

EASTHAMPSTEAD BAPTIST CHURCH

England & Wales · Charity number 1129467

Details

Status	Registered
Legal form	Previously excepted
Registered	2009-05-07
Register	View on the Charity Commission register

Contact

Address	Easthampstead Baptist Church South Hill Road Bracknell Berkshire RG12 7NS
Phone	01344487744
Email	officestaff@ebc-bracknell.org
Website	www.ebc-bracknell.org

Activities

Objects: 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: We exist to Love God, Love People and help each other grow together to be more like Jesus. We run Christian services, social events and children's and youth activities. We seek to be a positive presence in our local community and to help those in need around us. We also have a number of global partners who we support in their work in Africa, Eastern Europe and Latin America.

Classification

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

Geography

- **Area of benefit:** THE UNITED KINGDOM AND/OR OTHER PARTS OF THE WORLD
- Sierra Leone
- Bracknell Forest

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£326,575	£358,070	-	-
2024-12-31	£353,547	£333,481	-	-
2023-12-31	£316,272	£331,893	-	-
2022-12-31	£287,478	£281,792	-	-
2021-12-31	£288,425	£267,370	-	-
2020-12-31	£271,934	£230,952	-	-

Trustees

Name	Role	Appointed
Ayo Ajayi-Obe		2023-03-26
Edwin Tapiwa Chamanga		2023-03-26
Jane Darby-Shearing		2022-03-29
Jasmine Emily Castelow-Sturges		2023-03-26
Oluwatosin Oluwaseun Fawole		2016-03-17
Peter Hugh Jones		2016-03-17
Philippa Jayne Marsh		2016-03-17
ROBERT LEA		
Rebecca Teverson		2026-03-22
Robert Plant		2026-03-22
SIMON LACE		2011-09-07

EASTHAMPSTEAD BAPTIST CHURCH

England & Wales - Charity number 1129467

Accounts

Easthampstead Baptist Church

Trustees's Report

The trustee, of the charity presents the annual report together with the financial statements of the charity for the year ended 31 December 2025.

The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and Administrative Details

Charity name Easthampstead Baptist Church

Charity Registration Number 1129467

Principal Office South Hill Road
Easthampstead
Bracknell
Berkshire
RG12 7NS

Names of the charity Trustees Mr S Lace, Minister
Ms P Marsh, Ministry Director
Mr O Fawole, Church Secretary
Mr R Lea, Treasurer
Mr P Jones
Ms J Darby Shearing
Ms J Castelow-Sturges
Mr A Ajayi-Obe
Mr E T Chamanga

Bankers The Co-operative Bank PLC
P.O. Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Easthampstead Baptist Church

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Trustees's Report

Independent Examiner Kingcott Accountants Limited
19 Brockenhurst Road,
Bracknell,
Berkshire,
RG12 9FJ

Structure, governance and management

The charity

Easthampstead Baptist Church was registered under a Constitution on 16 October 2008 with the registration number 1129467.

Recruitment and appointment of trustees

The charity is controlled by its Constitution, which was agreed at a Church Meeting in October 2008, and put forward to the Charity Commission in mid-April 2009.

The governance of the church is as follows: whole church policy and issues are addressed at church meetings, which happen at least four times per year.

At these, major decisions are made and, when required, Trustees, Church Secretary and Treasurer will be/are appointed. The Church Elders are responsible for spiritual oversight, policy and future direction. The Trustees are responsible for the development and general running of the church and this group consists of the Minister, Treasurer, Church Secretary and elected individuals from the church membership.

Induction and training for new trustees includes "on the job" coaching/mentoring and the requirement to read through and understand the Baptist Union Guideline Leaflet C15 which has been specifically written for Church Secretaries, Treasurers, Ministers, Elders and other Charity Trustees.

Organisational structure

The Elders are responsible for the oversight of the Church's vision. They keep under review the ministries and other activities of the church and consider any new proposals to ensure that they fit within the overall ethos and contribute to fulfilling vision of the church.

The Elders may from time to time make recommendations to the Trustees Team but as a group they have no direct decision-making powers. They also provide pastoral support to the Minister and assist him or her with matters of serious confidential pastoral concern, in which context only do they act independently of the Trustees Team.

Elders include the Minister; the remainder are appointed by the church meeting (as with appointments to the Trustees Team, the support of at least 2/3 of the members present and voting is required). Elders are nominated by the Trustees Team, usually in response to advice from the serving Elders. Currently there are three Elders in addition to the Minister.

