Rev Tim O'Brien (until 25 September 2022)
Rev Louise Brown

CHILDREN AND YOUTH DIRECTOR (also Trustee)
Hannah Field

BANKERS
Charities Aid Foundation
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

INDEPENDENT EXAMINER
Richard Wilson

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES AND MEMBERS OF DIDCOT BAPTIST CHURCH

I report to the trustees on my examination of the accounts of the Church for the year ended 31 December 2022, which are set out on pages 8 to 19.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

Basis of Independent Examiner's Statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

Date 1st October 2023

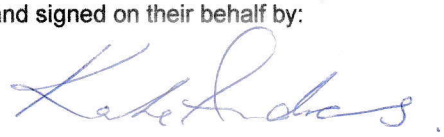
Richard Wilson, FCMA

	Notes	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	Totals 2022 £	Totals 2021 £
Income						
Donations and legacies	*2*	169,816	58,787	-	228,603	207,086
Income from investments	*3*	10,179	-	-	10,179	10,186
Income from charitable activities	*4*	652	7,643	-	8,295	3,593
Other trading income	*5*	8,346	-	-	8,346	753
Other income	*6*	-	-	-	-	15,495
Total Income		188,993	66,430	-	255,423	237,113
Expenditure						
Expenditure on charitable activities	*7*	164,981	61,096	-	226,077	218,986
Other expenditure	*8*	720	-	-	720	178
Total expenditure		165,701	61,096	-	226,797	219,164
Net income/(expenditure)		23,292	5,334	-	28,626	17,949
Transfers between funds		346	(346)	-	-	-
Gains/(losses) on revaluation of property	*12*	58,125	-	(1,124,298)	(1,066,173)	517,093
Actuarial gains/(losses) on defined benefit pension scheme	*21*	34,280	-	-	34,280	1,911
Net movement in funds		**116,043**	**4,988**	**(1,124,298)**	**(1,003,267)**	**536,953**
Fund balances at 1 January		**362,657**	**59,581**	**2,709,298**	**3,131,536**	**2,594,583**
Fund balances at 31 December		**478,700**	**64,569**	**1,585,000**	**2,128,269**	**3,131,536**

All the above results are derived from continuing activities. All gains and losses recognised in the year are included above. The notes on pages 10 to 19 also form part of these financial statements.

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	*13*	1,968,429	3,041,370
Current assets			
Debtors	*14*	12,011	26,408
Cash at bank and in hand	*15*	155,303	123,264
Total current assets		167,314	149,672
Creditors: amounts falling due within one year	*16*	(7,474)	(21,006)
Net current assets		159,840	128,666
Net assets excluding pension liability		2,128,269	3,170,036
Defined benefit pension scheme liability	*21*	-	(38,500)
Total net assets		2,128,269	3,131,536
Funds			
Endowed funds	*17*	1,585,000	2,709,298
Restricted funds	*18*	64,569	59,581
Unrestricted funds			
Designated funds	*19*	398,795	327,428
General fund		79,905	73,729
Unrestricted funds excluding pension reserve		478,700	401,157
Pension reserve	*21*	-	(38,500)
Total unrestricted funds		478,700	362,657
Total funds		2,128,269	3,131,536

The financial statements on pages 8 to 19 were approved by the Trustees at a meeting of Elders and Deacons and signed on their behalf by:



Kate Andrews, Treasurer

Date: 26 September 2023

The notes on pages 10 to 19 also form part of these financial statements.

1 Accounting Policies

Basis of preparation
The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP 2015), FRS102 and with the Charities Act 2011.

The financial statements have been prepared on the going concern basis and under the historical cost convention as modified by the revaluation of properties. The Trustees have reviewed the church's forecasts and projections, and consider that the church is well placed to manage the risks it faces, with an appropriate level of reserves and cash balances. The Trustees therefore have reasonable expectation that the church has sufficient resources to continue in operational existence for the foreseeable future and believe there are no material uncertainties that call into doubt the ability of the church to continue as a going concern. Therefore the going concern basis has been adopted in preparing the financial statements.

Didcot Baptist Church is a registered charity, no. 1128696 and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Income recognition
All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations
Donations are accounted for gross when received. Fixed asset gifts in kind are recognised when receivable and are included at fair value.

Legacies
Legacies are accounted for when notified of entitlement, providing the amount can be accurately measured and receipt is probable.

Investment income
Investment income is included in the accounts in the year in which it is receivable.

Expenditure recognition
All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds
The church does not make formal appeals for funds, and expenditure on these items is therefore not material.

Grants Payable
This Church makes grants to other organisations whose charitable objectives complement its work. They are accounted for when the recipient has been notified of the grant and payment is unconditional.

Support Costs
Support costs are those that assist the work of the church but do not directly represent charitable activities and include office costs and governance costs. Where support costs cannot be directly attributed to particular headings, they have been allocated to the cost of raising funds and expenditure on charitable activities on a basis consistent with the use of resources. This represents direct expenditure on the governance of the church. Most of the management is carried out without charge by volunteers. These intangible costs are not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

Fixed Assets
Tangible fixed assets are capitalised if they can be used for more than one year and cost at least £250. They are initially recognised at cost, or for donated assets, as a reasonable estimate of their value on receipt.

There is no reliable information available for the cost of the church premises or the manse and so on first time adoption of FRS102, the insurance value used previously was adopted as deemed cost. The manse is revalued each year based upon the insurance valuation as reliable cost information is not available. The church has been valued by a RICS qualified surveyor as at 31 December 2022.

1 Accounting Policies (continued)

Depreciation
Depreciation is provided on all fixed assets, other than freehold land, to write off the cost on a straight line basis over their expected useful life, at the following rates:

Freehold land	Nil
Furniture and fittings	4 years
Computer equipment	3 years

Depreciation has not been charged on the church premises and the manse as they are revalued each year.

Funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity, principally the Church premises reserve. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on revaluation of the property form part of the fund.

Employee benefits
The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost.

2 Donations and legacies

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Donations and grants	136,872	51,882	188,754	174,809
Legacies	5,000	-	5,000	-
Tax refunds	27,944	6,905	34,849	32,277
Total	169,816	58,787	228,603	207,086

In 2021 £40,161 of the donations and legacies income was attributable to restricted funds, with the remaining £166,925 being attributable to unrestricted funds.

3 Investment Income

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Bank interest	400	-	400	593
Manse rental	9,779	-	9,779	9,593
Total	10,179	-	10,179	10,186

In 2021, all of the investment income was attributable to unrestricted funds.

4 Income from Charitable Activities

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Income from church activities	652	7,643	8,295	3,593
Fundraising events	-	-	-	-
Total	652	7,643	8,295	3,593

In 2021, all £3,593 was attributable to restricted funds.

5 Other Trading income

Other trading income arises from the rental of the premises to community organisations when not in use for church activities. All income is unrestricted.

6 Other income

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Government grants	-	-	-	4,730
Other	-	-	-	10,765
	-	-	-	15,495

In 2021, all amounts were attributable to unrestricted funds. The organisation furloughed one team member during the early part of 2021 where activities were unable to take place due to covid-19 and claimed a grant under the Job Retention Scheme. In addition, a grant was received towards sound insulation work in the Harry Lewis Hall. Other income in 2021 relates to the reimbursement of employment costs of 50% of the Children and Youth Director who was employed on the church payroll whilst the Greater Didcot Christian Children and Youthwork Trust was set up.

7 Expenditure on Charitable Activities

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Ministry	86,964	-	86,964	115,135
Mission	26,736	51,280	78,016	51,204
Establishment and Premises	51,281	9,816	61,097	52,647
	164,981	61,096	226,077	218,986

In 2021, £24,158 mission costs and £13,154 establishment and premises costs were attributable to restricted funds.

Ministry includes the costs of those employed to carry out the ministry of the church, including minsters and youth workers. Mission represents grants made and outreach activities including the provision of food supplies at the Foodbank (restricted funds). Establishment and premises includes support costs for the church, premises costs and the fellowship activities of the church including the costs of services, children and youth groups, other fellowship groups and an employed toddler group leader.

7 Charitable Activities (continued)

Support costs are included in Establishment and premises and the amounts included within these figures are broken down as follows:

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Administration	12,164	1,700	13,864	10,664
IT	4,992	-	4,992	5,075
Subscriptions	842	-	842	845
Bank charges	104	624	728	522
	18,102	2,324	20,426	17,106

In 2021 all support costs other than £413 bank charges were attributable to unrestricted funds.

8 Other expenditure

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Interest charge on pension liability	720	-	720	178

In 2021, all other expenditure was attributable to unrestricted funds.

9 Grants payable

	Unrestricted Funds	Restricted Funds	Totals 2022	Totals 2021
	£	£	£	£
Home Mission – core grant	9,961	-	9,961	10,015
BMS World Mission – core grant	9,081	-	9,081	10,015
El Salvador	-	1,272	1,272	2,540
TRAIN (Detached Youth Workers)	-	-	-	628
Christians against Poverty	5,500	-	5,500	5,000
Other grants and special gifts	1,200	500	1,700	1,690
	25,742	1,772	27,514	29,888

In 2021, £3,005 grants payable were attributable to restricted funds.

10 Net income for the year

	2022	2021
	£	£
Net income for the year is stated after charging/(crediting)		
Independent examiners' remuneration	Nil	Nil

11 Staff costs and Trustees' expenses

	2022	2021
	£	£
Salaries	66,275	102,156
Social security costs	1,313	3,255
Pension costs	5,632	7,544
Redundancy payments	4,356	-
Other remuneration	8,533	11,263
	124,218	124,218

The average number of full-time equivalent employees in the year was 4 (2021: 4). No employee received emoluments in excess of £60,000 during the year (2021: none). During the year the two part-time support roles were restructured into one part-time role, resulting in payment of statutory redundancy amounts totalling £4,356.

On 1 January 2021 Hannah Field (an elder and trustee) was appointed as Children and Youth Director. This role is part-time and the other half of the role was expected to be funded by the Greater Didcot Christian Children and Youthwork Trust. Due to delays in setting up the trust, the role was fully-funded by Didcot Baptist Church for the first quarter of 2021. At the end of 2021 a debtor was recognised for £10,713, the amount due from the new trust and H Field was transferred to the payroll of the new trust from 1 January 2022. During 2022 the church paid the Greater Didcot Christian Children and Youthwork Trust £13,735 in respect of her services as Children and Youth Director. The full outstanding debt was settled by the Trust during 2022.