Easthampstead Baptist Church

Trustee's Report

The Trustees are responsible for the overall leading and management of the church. In recent years, the increasing introduction of specific staff roles to lead individual areas of ministry from day-to-day has meant that the Trustees Team is primarily concerned with broader areas of oversight, staffing and financial management.

Trustees Team members are appointed by the Church Meeting at the AGM following a rigorous nomination process, usually for a period of three years. In the period prior to the AGM, members are asked to prayerfully consider whom they might nominate to serve on the Trustees Team. They will be advised of the number of vacancies and the names of any serving trustees who have reached the end of their term but are willing to stand again. Those individuals who receive at least seven nominations are then approached by the Minister who will tell them of their nomination and talk to them about the role, and their suitability for it before they prayerfully decide whether to allow their names to go forward. Although there is no limit on the time an individual may serve on this team, they must be actively re-appointed after their three-year term. There are currently nine members of the Trustees Team.

The Church Treasurer and the Church Secretary are nominated from the Trustees Team.

From time to time the Trustees will appoint sub-groups to advise them on specific topics, such as building work or staffing reviews.

Rev. Lace, Ms. Marsh, and Mr. Jones are the only remunerated Trustees.

Major risks and management of those risks

Loss of premises and facilities; This is addressed by comprehensive insurance cover for its buildings, contents and liabilities

Financial risk; This is addressed by regular monitoring of income and expenditure, the requirement for a second signatory on cheques over £1000, and through approval and support of the budget by the membership.

Availability of people to undertake tasks and to lead activities within the Church; This is addressed through a program of teaching, encouragement, and courses to help people identify, develop and apply their gifts.

Public benefit

We continue to review the activities of the Church to identify ways in which we can provide a greater service to the community in which it is situated.

The Church has continued to provide public benefit in numerous ways, and the work normally includes the following activities--

Storehouse

For many years now we have run a ministry to the community that we call "Storehouse". We accept donations of good quality furniture and household items. Where we know of someone who is in need (through our own contacts or referred to us by local agencies) we either give them needed items directly if we have them in stock or we use the "Storehouse Fund" to buy things such as white goods, clothing or hygiene items. The Storehouse fund comes from two specific Sunday offerings we have each year. We have a branded van that is used to collect and deliver items and in 2025 we saw significant demand for the help that Storehouse offers.

Easthampstead Baptist Church

Trustee's Report

Social Action Sundays

These help to foster within the church a wider sense of community involvement than just talking about it. In effect, we are giving up something that we love to do to do something practical to help others.

The first of these Sunday mornings usually happens in late Spring when there is a "fifth Sunday" in the month. Rather than hold our usual services we head out in small teams to carry out local community projects. In 2025 this included litter picking, tidying up our public areas, gardening in a local youth housing scheme, and writing to persecuted Christians around the world. On the second occasion, in November, we held our "Shoe Box Sunday" when we dedicated our service time to filling shoe boxes in support of the Christian charity "Link to Hope" using items that individuals and the church itself had donated. This year we were delighted that one of our members personally went to Bulgaria to help deliver some of the Christmas boxes.

Local Agencies and Groups

Because of our support for community projects and ministries such as Storehouse and the lunch clubs, the church is held in generally good regard by the local authorities and our local councillors. Local agencies frequently refer needy folk to us for help, and some hire our buildings for training and conferences.

We have good relationships with the local police and PCSOs who sometimes attend our services.

Easthampstead Baptist Church also plays a full role in the ecumenical Bracknell churches group known as "Bracknell Christian Network" (BCN), which collectively supports the town centre pastoral group named 'One Step Closer'. As well as engaging in the weekly Zoom meetings of the various church leaders in 2025, Easthampstead Baptist Church also hosted a quarterly breakfast prayer meeting for the group and our Minister, Rev. Simon Lace, is a member of the steering committee for the group.

In these ways, the trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to the guidance issued by the charity Commission in respect of public benefit.