The Senior Minister, the Associate Minister and the Children and Youth Director act as the church's trustees in accordance with the constitution and with formal assent from the Charity Commission.

Rev O'Brien received remuneration and benefits of £33,829 (2021: £45,640) in respect of his services as Minister up to his date of leaving in September 2022, including the provision of manse accommodation rented by the church from the Minister. Rev Brown received remuneration of £34,353 (2021: £33,857) in respect of her services as Minister. H Field received remuneration of £nil (2021: 26,270) in respect of her services as Children and Youth Director.

£nil in total was reimbursed to the Trustees in respect of expenses incurred as Trustees (2021: £nil). The ministers, who are also Trustees, are deemed to have incurred expenses in discharging their duties as ministers, rather than as Trustees. During the year, the church received donations of £37,197 from the Trustees (2021: £31,620). All donations were received for general funds and the redevelopment fund.

The church pays pension contributions for its Minister and Associate Minister to the Defined Contribution (DC) Plan of the Baptist Ministers Pension. Further details are set out in note 21. Pension contributions under auto-enrolment obligations for other staff are made to NEST pensions.

Total aggregate remuneration paid to key management personnel during the year was £68,182 (2020: £105,767).

12 Gains and losses on revaluation of fixed assets held for the charity's own use

Gains and losses on property assets were recognised during the year. The manse value is based on the revised insurance valuations received from the Baptist Insurance Company PLC. The church value is based upon a valuation carried out by David Parlett, MRICS.

	2022	2021
	£	£
Church premises	(1,124,298)	492,208
Manse	58,125	24,885
	(1,066,173)	517,093

13 Tangible fixed assets

	Church Premises	Manse	Furniture and Fittings	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1 January 2022	1,980,357	250,000	55,761	2,761	2,288,879
Additions	-	-	189	235	424
At 31 December 2022	**1,980,357**	**250,000**	**55,950**	**2,996**	**2,289,303**
Depreciation					
At 1 January 2022	-	-	42,120	1,941	44,061
Depreciation charge	-	-	6,724	467	7,191
At 31 December 2022	**-**	**-**	**48,844**	**2,408**	**51,252**
Gain/loss on revaluation					
At 1 January 2022	728,941	67,610	-	-	796,551
Gain/(loss) for the year	(1,124,298)	58,125	-	-	(1,066,173)
At 31 December 2022	**(395,357)**	**125,735**	**-**	**-**	**(269,622)**
Net book value					
31 December 2022	**1,585,000**	**375,735**	**7,106**	**588**	**1,968,429**
31 December 2021	2,709,298	317,610	13,641	820	3,041,369

All of the fixed assets are used for direct charitable purposes.
The church is the beneficial owner (subject to the relevant trusts) of two premises, the legal titles to which are held by the church's custodian trustee, the Baptist Union Corporation Ltd. These are the church premises and the adjacent manse.

14 Debtors

	2022	2021
	£	£
Accrued income	5,657	10,725
Prepayments and other debtors	6,354	15,683
	12,011	26,408

15 Bank and cash balances

	2022	2021
	£	£
Cash at bank	149,883	113,594
Other (organisation accounts)	5,420	9,670
	155,303	123,264

16 Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals	6,576	18,438
Deferred income	598	2,533
Other creditors	300	35
	7,474	21,006

Accruals in 2021 include £12,565 for the retention payable on the premises redevelopment, originally due November 2021 but settled in March 2022 following the completion of snagging.

17 Endowment Funds

	At 1 January 2022	Gains/(losses)	At 31 December 2022
	£	£	£
Church Premises reserve	2,709,298	(1,124,298)	1,585,000

The Church Premises reserve represents the value attributed to the Church premises, the legal title to which is held by the church's custodian trustee, the Baptist Union Corporation Ltd.

18 Restricted funds

	1 January 2022	Incoming resources	Resources expended	Transfers	31 December 2022
	£	£	£	£	£
Restricted funds					
Worship fund	1,000	-	(869)	-	131
Premises redevelopment	-	4,520	(4,174)	(346)	-
Foodbank	47,193	52,471	(44,978)	-	54,686
Other restricted funds under £3,000	4,338	1,795	(1,801)	-	4,332
Church organisations	7,050	7,644	(9,274)	-	5,420
Total Restricted Funds	59,581	66,430	(61,096)	(346)	64,569

The Worship fund represents an in memory donation to be spent on the church worship.

The Premises Redevelopment Fund represents funds raised for the redevelopment project which was approved by the church during 2019 and was undertaken during 2020.Some funds were committed to be paid in instalments over a number of years.

The Foodbank fund represents funds received to support the local foodbank in Didcot which is an activity of the church.

	Fixed Assets	Current Assets	Total
	£	£	£
Restricted funds			
Worship fund	-	131	131
Premises redevelopment	-	-	-
Foodbank	3,096	51,590	54,686
Other restricted funds under £3,000	-	4,332	4,332
Church organisations	-	5,420	5,420
	3,096	61,473	64,569

19 Designated funds

	1 January 2021	Incoming resources	Resources expended	Gains and losses	Transfers	31 December 2022
	£	£	£	£	£	£
Designated funds						
Fixed assets reserve	327,428	-	-	58,125	(5,220)	380,333
Tithe	-	18,462	-	-	-	18,462
	327,428	18,462	-	58,125	(5,220)	398,795

The fixed assets reserve represents amounts set aside equivalent to the net book value of property and equipment used by the church and purchased from unrestricted funds. The tithe represents amounts given which have been set aside to bless other charities as a thanksgiving for the funds raised for the redevelopment project.

	Fixed Assets	Current Assets	Total
	£	£	£
Designated funds			
Fixed assets reserve	380,333	-	380,333
Tithe	-	18,462	18,462
	380,333	18,462	398,795

Movements on the pension reserve are set out in note 21.

20 Analysis of net assets

	Fixed Assets	Net Current Assets	Long term liabilities	Total
Analysis of net assets	£	£	£	£
Endowment funds	1,585,000	-	-	1,585,000
Restricted funds	3,096	61,473	-	64,569
Designated funds	380,333	18,462	-	398,795
Unrestricted funds	-	79,905	-	79,905
Pension reserve	-	-	-	-
	1,968,429	159,840	-	2,128,269

21 Pensions

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme ("the Scheme"), which is administered by the Pension Trustee (Baptist Pension Trust Limited). The Scheme is a separate legal entity and the assets of the Scheme are held separately from those of the Employer and the other participating employers.

For any month, each participating employer in the Scheme pays contributions as set out in the Schedule of Contributions in force at that time.

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 contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Ministers are eligible to join the Scheme.

From January 2012, pension provision has been 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. 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 Aviva.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit 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. The Scheme, previously

21 Pensions (continued)

known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

Actuarial valuation as at 31 December 2019

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2019 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date 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	% pa
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	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% for males and 1.5% 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 is due to take place not later than 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 were 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 30th 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.

Movement in Balance Sheet liability

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

	2022 £	2021 £
Balance sheet liability at year start	38,500	48,572
Minus deficiency contributions paid	(4,940)	(8,339)
Interest cost (recognised in SoFA)	720	178
Remaining change to balance sheet liability* (recognised in SoFA)	(34,280)	(1,911)
Balance sheet liability at year end	-	38,500

* Comprises any change in agreed deficit recovery plan and change in assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued 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%	0.4%
Future increases to Minimum Pensionable Income	3.3%	4.1%	3.0%

22 Related Charities and Related Party Transactions

The custodian Trustee of the church is the Baptist Union Corporation Limited (Registered Charity No. 249635) which is controlled by the Baptist Union Council. The church is also a member of the Baptist Union of Great Britain and the Southern Counties Baptist Association.

Rev O'Brien was a Trustee of Didcot and Wallingford Area CAP Debt Centre (Registered Charity No. 1160343), a charity supported by the church. It received grants of £5,500 from the church in 2022 (2021: £5,000).

The church rented back the property belonging to Rev. Tim O'Brien as part of his remuneration up to 25 September 2022 as set out in note 11.

Rev L Brown, is a trustee of the Greater Didcot Christian Children and Youthwork Trust (Registered Charity No. 1194345) who run the ECHO project. This charity owed the church £nil at 31 December 2022 (2021: £10,713) and from 1 January 2022 took on the employment of H Field.

DIDCOT BAPTIST CHURCH

England & Wales - Charity number 1128696

Accounts

DIDCOT BAPTIST CHURCH

Annual Report and Financial Statements

Year ended 31 December 2021

Didcot Baptist Church
Charity Number 1128696

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Annual Report for 2021

The Trustees present their Annual Report and Financial Statements of the charity, Didcot Baptist Church, for 2021.

Charitable Object

The Church is an unincorporated association, governed by a constitution which states that the principal purpose of the charity is the advancement of the Christian faith according to the Baptist denomination, 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 will determine.

The Church occupies premises which are held by the Baptist Union Corporation Ltd on trust which are entirely compatible with the above object.

Organisational structure and decision-making processes

Members of the Church are accepted in accordance with the Constitution. Baptism by immersion upon personal profession of faith is the normal mode of entry into the membership of a Baptist Church.

Church Membership is open to those who:

- accept the Beliefs of the Church
- meet the Church's qualification on Baptism
- commit themselves to serving Christ within the Church and beyond
- abide by the decisions of the Church Members' Meeting;
- acknowledge their responsibilities as Church Members
- have their membership application accepted by the Church Members' Meeting.

In regards to Baptismal qualification for Church Membership, the Church operates an open membership. It therefore allows that persons who have not been baptised in the manner described in the Baptist Union's Declaration of Principle may, at the discretion of the Church Members' Meeting, be accepted for full membership based on their own public profession of faith.

The members' meeting normally takes place six times per year and has responsibility for the overall policy of the Church. In accordance with the Constitution, the members appoint Trustees, who include the Senior Minister, Associate Minister, Administrator and Treasurer, Elders and Deacons and are collectively known as the Leadership Team who 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.

Relevant matters may be submitted to the Church Meeting by the Trustees for guidance and decision or may be raised by members in 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.

Objectives and Activities

During 2021 there was continued disruption to the usual activities of the Church due to the impact of covid-19. These activities are outlined below.

In order to achieve the principal objective which is set out above, the Church provides a variety of activities both for its membership and for 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 Loving Lord. Our vision is "to be a Welcoming Community, following Jesus, and making Him known".

Central to the work and witness of the Church is the provision of regular public services of Christian worship. These services have generally taken place each Sunday at 10.30am and 6.30pm, though regular Sunday evening services have not happened since March 2020. There are also occasional services at other times which are advertised on the church notice board and the website at www.didcotbaptist.org.uk. A varied programme is also provided for children and young people, on Sundays and also throughout the week. The church seeks to be a friendly and welcoming community, and anybody is free to attend any of these services.

The Church holds prayer to be of central importance and seeks to incorporate prayer within our regular activities.

The Church runs a series of house groups for the growth of faith and discipleship in the homes of some members, and further details of these can be obtained from the Trustees on request, or at the Sunday services of worship.

Whenever possible, the Church makes available its premises, at nominal cost, to community groups. This is done as part of the outworking of our mission statement, and as an acknowledgement of our commitment to serving our community in various ways.

The Church is itself responsible for the following groups with the purpose of assisting the community and demonstrating the love of Jesus Christ:

- A Toddler Group is run by the church on the Church premises on Tuesday, Wednesday and Thursday mornings. A baby group is run on Wednesday afternoons. These groups began to restart in the church building during the year. The church employs a part-time Toddler & Baby Group Leader to facilitate these groups.

- A Coffee Break group is often run on Monday mornings from the Church premises, and is well attended by a mix of people from the church membership and members of the public.

- An Emergency Foodbank is operated four hours a week from church premises, led by DBC members, but supported by a number of other organisations within the town. This is a practical, community-based project aimed at providing short term relief by giving food to people in crisis in our local area.

- A monthly mid-week communion service is held(but has yet to restart post covid).

- A weekly meeting point for the older people of the area provides a varied programme of events and speakers. This is known as Welcome Break and attracts up to 35 people each week.

- Pre-covid, a monthly games club attracting a wide variety of people from the community interested in board games and social interaction games. It is possible this will restart over the coming year.

- Occasional men's events.

- An occasional Saturday craft event for women and some socials.

During 2021, in partnership with other Churches in the Greater Didcot area, DBC was instrumental in helping form the Greater Didcot Christian Children's and Youthwork Trust (registered charity 1194345), operating under the name of ECHO. The ECHO project is focused on helping young people to discover and follow Jesus, by developing a range of provisions e.g., a sports outreach (Soul Sport), Youth Café, and Discipleship Hub. In November, a special event for young people was held at DBC to launch the Trust, and over 50 young people engaged in a time of food, games, and worship, as they explored the difference Jesus makes.

In February 2021 the church held a Week of Prayer for Young People, involving young people in a range of activities at home and online, alongside the wider church spending time praying with and for the young people and the wider community.

The church was host to an intern on a summer placement, during which they served in a range of activities, including helping with local projects and preaching. As part of their placement, they also worked with the Children and Youth Director to feed into the Baptist Union of Great Britain's project group looking at developing young leaders.

The church also runs a Girls' Brigade Group which provides girls and young women with the opportunity to explore faith, develop leadership and life skills, and to engage in social action.

A youth club meets as part of a range of activities for young people.

Our ministers, Children and Youth Director and other volunteer church members support faith engagement in schools such as assemblies.

The Church operates a safeguarding system to ensure that all people working with children are appropriately vetted through the Disclosure and Barring Service and receive regular safeguarding training. It also has a safeguarding policy regarding working with adults at risk.

From time to time the Church runs courses for people interested in discovering more about Christianity.

Working alongside other churches in Didcot, the church has participated in:

- Prayer Spaces in Schools (not held in 2021)
- Community social action days known locally as 'Soul in Didcot' (not held in 2021)
- Summer outreach to children, known as 'Treasure Times', held on the church premises (not held in 2021)
- Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343)
- Didcot Churches Refugee Welcome group

The Church has supported a full-time Senior Minister and full-time Associate Minister throughout the year, and a new post of Children's and Youth Director (CYD) since January 2021. This post was supported fully until the end of March 2021, and 50% thereafter. The other 50% of time the post-holder is supported by the Greater Didcot Christian Children and Youthwork Trust. However, as the Trust's funding had not come through in time for an April beginning, the Church agreed to pay our CYD fully until 31 December on the understanding that this money will be repaid in 2022. This will appear in the financial figures and notes below.

During 2021, the Church also employed (part-time) an Office Manager, a Centre Manager and a Toddler Group Leader.

The Church is a member of the Baptist Union of Great Britain, the Evangelical Alliance and Welcome Churches. It also has a twinning arrangement with a Baptist Church in El Salvador. Over the years, this arrangement has enabled the church to support university students and to provide housing in El Salvador as part of its mission strategy. This year we also held our second joint online service together. The Church is a member of an inter-denominational forum in the town, Churches Together in Didcot and District.

The Church has read the Charity Commission guidance on public benefit, and is satisfied that the activities outlined above, clearly demonstrates that the charity is providing a benefit to the public.

Achievements and Performance

The Church does not measure the success of its programmes only in numbers, including financial numbers, but also in less tangible areas. These would include the practical and emotional support of individuals and families within the church and the wider community. Also, through our support of churches, projects and organisations with a national and international reach, the impact of the church is seen in the spiritual and physical transformation of lives in places far from our church.

As with the year before, 2021 was a difficult year in the life of the church, with long periods when activities were either curtailed, or relocated online. Nonetheless, the adaptation to new ways of working and meeting for worship that were initiated in 2020 have proved very successful.

During 2021 one new member was welcomed into membership, three sadly died, and following one of our periodic reviews of membership regarding those who had moved away from the area etc., three names were removed from the membership list. The membership on 31 December 2021 stood at 136.

Typical attendances at Sunday worship are difficult to gauge owing to being a mix of live and online throughout the year but attendances have stayed strong with numbers mostly ranging from 120-150 including children. When we started to meet in person during the year, numbers in the church building were restricted to ensure social distancing was still possible, whilst simultaneous live-streaming of services continued for others.

Through its regular activities, prior to the pandemic, the church was in contact with approximately 120 children (aged 0-11 years), and approximately 40 young people (aged 12-18 years). During this second year of the pandemic, many (but not all) of the activities were again able to take place online during periods of repeat lockdown. The church has sought to engage with our young people in many creative ways throughout the year, for example by sending messages and gifts to help the youngsters know that they are not forgotten.

Other activities, including house groups have continued to function, online and in-person at different times of the year.

One person was baptised during the year.

The church runs Didcot Foodbank which remained open throughout the year and distributed food for 4,330 adults and children during the year (2020: 3,044). This figure includes some repeat visits. Didcot Foodbank is supported by other agencies and churches in the area. In addition, a number of hampers were distributed to needy families at Christmas identified through working with another charity active in the town, namely Christians Against Poverty debt centre (registered charity 1160343). In addition to donations of food and other supplies, the Foodbank received income in the year of £29,261 (2020: £35,040)

The church makes our premises available for hire by groups external to the church. This activity was suspended at the onset of the pandemic in 2020 but resumed, albeit it at a lower level, in 2021.

Financial Review

The church continues to raise the majority of the funds which it needs to carry on its activities from within its own membership and congregation, except in the case of the Foodbank where a majority of the income is raised from the general public, alongside food donations.

General fund donation income fell by £68k, however an exceptional one-off donation of £100k was received in the previous year. Underlying giving increased by 23%, partly driven by a pledge to fund the new Children and Youth Director role. Income from the rental of the premises (other trading income) began again in the last quarter of the year but was disrupted once more by the covid-related restrictions over the Christmas period. Restricted fund income fell back down to lower levels following the completion of the premises redevelopment project, although there remains a small income stream where giving for the project was pledged over a number of years. Other income includes Coronavirus Job Retention Scheme grants as in the prior year. In addition, income due from the Greater Didcot Christian Children and Youthwork Trust has been recognised as a one-off.
General Fund expenditure on charitable activities increased by nearly 17% compared with the previous year. This is mainly due to the employment of the Children and Youth Director, partly offset by the increase in other income. Restricted expenditure last year mainly reflected the costs of the redevelopment of the church premises. This year the main costs in this much reduced figure are the purchase of supplies for the foodbank.

Having expensed the costs of the redevelopment of the premises in the previous year, the insurance valuation was updated upon the renewal at 25 December 2021 which resulted in a significant uplift in the valuation of the church. Although the insurance valuation was reviewed before signing last year's accounts it seems that an administrative error led to the revised documents being released to us with the wrong (previous) valuation. Subsequently, this uplift is reflected in this year's accounts.

The most significant of our general fund expenses relates to the payment of staff to lead and co-ordinate the church's activities including the Sunday Services, to provide pastoral care for the congregation and other people, and to equip and encourage the membership in their life, Christian witness and service. The church also employs (part-time) an Office Manager, a Centre Manager and a Toddler Group Leader.

The Church expressed its part in the life of the wider church by making grants (19% of unrestricted donations) to local, national and international organisations and societies with Christian aims and objectives compatible with the church's own charitable purpose.

The Church is heavily dependent on its membership working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure, but nevertheless contribute substantially to the achievement of the church's objectives.

The financial results for the year, together with a summary of the accounting policies adopted are set out in the accompanying financial statements.

The Trustees have established a Reserves Policy that requires a minimum of three months' expenditure be held in General Reserves at any time. The balance held at the end of the year represented five months' expenditure (£70k). The Trustees are satisfied they have more than sufficient reserves at the Balance Sheet date, together with on-going income anticipated, to enable the church to function effectively in the coming year.

Signed by Pastor Tim O'Brien on behalf of the Trustees:

Timothy R. O'Brien

Date: 24 May 2022

LEGAL INFORMATION
The church is a registered charity number 1128696.