Objectives and activities

Objects and aims

The primary objective for the year was to fulfil the church's stated purpose which is:

"To love God, to love people and to grow together to become more like Jesus"

Each ministry in the church contributes towards that goal

Each year the church sets strategic objectives which are discussed and agreed between the Trustees and the Church Membership in the final quarter of the year for the year ahead. In 2025, the church reviewed our progress against the agreed 2024 objectives and formally agreed the following objectives for 2026 -

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Trustee's Report

EBC OBJECTIVES 2026: ABIDING, FRUITFULNESS, ENVIRONMENT

1. ABIDING (Being disciples)

What will success look like? *Our personal relationships with God deepen.*

- ✓ The number of people attending on Sundays increases from 90+ to 120+
- ✓ Additional Sunday meetings are introduced to focus on prayer and discipleship.
- ✓ Additional CYF midweek work is developed.
- ✓ Men's Ministry continues with more events taking place.
- ✓ Women's Ministry is developed with various events taking place.
- ✓ Philippa successfully completes the Recognised Local Minister pathway.
- ✓ Simon's development on the Newly Accredited Minister pathway continues.
- ✓ People report that they continue to grow closer to God.

2. FRUITFULNESS (Being fruitful)

What will success look like? We are a people of good news, who bless, invite and disciple others.

• **Blessing others:**

- ✓ The number of regular givers increases from 90 to 100+ people.
- ✓ Our regular giving increases so that we meet our budget.
- ✓ Sierra Leone: Visit from Abs takes place to encourage and support him and sustain our missional partnerships with DST, FCH and RRBC.
- ✓ Our local ministries flourish and develop with more people attending/served by Storehouse, Food Pantry, Bacon Butty Club, EBC Coffee Mornings, Holiday at Home, Turkey & Tinsel, Soup & Sandwich etc, alongside our Sunday services.
- ✓ Good news stories are shared on a regular basis.
- ✓ Support for our Global Mission Partners continues.
- ✓ Visiting 'missionary' preachers are invited to EBC
- ✓ We bless people through frontline discipleship and community events

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Trustee's Report

- **Being inviting:**
 - ✓ We all intentionally make personal invitations to come to church.
 - ✓ The number of people attending our events increases markedly.
 - ✓ We invite people into our lives, to be salt and light for them.
- **Discipling others:**
 - ✓ Membership grows from 90 to 100+
 - ✓ More people come forward for Baptism
 - ✓ We intentionally disciple (and invite) people on our frontlines by our word and personal example.
 - ✓ We use our God-given gifts and abilities whole-heartedly to bless, affirm and encourage our whole church family.

3. ENVIRONMENT (Being welcoming)

What will success look like? We are known as a safe and welcoming environment for all.

- **We are a safe place and a beacon of hope for vulnerable people:**
 - ✓ EBC continues as a 'Beacon Church' and works to call out and correct inappropriate language/behaviours, in a balanced and equitable way.
 - ✓ EBC clearly affirms women across all areas of church life and supports women in ministry via BUGB/SCBA and ecumenical relationships.
 - ✓ EBC is recognised for treating all people with dignity and respect.
 - ✓ CAMEO is celebrated and promoted as a mission partner reaching local people with learning difficulties.
 - ✓ Ongoing links with local agencies to support vulnerable people: Pilgrim Hearts, Berkshire Women's Aid, BFBC (Mental Health team, Leaving Care team), Home-Start and others

- ✓ EBC is (and is seen to be) accessible, welcoming and affirming of people of all abilities and ethnicities across all areas of church life.
- **Our physical and digital environments keep improving:**
 - ✓ 'EBC Online': Engagement increases across our social media and website.
 - ✓ Subject to finances, priority capital (environments) projects proceed.

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Trustee's Report

Church Ministries

During 2025, we continued our Sunday services and weekday activities. We also overhauled our website and upgraded our social media presence to reach out more widely, especially mindful of younger people. Having completed his formal process of ministerial formation at Regent's Park College, Oxford, our Minister, Rev. Simon Lace, was formally ordained as a nationally accredited Baptist Minister on August 4th 2024 and in 2025 completed his first year of continuing ministerial development (CMD) as a Newly Accredited Minister (NAM). Our Ministries Director, Philippa Marsh, continued her own formal development with the Baptist Union of Great Britain on her path to becoming a Locally Recognised Minister, completing year 1 of this two year programme.

Mission Support

The church remains committed to supporting churches and other Christian organisations, both in the UK and overseas. Support is given in terms of finance and leadership support.

Sierra Leone

Our work with charities and our partner church in Sierra Leone continues and in 2025 a team of volunteers went out to Africa to visit our key Mission leader, Dr. Abdulai Dumbuya, on a 10-day visit to encourage him, assess progress and the need for additional support, and to foster our relationships with key supporters on the ground, including Regent Road Baptist Church in Freetown. Throughout the year we stayed in constant touch with these key contacts, offering financial support and pastoral encouragement as required.