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TRUSTEES
David Kerrigan
George Ferguson
Hazel Grant
Joanna Schüder
Martin Clegg
Ian Parnham (until 25 May 2021)
Sarah West
Tayo Adeyemi

CHURCH TREASURER (also Trustee)
Kate Andrews

CHURCH MINISTERS (also Trustees)
Rev Tim O'Brien
Louise Brown

CHILDREN AND YOUTH DIRECTOR (also Trustee)
Hannah Field

BANKERS
Charities Aid Foundation
25 Kings Hill Avenue
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Kent
ME19 4JQ

INDEPENDENT EXAMINER
Richard Wilson

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES AND MEMBERS OF DIDCOT BAPTIST CHURCH

I report to the trustees on my examination of the accounts of the Church for the year ended 31 December 2021, which are set out on pages 8 to 19.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

Basis of Independent Examiner's Statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

Date 23/5/2022

Richard Wilson, FCMA

	Notes	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	Totals 2021 £	Totals 2020 £
Income						
Donations and legacies	2	166,925	40,161	-	207,086	425,612
Income from investments	3	10,186	-	-	10,186	11,217
Income from charitable activities	4	-	3,593	-	3,593	2,563
Other trading income	5	753	-	-	753	2,066
Other income	6	15,495	-	-	15,495	2,856
Total Income		193,359	43,754	-	237,113	444,314
Expenditure						
Expenditure on charitable activities	7	181,674	37,312	-	218,986	727,843
Other expenditure	8	178	-	-	178	1,270
Total expenditure		181,852	37,312	-	219,164	729,113
Net income/(expenditure)		11,507	6,442	-	17,949	(284,799)
Transfers between funds		(2,709)	2,709	-	-	-
Gains on revaluation of property	12	24,885	-	492,208	517,093	13,936
Actuarial gains/(losses) on defined benefit pension scheme	21	1,911	-	-	1,911	24,291
Net movement in funds		**35,594**	**9,151**	**492,208**	**536,953**	**(246,572)**
Fund balances at 1 January		**327,063**	**50,430**	**2,217,090**	**2,594,583**	**2,841,155**
Fund balances at 31 December		**362,657**	**59,581**	**2,709,298**	**3,131,536**	**2,594,583**

All the above results are derived from continuing activities. All gains and losses recognised in the year are included above. The notes on pages 10 to 19 also form part of these financial statements.

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	*13*	3,041,370	2,519,382
Current assets			
Debtors	*14*	26,408	40,893
Cash at bank and in hand	*15*	123,264	146,729
Total current assets		149,672	187,622
Creditors: amounts falling due within one year	*16*	(21,006)	(63,849)
Net current assets		128,666	123,773
Net assets excluding pension liability		3,170,036	2,643,155
Defined benefit pension scheme liability	*21*	(38,500)	(48,572)
Total net assets		3,131,536	2,594,583
Funds			
Endowed funds	*17*	2,709,298	2,217,090
Restricted funds	*18*	59,581	50,430
Unrestricted funds			
Designated funds	*19*	327,428	302,293
General fund		73,729	73,342
Unrestricted funds excluding pension reserve		401,157	375,635
Pension reserve	*21*	(38,500)	(48,572)
Total unrestricted funds		362,657	327,063
Total funds		3,131,536	2,594,583

The financial statements on pages 8 to 18 were approved by the Trustees at a meeting of Elders and Deacons and signed on their behalf by:

Kate Andrews, Treasurer

Date: 24 May 2022

The notes on pages 10 to 19 also form part of these financial statements.

1 Accounting Policies

Basis of preparation
The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP 2015), FRS102 and with the Charities Act 2011.

The financial statements have been prepared on the going concern basis and under the historical cost convention as modified by the revaluation of properties. The Trustees have reviewed the church's forecasts and projections, and consider that the church is well placed to manage the risks it faces, with an appropriate level of reserves and cash balances. The Trustees therefore have reasonable expectation that the church has sufficient resources to continue in operational existence for the foreseeable future and believe there are no material uncertainties that call into doubt the ability of the church to continue as a going concern. Therefore the going concern basis has been adopted in preparing the financial statements.

Didcot Baptist Church is a registered charity, no. 1128696 and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Income recognition
All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations
Donations are accounted for gross when received. Fixed asset gifts in kind are recognised when receivable and are included at fair value.

Legacies
Legacies are accounted for when notified of entitlement, providing the amount can be accurately measured and receipt is probable.

Investment income
Investment income is included in the accounts in the year in which it is receivable.

Expenditure recognition
All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds
The church does not make formal appeals for funds, and expenditure on these items is therefore not material.

Grants Payable
This Church makes grants to other organisations whose charitable objectives complement its work. They are accounted for when the recipient has been notified of the grant and payment is unconditional.

Support Costs
Support costs are those that assist the work of the church but do not directly represent charitable activities and include office costs and governance costs. Where support costs cannot be directly attributed to particular headings, they have been allocated to the cost of raising funds and expenditure on charitable activities on a basis consistent with the use of resources. This represents direct expenditure on the governance of the church. Most of the management is carried out without charge by volunteers. These intangible costs are not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

Fixed Assets
Tangible fixed assets are capitalised if they can be used for more than one year and cost at least £250. They are initially recognised at cost, or for donated assets, as a reasonable estimate of their value on receipt.

There is no reliable information available for the cost of the church premises or the manse and so on first time adoption of FRS102, the insurance value used previously was adopted as deemed cost. Both properties are revalued each year based upon the insurance valuation as reliable cost information is not available.

1 Accounting Policies (continued)

Depreciation
Depreciation is provided on all fixed assets, other than freehold land, to write off the cost on a straight line basis over their expected useful life, at the following rates:

Freehold land	Nil
Furniture and fittings	4 years
Computer equipment	3 years

Depreciation has not been charged on the church premises and the manse as they are revalued each year on the basis of the insured value.

Funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity, principally the Church premises reserve. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on revaluation of the property form part of the fund.

Employee benefits
The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost.

2 Donations and legacies

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Donations and grants	139,639	35,170	174,809	395,264
Tax refunds	27,286	4,991	32,277	30,348
Total	166,925	40,161	207,086	425,612

In 2020 £190,343 of the donations and legacies income was attributable to restricted funds, with the remaining £235,269 being attributable to unrestricted funds.

3 Investment Income

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Bank interest	593	-	593	1,572
Manse rental	9,593	-	9,593	9,645
Total	10,186	-	10,186	11,217

In 2020, all of the investment income was attributable to unrestricted funds.

4 Income from Charitable Activities

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Income from church activities	-	3,593	3,593	2,563
Fundraising events	-	-	-	-
Total	-	3,593	3,593	2,563

In 2020, all £2,563 was attributable to restricted funds.

5 Trading income

Trading income arises from the rental of the premises to community organisations when not in use for church activities. All income is unrestricted.

6 Other income

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Government grants	4,730	-	4,730	2,510
Other	10,765	-	10,765	346
	15,495	-	15,495	2,856

In 2020, all amounts were attributable to unrestricted funds. The organisation furloughed one team member during the early part of the year where activities were unable to take place due to covid-19 and claimed a grant under the Job Retention Scheme. In addition, a grant was received towards sound insulation work in the Harry Lewis Hall. Other income relates to the reimbursement of employment costs of 50% of the Children and Youth Director who was employed on the church payroll whilst the Greater Didcot Christian Children and Youthwork Trust was set up.

7 Charitable Activities

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Ministry	115,135	-	115,135	88,268
Mission	27,046	24,158	51,204	32,897
Establishment and Premises	39,493	13,154	52,647	606,714
	181,674	37,312	218,986	727,879

In 2020, £8,433 mission costs and £559,495 establishment and premises costs were attributable to restricted funds.

Ministry includes the costs of those employed to carry out the ministry of the church, including minsters and youth workers. Mission represents grants made and outreach activities. Establishment and premises includes support costs for the church, premises costs and the fellowship activities of the church including the costs of services, children and youth groups, other fellowship groups and an employed toddler group leader.

During 2020 the church undertook a major redevelopment of the premises, reconfiguring the front entrance hall to create a larger, more usable space and help the building to appear more welcoming. This work has been expended from restricted funds raised rather than capitalised, as the church premises are held at insurance valuation within the accounts.

7 Charitable Activities (continued)

Support costs are included in Establishment and premises and the amounts included within these figures are broken down as follows:

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Administration	10,664	-	10,664	10,618
IT	5,075	-	5,075	4,434
Subscriptions	845	-	845	665
Bank charges	109	413	522	272
	16,693	413	17,106	15,989

In 2020 all support costs other than £205 bank charges were attributable to unrestricted funds.

8 Other expenditure

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Interest charge on pension liability	178	-	178	1,270

In 2020, all other expenditure was attributable to unrestricted funds.

9 Grants payable

	Unrestricted Funds	Restricted Funds	Totals 2021	Totals 2020
	£	£	£	£
Home Mission – core grant	10,015	-	10,015	7,975
BMS World Mission – core grant	10,015	-	10,015	7,975
El Salvador	-	2,540	2,540	3,008
TRAIN (Detached Youth Workers)	628	-	628	2,514
Christians against Poverty	5,000	-	5,000	5,000
Other grants and special gifts	1,225	465	1,690	899
	26,883	3,005	29,888	27,371

In 2020, £3,307 grants payable were attributable to restricted funds.

10 Net income for the year

	2021	2020
	£	£
Net income for the year is stated after charging/(crediting)		
Independent examiners' remuneration	Nil	Nil

11 Staff costs and Trustees' expenses

	2021	2020
	£	£
Salaries	102,156	75,354
Social security costs	3,255	1,166
Pension costs	7,544	6,655
Other remuneration	11,263	11,015
	124,218	94,190

The average number of full-time equivalent employees in the year was 4 (2020: 3). No employee received emoluments in excess of £60,000 during the year (2020: none).

On 1 January 2021 Hannah Field (an elder and trustee) was appointed as Children and Youth Director. This role is part-time and the other half of the role was expected to be funded by the Greater Didcot Christian Children and Youthwork Trust. Due to delays in setting up the trust, the role was fully-funded by Didcot Baptist Church for the first quarter of the year. At the end of the year a debtor was recognised for £10,713, the amount due from the new trust and H Field was transferred to the payroll of the new trust from 1 January 2022. £5,713 was settled on 31 March 2022.