Financial review

During the year ended 31 December 2025 the church had a total income of £326,575 (2024: £353,547). This total included: offerings and gifts - £170,296 (2024: £184,759); income tax recoverable - £41,409 (2024: £41,850); pastoral needs - £7,218 (2024: £5,118); other causes - £15,012 (2024: £7,555); miscellaneous donations - £5,070 (2024: £765); charitable activities £15,012 (2024: £19,177); church lettings - £70,667 (2024: £91,973); bank interest - £1,891 (2024: £2,352). Total Expenditure for the year was £358,070 (2024: £333,481). Of this total, significant costs were: ministry direct costs - £174,126

(2024: £170,275); missionary & charitable giving direct costs - £45,693 (2024: £33,362); support costs - £94,191 (2024: £86,387); governance costs - £3,240 (2024: £5,250)

Policy on reserves

The Church aims to keep minimum reserves of approximately 10% of its annual expenditure. This is partly to cover any excess of expenditure over income, provision for cash flow fluctuations, and so that the Church may meet commitments under contract e.g. to employees, for a reasonable notice period, if it is unable to continue to function. At the year end, the charity held unrestricted reserves of £614,906 (2024: £458,289), designated reserves of £23,233 (2024: £20,760), and restricted reserves of £15,989 (2024: £206,574). The designated fund balance is held for ministry activities and works needed at the church. It has been considered that the church restricted building fund should have been an unrestricted fund, once the building work was completed. There is still £8,227 held in a Baptist Union trust fund for future building work. £3,356 (2024: £6,891) is for costs relating to Storehouse, £1,555 (2024: £1,555) is held for cost related to supporting Bracknell Christian Network, FCH £1,500 other restricted donations amount to £1,351 (2024: £1,823)

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Easthampstead Baptist Church

Trustee's Report

Statement of trustee's responsibilities

The trustees are responsible for preparing the trustee's report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In preparing these financial statements, the trustees are required to:

- • select suitable accounting policies and apply them consistently;
- • observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and

prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

The trustees are responsible for the maintenance and integrity of the financial information included on the charity's website.

The annual report was approved by the trustees of the charity on 2nd April 2026 and signed on its behalf by:

.....
Mr R Lea
Trustee

Easthampstead Baptist Church

STATEMENT OF FINANCIAL ACTIVITIES

For the Year Ended 31st December 2025

				2025	2024
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
Income and endowments from:					
Donations and legacies	2	228,773	10,232	239,005	240,045
Charitable activities	3	15,012	-	15,012	19,177
Other trading activities	4	70,667	-	70,667	91,973
Investments	5	1,670	221	1,891	2,352
Total income		<u>316,122</u>	<u>10,453</u>	<u>326,575</u>	<u>353,547</u>
Expenditure on charitable activities:					
Charitable activities	6	303,786	13,464	317,250	295,274
Other expenditure	7	40,820	-	40,820	38,207
Total expenditure		<u>344,606</u>	<u>13,464</u>	<u>358,070</u>	<u>333,481</u>
Net income (expenditure)		(28,484)	(3,011)	(31,495)	20,066
Transfers between funds		187,574	(187,574)	-	-
<u>Reconciliation of funds</u>					
Total funds brought forward		479,049	206,574	685,623	665,557
Total funds carried forward	12	<u>638,139</u>	<u>15,989</u>	<u>654,128</u>	<u>685,623</u>

Easthampstead Baptist Church

BALANCE SHEET

As at 31st December 2025

		2025	2024
	Notes	£	£
Fixed assets			
Tangible assets	9	552,884	551,750
Current assets			
Debtors	10	9,876	23,498
Bank accounts	11	99,145	119,447
		<u>109,021</u>	<u>142,945</u>
Liabilities:			
Creditors: amounts falling due within one year			
Creditors	12	<u>(7,777)</u>	<u>(9,072)</u>
Net current assets		101,244	133,873
Total net assets		<u>654,128</u>	<u>685,623</u>
The funds of the charity			
Restricted funds	13	15,989	206,574
Unrestricted funds	13	638,139	479,049
Total charity funds		<u>654,128</u>	<u>685,623</u>

Approved by the trustees and signed on its behalf by

TRUSTEE Mr R Lea

_____ Date _____

The notes on pages 11 to 19 form an integral part of these financial statements

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

1 ACCOUNTING POLICIES

The following are accounting policies considered material in relation to the charity's accounts.