The Senior Minister, the Associate Minister and the Children and Youth Director act as the church's trustees in accordance with the constitution and with formal assent from the Charity Commission.

Rev O'Brien received remuneration and benefits of £45,640 (2020: £44,701) in respect of his services as Minister, including the provision of manse accommodation rented by the church from the Minister. L Brown received remuneration of £33,857 (2020: £33,273) in respect of her services as Minister. H Field received remuneration of £26,270 (2020: none) in respect of her services as Children and Youth Director.

£nil in total was reimbursed to the Trustees in respect of expenses incurred as Trustees (2020: £nil). The ministers, who are also Trustees, are deemed to have incurred expenses in discharging their duties as ministers, rather than as Trustees. During the year, the church received donations of £31,620 from the Trustees. All donations were received for general funds and the redevelopment fund.

The church pays pension contributions for its Minister and Associate Minister to the Defined Contribution (DC) Plan of the Baptist Ministers Pension Further details are set out in note 21. Pension contributions under auto-enrolment obligations for other staff are made to NEST pensions.

Total aggregate remuneration paid to key management personnel during the year was £105,767 (2020: £77,974).

12 Gains and losses on revaluation of fixed assets held for the charity's own use

Gains on property assets were recognised during the year, based on the revised insurance valuations received from the Baptist Insurance Company PLC.

	2021	2020
	£	£
Church premises	492,208	-
Manse	24,885	13,936
	517,093	13,936

Following the completion of the redevelopment works, the insurance surveyor visited the premises and the figure for the insurance valuation was maintained at the same value in the previous year. Subsequent enquiries revealed that this was an error in the documentation and so the uplift has been recognised in the current year.

13 Tangible fixed assets

	Church Premises	Manse	Furniture and Fittings	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1 January 2021	1,980,357	250,000	43,917	1,924	2,276,198
Additions	-	-	11,844	837	12,681
At 31 December 2021	**1,980,357**	**250,000**	**55,761**	**2,761**	**2,288,879**
Depreciation					
At 1 January 2021	-	-	35,172	1,102	36,274
Depreciation charge	-	-	6,948	839	7,787
At 31 December 2021	**-**	**-**	**42,120**	**1,941**	**44,061**
Gain/loss on revaluation					
At 1 January 2021	236,733	42,725	-	-	279,458
Gain/(loss) for the year	492,208	24,885	-	-	517,093
At 31 December 2021	**728,941**	**67,610**	**-**	**-**	**796,551**
Net book value					
31 December 2021	**2,709,298**	**317,610**	**13,641**	**820**	**3,041,369**
31 December 2020	2,217,090	292,725	8,745	822	2,519,382

All of the fixed assets are used for direct charitable purposes.
The church is the beneficial owner (subject to the relevant trusts) of two premises, the legal titles to which are held by the church's custodian trustee, the Baptist Union Corporation Ltd. These are the church premises and the adjacent manse. The value stated for both properties is their insured value.

14 Debtors

	2021	2020
	£	£
Accrued income	10,725	40,839
Prepayments and other debtors	15,683	54
	26,408	40,893

15 Bank and cash balances

	2021	2020
	£	£
Cash at bank	113,594	136,217
Other (organisation accounts)	9,670	10,512
	123,264	146,729

16 Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals	18,438	13,590
Deferred income	2,533	164
Other creditors	35	95
Short term loan (see note 22)	-	50,000
	21,006	63,849

Accruals include £12,565 for the retention payable on the premises redevelopment, originally due November 2021 but settled in March 2022 following the completion of snagging.

17 Endowment Funds

	At 1 January 2021	Gains/(losses)	At 31 December 2021
	£	£	£
Church Premises reserve	2,217,090	492,208	2,709,298

The Church Premises reserve represents the value attributed to the Church premises, the legal title to which is held by the church's custodian trustee, the Baptist Union Corporation Ltd.

18 Restricted funds

	1 January 2021	Incoming resources	Resources expended	Transfers	31 December 2021
	£	£	£	£	£
Restricted funds					
Worship fund	1,000	-	-	-	1,000
Premises redevelopment	-	7,382	(10,091)	2,709	-
Foodbank	35,655	29,261	(17,723)	-	47,193
Other restricted funds under £3,000	4,347	3,320	(3,329)	-	4,338
Church organisations	9,428	3,791	(6,169)	-	7,050
Total Restricted Funds	50,430	43,754	(37,312)	2,709	59,581

The Worship fund represents anin memory donation to be spent on the church worship.

The Premises Redevelopment Fund represents funds raised for the redevelopment project which was approved by the church during 2019 and was undertaken during 2020.Some funds were committed to be paid in instalments over a number of years.

The Foodbank fund represents funds received to support the local foodbank in Didcot which is an activity of the church.

	Fixed Assets	Current Assets	Total
	£	£	£
Restricted funds			
Worship fund	-	1,000	1,000
Premises redevelopment	-	-	-
Foodbank	4,644	42,549	47,193
Other restricted funds under £3,000	-	4,338	4,338
Church organisations	-	7,050	7,050
	4,644	54,937	59,581

19 Designated funds

	1 January 2020	Incoming resources	Resources expended	Gains and losses	Transfers	31 December 2021
	£	£	£	£	£	£
Designated funds						
Fixed assets reserve	302,293	-	-	24,885	250	327,428

The fixed assets reserve represents amounts set aside equivalent to the net book value of property and equipment used by the church and purchased from unrestricted funds.

	Fixed Assets	Current Assets	Total
	£	£	£
Designated funds			
Fixed assets reserve	327,428	-	327,428

Movements on the pension reserve are set out in note 21.

20 Analysis of net assets

	Fixed Assets	Net Current Assets	Long term liabilities	Total
Analysis of net assets	£	£	£	£
Endowment funds	2,709,298	-	-	2,709,298
Restricted funds	4,644	54,937	-	59,581
Designated funds	327,428	-	-	327,428
Unrestricted funds	-	73,729	-	73,729
Pension reserve	-	-	(38,500)	(38,500)
	3,041,370	128,666	(38,500)	3,131,536

21 Pensions

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme ("the Scheme"), which is administered by the Pension Trustee (Baptist Pension Trust Limited). The Scheme is a separate legal entity and the assets of the Scheme are held separately from those of the Employer and the other participating employers.

For any month, each participating employer in the Scheme pays contributions as set out in the Schedule of Contributions in force at that time.

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 contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Ministers are eligible to join the Scheme.

From January 2012, pension provision has been 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. 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 Aviva.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit 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. 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.

21 Pensions (continued)

Actuarial valuation as at 31 December 2019

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2019 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £298 million.

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £18 million (equivalent to a past service funding level of 94%). As a result of the valuation, in addition to the contributions to the DC Plan set out above, it was agreed that the standard rate of deficiency contributions from churches and other employers involved in the DB Plan will remain at previously agreed levels, increasing each year in line with increases in the Minimum Pensionable Income. The deficiency contributions are broadly based on 12% of Pensionable Income/ Minimum Pensionable Income, reflecting each employer's contributions in March 2015. Some employers that were involved in the DB Plan for a short period pay lower contributions. The Trustee and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 to 31 December 2020

In addition, the Baptist Union of Great Britain agreed to contribute a lump sum of £0.5m by 31 December 2020. The current Recovery Plan dated 30 September 2020 envisages deficiency contributions continuing until 30 June 2026.

The key financial assumptions underlying the valuation were as follows:

Type of assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases	3.20
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	2.70

* Post–retirement mortality in accordance with 80% of the S3NFA and S3NMA tables, with allowance for future improvements in mortality rates from 2013 in line with the CMI 2019 core projections, with a long term annual rate of improvement of 1.75% for males and 1.5% 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 is due to take place not later than as at 31 December 2022.

Movement in Balance Sheet liability

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

	2021 £	2020 £
Balance sheet liability at year start	48,572	77,739
Minus deficiency contributions paid	(8,339)	(6,146)
Interest cost (recognised in SoFA)	178	1,270
Remaining change to balance sheet liability* (recognised in SoFA)	(1,911)	(24,291)
Balance sheet liability at year end	38,500	48,572

* Comprises any change in agreed deficit recovery plan and change in assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	31 Dec 2021	31 Dec 2020	31 Dec 2019
Discount rate	2.0%	0.4%	1.7%
Future increases to Minimum Pensionable Income	4.1%	3.0%	3.2%

22 Related Charities and Related Party Transactions

The custodian Trustee of the church is the Baptist Union Corporation Limited (Registered Charity No. 249635) which is controlled by the Baptist Union Council. The church is also a member of the Baptist Union of Great Britain and the Southern Counties Baptist Association.

Rev. Tim O'Brien is a Trustee of Didcot and Wallingford Area CAP Debt Centre (Registered Charity No. 1160343), a charity supported by the church. It received grants of £5,000 from the church in 2021 (2020: £5,000).

The church rents back the property belonging to Rev. Tim O'Brien as part of his remuneration as set out in note 11.

D Kerrigan, a trustee, made a short-term interest free loan to the church in two instalments in November and December 2020. The loan was repaid in full on 24 February 2021 upon receipt of funds at maturity of a six month notice account.

L Brown, is a trustee of the Greater Didcot Christian Children and Youthwork Trust (Registered Charity No. 1194345) who run the ECHO project. This charity owed the church £10,713 at 31 December 2021 and from 1 January 2022 took on the employment of H Field.

23 Capital Commitments

At 31 December 2021, the church had capital commitments of £nil outstanding relating to the church premises redevelopment project, consisting of works not yet completed. (2020: £8,104).

DIDCOT BAPTIST CHURCH

England & Wales - Charity number 1128696

Accounts

DIDCOT BAPTIST CHURCH

Annual Report and Financial Statements

Year ended 31 December 2020

Didcot Baptist Church
Charity Number 1128696

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Annual Report for 2020

The Trustees present their Annual Report and Financial Statements of the charity, Didcot Baptist Church, for 2020.

Charitable Object

The Church is an unincorporated association, governed by a Constitution which states that the principal purpose of the charity is the advancement of the Christian faith according to the Baptist denomination, 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 will determine.

The Church occupies premises which are held by the Baptist Union Corporation Ltd, on trusts which are entirely compatible with the above object.

Organisational structure and decision-making processes

Members of the Church are accepted in accordance with the Constitution. Baptism by immersion upon personal profession of faith is the normal mode of entry into the membership of a Baptist Church.

Church Membership is open to those who:

- accept the Beliefs of the Church;
- meet the Church's qualification on Baptism;
- commit themselves to serving Christ within the Church and beyond
- abide by the decisions of the Church Members' Meeting;
- acknowledge their responsibilities as Church Members
- have their membership application accepted by the Church Members' Meeting.

In regards to Baptismal qualification for Church Membership, the Church operates an open membership. It therefore allows for persons who have not been baptised in the manner described in the Baptist Union's Declaration of Principle may, at the discretion of the Church Members' Meeting, be accepted for full membership based on their own public profession of faith.

The members' meeting normally takes place six times per year and has responsibility for the overall policy of the Church. In accordance with the Constitution, the members appoint Trustees, who include the Senior Minister, Associate Minister, Administrator and Treasurer, Elders and Deacons and are collectively known as the Leadership Team who 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.

Relevant matters may be submitted to the Church meeting by the Trustees for guidance and decision, or may be raised by members in 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.

Objectives and Activities

During 2020 there was significant disruption to the usual activities of the Church and some of the usual activities listed below were unable to take place. Details of the impact of covid-19 are explained under Achievements and Performance.

In order to achieve the principal objective which is set out above, the Church provides a variety of activities both for its membership and for 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 Loving Lord. Our vision is "to be a Welcoming Community, following Jesus, and making Him known".

Central to the work and witness of the Church is the provision of regular public services of Christian worship. These services generally take place each Sunday at 10.30am and 6.30pm. There are also occasional services at other times which are advertised on the church notice board and the website at www.didcotbaptist.org.uk. There is a full children's programme during the morning services. The church seeks to be a friendly and welcoming community, and anybody is free to attend any of these services.

The Church holds prayer to be of central importance and seeks to incorporate prayer within our regular activities.

The Church runs a series of house groups for the growth of faith and discipleship in the homes of some members, and further details of these can be obtained from the Trustees on request, or at the Sunday services of worship.

Whenever possible, the Church makes available its premises, at nominal cost, to community groups. This is done as part of the outworking of our mission statement, and as an acknowledgement of our commitment to serving our community in various ways.

The Church is itself responsible for the following groups with the purpose of assisting the community and demonstrating the love of Jesus Christ:

- A Toddler Group is run by the church on the Church premises on Tuesday, Wednesday and Thursday mornings. A baby group is run on Wednesday afternoons. The church employs a part-time Toddler & Baby Group Leader to facilitate these groups.

- A Coffee Break is run on Monday mornings from the Church premises, and is well attended by a mix of people from the church membership and members of the public.

- An Emergency Foodbank is operated four hours a week from church premises, led by DBC members, but supported by a number of other organisations within the town. This is a practical, community-based project aimed at providing short term relief by giving food to people in crisis in our local area.

- A monthly mid-week communion service is held.

- A weekly meeting point for the older people of the area provides a varied programme of events and speakers. This is known as Welcome Break and attracts up to 50 people each week.

- A monthly games club attracting a wide variety of people from the community interested in board games and social interaction games.

- Occasional men's events.

- An occasional Saturday craft event for women and some socials.

The church also runs a Girls' Brigade Company which provides girls and young women with the opportunity to explore faith, develop leadership and life skills, and to engage in social action.

A youth club meets fortnightly as part of a range of activities for young people.

From time to time the Church runs courses for people interested in discovering more about Christianity.

Our ministers and other volunteer church members support faith engagement in schools such as assemblies.

The Church operates a system to ensure that all people working with children are appropriately vetted with regard to the Disclosure and Barring Service. It also has a policy with regard to working with adults at risk.

The Church is a member of the Baptist Union of Great Britain and the Evangelical Alliance. It also has a twinning arrangement with a Baptist church in El Salvador. This arrangement has enabled the church to support university students and to provide housing in El Salvador as part of its mission strategy. This year we also held our first joint online service together. The Church is a member of an inter-denominational forum in the town, Churches Together in Didcot and District.

Working alongside other churches in Didcot, the church has participated in:

- Prayer Spaces in Schools
- Community social action days known locally as 'Soul in Didcot' (not held in 2020)
- Summer outreach to children, known as 'Treasure Times', held on the church premises (not held in 2020)
- Didcot and Wallingford Area Christians Against Poverty Debt Centre (registered charity 1160343)

The Church has read the Charity Commission guidance on public benefit, and is satisfied that the activities outlined above, clearly demonstrates that the charity is providing a benefit to the public.

Achievements and Performance

The Church does not measure the success of its programmes only in numbers, including financial numbers, but also in less tangible areas. These would include the practical and emotional support of individuals and families within the church and the wider community. Also, through our support of churches, projects and organisations with a national and international reach, the impact of the church is seen in the spiritual and physical transformation of lives in places far from our church.

The Trustees recognise that these are difficult to measure, but believe that 2020 was a positive year in the life of the church, despite the impact of covid-19, and that it will be able to pursue similar mission purposes in 2021 with renewed enthusiasm.

During 2020 two new members were welcomed into membership, one resigned, and sadly two died, making a membership on 31 December 2020 of 139.

Typical adult attendances at Sunday worship were 120-140 in the morning and 25 in the evening, until all church services moved online at the beginning of the first lockdown and remained so for the rest of the year. On Zoom the typical number of devices connected was 90 each Sunday morning which we estimate to represent approximately 150 adults and children. Sunday evening services ceased.

Through its regular activities, prior to the pandemic, the church was in contact with approximately 120 children (aged 0-11 years), and approximately 40 young people (aged 12-18 years). During the pandemic, many (but not all) of the activities were able to transition online. Whilst this has helped to keep contact going with a good amount, not all the youngsters have connected with this format, contributing to a drop in the number of those regularly engaged with. To address this, where possible, the church has sought to engage in other creative ways throughout the year e.g. sending messages and gifts to help the youngsters know that they are not forgotten.

Other activities, including house groups and Girls Brigade also moved online.

There were no baptisms during the year.

The church runs Didcot Foodbank which remained open throughout the pandemic and distributed food to 3,044 adults and children during the year (2019: 2,090); this figure includes some repeat visits. Didcot Foodbank is supported by other agencies and churches in the area. In addition, 15 hampers were distributed to needy families at Christmas identified through working with another charity active in the town, namely Christians Against Poverty debt centre (registered charity 1160343). The Foodbank saw a big increase in support from the community of Didcot and the surrounding district during the year resulting in income increasing from £3.2k to £35k, facilitated by the introduction of an online facility for donations. This was alongside the continued regular donations of food and other supplies.

Sadly our Time-for-God volunteer intern from Ghana had to return home early at the beginning of the pandemic.

The church makes our premises available for hire by groups external to the church. This activity was suspended at the onset of the pandemic and has not resumed. The church employs a part-time Centre Manager, primarily to facilitate hiring by external groups. This role has been redeployed since March 2020.

Financial Review

The church continues to raise the funds which it needs to carry on its activities from within its own membership and congregation. General fund donation income decreased by 6%, mainly as a result of not meeting in person. In addition income from the rental of the premises dropped by 90% from the previous year as all rent ceased at the first lockdown. A very large donation of £100k was received unrestricted and was designated for the redevelopment project. Restricted fund income remained high as a result of the receipt of a number of grants and continued donations towards the premises redevelopment project. The project started later than originally anticipated but is now complete and the redeveloped area of the building is reopened, although the celebration remains on hold. Some minor works are being completed in 2021 and the retention payment is due for payment in November 2021. General Fund expenditure was higher than in the previous year, mostly due to having the first full year of the Associate Pastor's costs and the replacement of the bathroom in the manse. Restricted expenditure reflects the costs of the redevelopment of the church premises. These costs were expensed rather than capitalised as the property is held at valuation.

The most significant of our general fund expenses relates to the payment of staff to lead and co-ordinate the church's activities including the Sunday Services, to provide pastoral care for the congregation and other people, and to equip and encourage the membership in their life, Christian witness and service. The church also employs (part-time) an Office Manager, a Centre Manager and a Toddler Group Leader.

The Church expressed its part in the life of the wider church by making grants (19% of unrestricted donations) to local, national and international organisations and societies with Christian aims and objectives compatible with the church's own charitable purpose.

The Church is heavily dependent on its membership working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure, but nevertheless contribute substantially to the achievement of the church's objectives.

During the year, despite an initial delay due to covid-19, the church undertook a major redevelopment project to remodel the front of the church, providing an enlarged, light, modern entrance hall and further meeting space. This redevelopment, amongst other benefits, will enable the church to provide more community-focused activities, once covid-19 restrictions are lifted, and has updated the building for the future. The work was substantially complete at 31 December, except for one area of work which was completed in May 2021 once the electricity company had moved the incoming supply, work which was delayed as a result of the pandemic. This project was funded by donations given by the church, grants received and with some funds allocated from general reserves. The total cost of the project was £545k of which £530k was incurred during 2020.

The financial results for the year, together with a summary of the accounting policies adopted are set out in the accompanying financial statements.

The Trustees have established a Reserves Policy that requires a minimum of three months' expenditure be held in General Reserves at any time. The balance held at the end of the year represented five months' expenditure (£73k). The Trustees are satisfied they have more than sufficient reserves at the Balance Sheet date, together with on-going income anticipated, to enable the church to function effectively in the coming year.

Events following the year end

In November 2020, the church held a pledge day to raise pledges to support the employment of a part-time Children and Youth Director which reached its target. The original intention was that this role would be split 50/50 with a new local trust being established for youth work across Didcot and neighbouring villages. However the timetable for establishment of the trust has been delayed, awaiting the award of grant funding.

On 1 January 2021, the church engaged a Children and Youth Director on a three month contact, ahead of the establishment of the trust. To-date the grant to establish the trust has not yet been received and so the contract has been extended to six months.

Signed by Pastor Tim O'Brien on behalf of the Trustees:

T. O'Brien

Date: 25 May 2021

LEGAL INFORMATION
The church is a registered charity number 1128696.

CHURCH ADDRESS
Didcot Baptist Church
43 Wantage Road
Didcot
Oxfordshire
OX11 0BS
Tel: 01235 813187

TRUSTEES
The Elders and Deacons who held office during the year, and until the signing of the accounts, were:
David Kerrigan
George Ferguson
Hannah Field
Timothy Lockett (until 19 May 2020)
Joanna Schüder
Martin Clegg
Hazel Grant (from 14 July 2020)
Ian Parnham (from 15 September 2020)
Sarah West
Tayo Adeyemi (from 17 November 2020)

CHURCH TREASURER (also Trustee)
Kate Andrews

CHURCH MINISTERS (also Trustees)
Rev Tim O'Brien
Louise Brown

BANKERS
Charities Aid Foundation
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

INDEPENDENT EXAMINER
Richard Wilson

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES AND MEMBERS OF DIDCOT BAPTIST CHURCH

I report to the trustees on my examination of the accounts of the Church for the year ended 31 December 2020, which are set out on pages 8 to 19.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

Basis of Independent Examiner's Statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a Fellow of the Chartered Institute of Management Accountants.

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

Signed:

Date 24/5/2021

Richard Wilson, FCMA

For the year ended 31 December 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Endowed Funds £	Totals 2020 £	Totals 2019 £
Income						
Donations and legacies	2	235,269	190.343	-	425,612	312,612
Income from investments	3	11,217	-	-	11,217	10,928
Income from charitable activities	4	-	2,563	-	2,563	10,552
Other trading income	5	2,066	-	-	2,066	19,974
Other income	6	2,856	-	-	2,856	220
Total Income		251,408	192,906	-	444,314	354,286
Expenditure						
Expenditure on charitable activities	7	159,915	567,928	-	727,843	164,648
Other expenditure	8	1,270	-	-	1,270	1,891
Total expenditure		161,185	567,928	-	729,113	166,539
Net income/(expenditure)		90,223	(375,022)	-	(284,799)	187,747
Transfers between funds		(233,607)	233,607	-	-	-
Gains on revaluation of property	12	13,936	-	-	13,936	65,357
Actuarial gains/(losses) on defined benefit pension scheme	21	24,291	-	-	24,291	(1,093)
Net movement in funds		**(105,157)**	**(141,415)**	**-**	**(246,572)**	**252,011**
Fund balances at 1 January		**432,220**	**191,845**	**2,217,090**	**2,841,155**	**2,589,144**
Fund balances at 31 December		**327,063**	**50,430**	**2,217,090**	**2,594,583**	**2,841,155**

All the above results are derived from continuing activities. All gains and losses recognised in the year are included above. The notes on pages 10 to 19 also form part of these financial statements.

	Notes	2020 £	2019 £
Fixed assets			
Tangible assets	*13*	2,519,382	2,511,085
Current assets			
Debtors	*14*	40,893	30,568
Cash at bank and in hand	*15*	146,729	378,143
Total current assets		187,622	408,711
Creditors: amounts falling due within one year	*16*	(63,849)	(902)
Net current assets		123,773	407,809
Net assets excluding pension liability		2,643,155	2,918,894
Defined benefit pension scheme liability	*21*	(48,572)	(77,739)
Total net assets		2,594,583	2,841,155
Funds			
Endowed funds	*17*	2,217,090	2,217,090
Restricted funds	*18*	50,430	191,845
Unrestricted funds			
Designated funds	*19*	302,293	403,995
General fund		73,342	105,964
Unrestricted funds excluding pension reserve		375,635	509,959
Pension reserve	*21*	(48,572)	(77,739)
Total unrestricted funds		327,063	432,220
Total funds		2,594,583	2,841,155

The financial statements on pages 8 to 18 were approved by the Trustees at a meeting of Elders and Deacons and signed on their behalf by:

Kate Andrews, Treasurer

Date: 25 May 2021

The notes on pages 10 to 19 also form part of these financial statements.

1 Accounting Policies

Basis of preparation
The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP 2015), FRS102 and with the Charities Act 2011.

The financial statements have been prepared on the going concern basis and under the historical cost convention as modified by the revaluation of properties. The Trustees have reviewed the church's forecasts and projections, and consider that the church is well placed to manage the risks it faces, with an appropriate level of reserves and cash balances. The Trustees therefore have reasonable expectation that the church has sufficient resources to continue in operational existence for the foreseeable future and believe there are no material uncertainties that call into doubt the ability of the church to continue as a going concern. Therefore the going concern basis has been adopted in preparing the financial statements.

Didcot Baptist Church is a registered charity, no. 1128696 and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Income recognition
All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations
Donations are accounted for gross when received. Fixed asset gifts in kind are recognised when receivable and are included at fair value.

Legacies
Legacies are accounted for when notified of entitlement, providing the amount can be accurately measured and receipt is probable.

Investment income
Investment income is included in the accounts in the year in which it is receivable.

Expenditure recognition
All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds
The church does not make formal appeals for funds, and expenditure on these items is therefore not material.

Grants Payable
This Church makes grants to other organisations whose charitable objectives complement its work. They are accounted for when the recipient has been notified of the grant and payment is unconditional.

Support Costs
Support costs are those that assist the work of the church but do not directly represent charitable activities and include office costs and governance costs. Where support costs cannot be directly attributed to particular headings, they have been allocated to the cost of raising funds and expenditure on charitable activities on a basis consistent with the use of resources. This represents direct expenditure on the governance of the church. Most of the management is carried out without charge by volunteers. These intangible costs are not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

Fixed Assets
Tangible fixed assets are capitalised if they can be used for more than one year and cost at least £250. They are initially recognised at cost, or for donated assets, as a reasonable estimate of their value on receipt.

There is no reliable information available for the cost of the church premises or the manse and so on first time adoption of FRS102, the insurance value used previously was adopted as deemed cost. Both properties are revalued each year based upon the insurance valuation as reliable cost information is not available.

1 Accounting Policies (continued)

Depreciation
Depreciation is provided on all fixed assets, other than freehold land, to write off the cost on a straight line basis over their expected useful life, at the following rates:

Freehold land	Nil
Furniture and fittings	4 years
Computer equipment	3 years

Depreciation has not been charged on the church premises and the manse as they are revalued each year on the basis of the insured value.

Funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity, principally the Church premises reserve. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on revaluation of the property form part of the fund.

Employee benefits
The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost.

2 Donations and legacies

	Unrestricted Funds	Restricted Funds	Totals 2020	Totals 2019
	£	£	£	£
Donations and grants	213,679	181,585	395,264	269,692
Tax refunds	21,590	8,758	30.348	42,920
Total	235,269	190,343	425,612	312,612

In 2019 £171,159 of the donations and legacies income was attributable to restricted funds, with the remaining £141,453 being attributable to unrestricted funds.

3 Investment Income

	Unrestricted Funds £	Restricted Funds £	Totals 2020 £	Totals 2019 £
Bank interest	1,572	-	1,572	1,340
Manse rental	9,645	-	9,645	9,588
Total	11,217	-	11,217	10,928

In 2019, all of the investment income was attributable to unrestricted funds.

4 Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Totals 2020 £	Totals 2019 £
Income from church activities	-	2,563	2,563	10,387
Fundraising events	-	-	-	165
Total	-	2,563	2,563	10,552

In 2019, £164 was attributable to unrestricted funds and £10,388 was attributable to restricted funds.

5 Trading income

Trading income arises from the rental of the premises to community organisations when not in use for church activities. All income is unrestricted.

6 Other income

	Unrestricted Funds £	Restricted Funds £	Totals 2020 £	Totals 2019 £
Government grants	2,510	-	2,510	-
Other	346	-	346	220
	2,856	-	2,856	220

In 2019, £16 was attributable to restricted funds and £204 was attributable to unrestricted funds. The organisation furloughed one team member during the year where activities were unable to take place due to covid-19 and claimed a grant under the Job Retention Scheme.

7 Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Totals 2020 £	Totals 2019 £
Ministry	88,268	-	88,268	61,715
Mission	24,464	8,433	32,897	30,766
Establishment and Premises	47,219	559,495	606,714	72,167
	159,951	567,928	727,879	164,648

In 2019, £4,068 mission costs and £29,966 establishment and premises costs were attributable to restricted funds.

Ministry includes the costs of those employed to carry out the ministry of the church, including minsters and youth workers. Mission represents grants made and outreach activities. Establishment and premises includes support costs for the church, premises costs and the fellowship activities of the church including the costs of services, children and youth groups, other fellowship groups and an employed toddler group leader.

During 2020 the church undertook a major redevelopment of the premises, reconfiguring the front entrance hall to create a larger, more usable space and help the building to appear more welcoming. This work has been expended from restricted funds raised rather than capitalised, as the church premises are held at insurance valuation within the accounts.

7 Charitable Activities (continued)

Support costs are included in Establishment and premises and the amounts included within these figures are broken down as follows:

	Unrestricted Funds	Restricted Funds	Totals 2020	Totals 2019
	£	£	£	£
Administration	10,618	-	10,618	11,394
IT	4,434	-	4,434	3,237
Subscriptions	665	-	665	673
Bank charges	67	205	272	65
	15,784	205	15,989	15,369

In 2019 all supports costs were attributable to unrestricted funds.

8 Other expenditure

	Unrestricted Funds	Restricted Funds	Totals 2020	Totals 2019
	£	£	£	£
Interest charge on pension liability	1,270	-	1,270	1,891

In 2019, all other expenditure was attributable to unrestricted funds.

9 Grants payable

	Unrestricted Funds	Restricted Funds	Totals 2020	Totals 2019
	£	£	£	£
Home Mission – core grant	7,975	-	7,975	8,517
BMS World Mission – core grant	7,975	-	7,975	8,876
El Salvador	-	3,008	3,008	2.499
TRAIN (Detached Youth Workers)	2,514	-	2,514	2,514
Christians against Poverty	5,000	-	5,000	5,000
Other grants and special gifts	600	299	899	3,360
	24,064	3,307	27,371	30,766

In 2019, £4,068 grants payable were attributable to restricted funds.

10 Net income for the year

	2020	2019
	£	£
Net income for the year is stated after charging/(crediting)		
Independent examiners' remuneration	-	-

11 Staff costs and Trustees' expenses

	2020	2019
	£	£
Salaries	75,354	51,575
Social security costs	1,166	219
Pension costs	6,655	4,537
Other remuneration	11,015	10,817
	94,190	67,148

The average number of full-time equivalent employees in the year was 3 (2019: 3). No employee received emoluments in excess of £60,000 during the year (2019: none).

The Senior Minister and the Associate Minister both act as the church's trustees in accordance with the constitution and with formal assent from the Charity Commission.

Rev O'Brien received remuneration and benefits of £44,701 (2019: £43,733) in respect of his services as Minister, including the provision of manse accommodation rented by the church from the Minister. L Brown received remuneration of £33,273 (2019: £10,851) and other benefits in respect of her services as Minister.

£nil in total was reimbursed to the Trustees in respect of expenses incurred as Trustees (2019: £nil). The ministers, who are also Trustees, are deemed to have incurred expenses in discharging their duties as ministers, rather than as Trustees.

The church pays pension contributions for its Ministers to the Baptist Ministers Pension Trust Limited, which is a final salary defined benefit scheme, which is not contracted out of the State second pension. 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. Therefore, in accordance with FRS102 Section 28, the liability to the scheme is accounted for on the basis of a discounted cashflow of contributions due under the Schedule of Contributions.

Total aggregate remuneration paid to key management personnel during the year was £77,974 (2019: £54,584).

12 Gains and losses on revaluation of fixed assets held for the charity's own use

Gains on property assets were recognised during the year, based on the revised insurance valuations received from the Baptist Insurance Company PLC.

	2020	2019
	£	£
Church premises	-	56,189
Manse	13,936	9,168
	13,936	65,357

Following the completion of the redevelopment works, the insurance surveyor visited the premises and the figure for the insurance valuation was maintained at the same value in the previous year.

13 Tangible fixed assets

	Church Premises	Manse	Furniture and Fittings	Computer Equipment	Total
	£	£	£	£	£
Cost					
At 1 January 2020	1,980,357	250,000	43,917	1,924	2,276,198
Additions	-	-	-	-	-
At 31 December 2020	**1,980,357**	**250,000**	**43,917**	**1,924**	**2,276,198**
Depreciation					
At 1 January 2020	-	-	30,175	460	30,635
Depreciation charge	-	-	4,997	642	5,639
At 31 December 2020	**-**	**-**	**35,172**	**1,102**	**36,274**
Gain/loss on revaluation					
At 1 January 2020	236,733	28,789	-	-	265,522
Gain/(loss) for the year	-	13,936	-	-	13,936
At 31 December 2020	**236,733**	**42,725**	-	-	279,458
Net book value					
31 December 2020	**2,217,090**	**292,725**	**8,745**	**822**	**2,519,382**
31 December 2019	2,217,090	278,789	13,742	1,464	2,511,085

All of the fixed assets are used for direct charitable purposes.
The church is the beneficial owner (subject to the relevant trusts) of two premises, the legal titles to which are held by the church's custodian trustee, the Baptist Union Corporation Ltd. These are the church premises and the adjacent manse. The value stated for both properties is their insured value.

14 Debtors

	2020	2019
	£	£
Accrued income	40,839	30,307
Prepayments and other debtors	54	261
	40,893	30,568

15 Bank and cash balances

	2020	2019
	£	£
Cash at bank	136,217	367,166
Other (organisation accounts)	10,512	10,977
	146,729	378,143

16 Creditors: amounts falling due within one year

	2020	2019
	£	£
Accruals	13,590	694
Deferred income	164	208
Other creditors	95	-
Short term loan (see note 22)	50,000	-
	63,849	902

Accruals include £12,565 for the retention payable on the premises redevelopment, not due until November 2021.

17 Endowment Funds

	At 1 January 2020	Gains/(losses)	At 31 December 2020
	£	£	£
Church Premises reserve	2,217,090	-	2,217,090

The Church Premises reserve represents the value attributed to the Church premises, the legal title to which is held by the church's custodian trustee, the Baptist Union Corporation Ltd.

18 Restricted funds

	1 January 2020	Incoming resources	Resources expended	Transfers	31 December 2020
	£	£	£	£	£
Restricted funds					
Development fund (refurbishment)	32,767	3,425	(25,787)	(9,405)	1,000
Premises redevelopment	139,556	147,427	(529,990)	243,007	-
Foodbank	6,166	35,040	(5,551)	-	35,655
Other restricted funds under £3,000	3,425	4,441	(3,524)	5	4,347
Church organisations	9,931	2,573	(3,076)	-	9,428
Total Restricted Funds	191,845	192,906	(567,928)	233,607	50,430

The Development Fund for refurbishment was established to carry out a programme of refurbishment to the existing church premises which is now substantially complete.

The Premises Redevelopment Fund represents funds raised for the redevelopment project which was approved by the church during 2019 and was undertaken during 2020.

The Foodbank fund represents funds received to support the local foodbank in Didcot which is an activity of the church.

	Fixed Assets	Current Assets	Total
	£	£	£
Restricted funds			
Development fund (refurbishment)	-	1,000	1,000
Premises redevelopment	-	-	-
Foodbank	-	35,655	35,655
Other restricted funds under £3,000	-	4,347	4,347
Church organisations	-	9,428	9,428
	-	50,430	50,430

19 Designated funds

	1 January 2019	Incoming resources	Resources expended	Gains and losses	Transfers	31 December 2020
	£	£	£	£	£	£
Designated funds						
Fixed assets reserve	293,995	-	(5,638)	13,936	-	302,293
Premises redevelopment	110,000	-	-	-	(110,000)	-
	403,995	-	(5,638)	13,936	(110,000)	302,293

The fixed assets reserve represents amounts set aside equivalent to the net book value of property and equipment used by the church and purchased from unrestricted funds.

	Fixed Assets	Current Assets	Total
	£	£	£
Designated funds			
Fixed assets reserve	302,293	-	302,293
Premises redevelopment	-	-	-
	302,293	-	302,293

Movements on the pension reserve are set out in note 21.

20 Analysis of net assets

	Fixed Assets	Net Current Assets	Long term liabilities	Total
Analysis of net assets	£	£	£	£
Endowment funds	2,217,090	-	-	2,217,090
Restricted funds	-	50,430	-	50,430
Designated funds	302,293	-	-	302,293
Unrestricted funds	-	73,342	-	73,342
Pension reserve	-	-	(48,572)	(48,572)
	2,519,383	123,772	(48,572)	2,594,583

21 *Pensions*

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme ("the Scheme"), which is administered by the Pension Trustee (Baptist Pension Trust Limited). The Scheme is a separate legal entity and the assets of the Scheme are held separately from those of the Employer and the other participating employers.

For any month, each participating employer in the Scheme pays contributions as set out in the Schedule of Contributions in force at that time.

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 contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Ministers are eligible to join the Scheme.

From January 2012, pension provision has been 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. 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 Aviva.

21 Pensions (continued)

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit 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. 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.

Actuarial valuation as at 31 December 2019

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2019 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £298 million.

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £18 million *(equivalent to a past service funding level of 94%). As a result of the valuation, in addition to the contributions to* the DC Plan set out above, it was agreed that the standard rate of deficiency contributions from churches and other employers involved in the DB Plan will remain at previously agreed levels, increasing each year in line with increases in the Minimum Pensionable Income. The deficiency contributions are broadly based on 12% of Pensionable Income/ Minimum Pensionable Income, reflecting each employer's contributions in March 2015. Some employers that were involved in the DB Plan for a short period pay lower contributions. The Trustee and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 to 31 December 2020

In addition, the Baptist Union of Great Britain agreed to contribute a lump sum of £0.5m by 31 December 2020. The current Recovery Plan dated 30 September 2020 envisages deficiency contributions continuing until 30 June 2026.

The key financial assumptions underlying the valuation were as follows

Type of assumption	**% pa**
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases	3.20
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	2.70

* Post–retirement mortality in accordance with 80% of the S3NFA and S3NMA tables, with allowance for future improvements in mortality rates from 2013 in line with the CMI 2019 core projections, with a long term annual rate of improvement of 1.75% for males and 1.5% 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 is due to take place not later than as at 31 December 2022.

21 Pensions (continued)

Movement in Balance Sheet liability

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

	2020	2019
	£	£
Balance sheet liability at year start	77,739	82,772
Minus deficiency contributions paid	(6,146)	(8,017)
Interest cost (recognised in SoFA)	1,270	1,891
Remaining change to balance sheet liability* (recognised in SoFA)	(24,291)	1,093
Balance sheet liability at year end	48,572	77,739

* Comprises any change in agreed deficit recovery plan and change in assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	31 Dec 2020	31 Dec 2019	31 Dec 2017
Discount rate	0.4%	1.7%	2.4%
Future increases to Minimum Pensionable Income	3.0%	3.2%	3.2%

22 Related Charities and Related Party Transactions

The custodian Trustee of the church is the Baptist Union Corporation Limited (Registered Charity No. 249635) which is controlled by the Baptist Union Council. The church is also a member of the Baptist Union of Great Britain and the Southern Counties Baptist Association.

Hannah Field, Trustee, was employed by the BMS World Mission (BMS) (Registered Charity No. 1174364) until 13 November 2020.

Rev. Tim O'Brien is a Trustee of Didcot and Wallingford Area CAP Debt Centre (Registered Charity No. 1160343), a charity supported by the church. It received grants of £5,000 from the church in 2020 (2019: £5,000).

The church rents back the property belonging to Rev. Tim O'Brien as part of his remuneration as set out in note 11.

D Kerrigan, a trustee, made a short-term interest free loan to the church in two instalments in November and December 2020. The loan was repaid in full on 24 February 2021 upon receipt of funds at maturity of a six month notice account.

23 Capital Commitments

At 31 December 2020, the church had capital commitments of £8,104 outstanding relating to the church premises redevelopment project, consisting of works not yet completed (due in May 2021). (2019: none).