Accounting convention

The financial statements have been prepared on the accruals basis under the historical cost convention and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the FRS102.

Basis of preparation

The objectives of the charity are to advance the Christian religion, relieve poverty, hardship and distress and to advance education. The charity meets the definition of a public entity under FRS102.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached and are yet to be met, the income is recognised as a liability and included in the balance sheet as deferred income to be released.

Tax reclaims on donations and gifts

Gift aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same funds as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources.

Governance and support costs

Support and governance costs incurred are apportioned across the charitable activities based on the time support staff spend working on each one. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Taxation

The charity is a registered charity and is exempt from income tax under section 521-536 of the income tax act 2007 (ITA 2007). This is subject to the condition that income is applied for charitable purposes. Trading activities are considered to be carried out for the primary purposes of the charity.

It is also exempt under section 256 of the Taxation of Chargeable Gains Act on its capital gains. VAT which cannot be fully recovered, is reported as part of the expenditure to which it relates.

NOTES TO FINANCIAL STATEMENTS (continued)

For the Year Ended 31st December 2025

1 ACCOUNTING POLICIES (continued)

Tangible fixed assets

All assets costing more than £1,000 are capitalised and valued at historical cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual values, over their expected useful economic life as follows:

Buildings	2% and 1% on cost
Fittings and equipment	10% on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Cash and cash equivalents

These comprises cash on hand and call deposits, and other highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

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

Fund structure

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Designated funds represent funds earmarked for specific reasons as decided by the trustees. Further explanation of the nature and purpose of each fund is included in the financial statements.

Restricted funds can only be used for a particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme. Contributions for the year are charged to the SoFA in the period to which they relate.

Intangible income

A valuation has not been made of the benefit to the charity of voluntary services.

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

2 INCOME FROM DONATIONS AND LEGACIES

	2025		2024	
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
Offerings and gifts	170,296	-	170,296	184,759
Income tax recoverable	39,895	1,514	41,409	41,850
Social action-storehouse	-	7,218	7,218	5,118
Tear Fund	-	-	-	794
Link to Hope	-	-	-	292
Sierra Leone trip	11,431	-	11,431	5,125
Homestart	-	-	-	184
General mission support	3,581	-	3,581	1,158
Misc donations, gifts & sundries	3,570	1,500	5,070	765
	<u>228,773</u>	<u>10,232</u>	<u>239,005</u>	<u>240,045</u>
Designated gift day funds (part of unrestricted funds)	<u>17,761</u>		<u>17,761</u>	<u>27,680</u>

3 INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	Unrestricted Funds £	Unrestricted Funds £
Catering	11,187	12,817
Children and youth	628	1,388
Older persons work	3,197	4,972
	<u>15,012</u>	<u>19,177</u>

4 INCOME FROM OTHER TRADING ACTIVITIES

	2025	2024
	Unrestricted Funds £	Unrestricted Funds £
Church lettings	70,667	91,973
	<u>70,667</u>	<u>91,973</u>

5 INVESTMENT INCOME

	2025		2024	
	Restricted Funds £	Unrestricted Fund £	Total Funds £	Total Funds £
Interest receivable on bank deposits	221	1,670	1,891	2,352
	<u>221</u>	<u>1,670</u>	<u>1,891</u>	<u>2,352</u>

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

6 EXPENDITURE ON CHARITABLE ACTIVITIES

by fund		2025		2024	
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
Missionary and charitable giving	6.1	40,568	5,125	45,693	33,362
Ministry Activities	6.2	165,787	8,339	174,126	170,275
Allocated support costs	6.3	97,431	-	97,431	91,637
		<u>303,786</u>	<u>13,464</u>	<u>317,250</u>	<u>295,274</u>
Designated gift day funds (part of unrestricted funds)		<u>15,288</u>		<u>15,288</u>	<u>9,868</u>
by activity (analysed below)		2025		2024	
		Activity Undertaken Directly	Activity Support Costs (6.3)	Total Funds	Total Funds
		£	£	£	£
Missionary and charitable giving	6.1	45,693	1,166	46,859	34,360
Ministry	6.2	174,126	96,265	270,391	260,914
		<u>219,819</u>	<u>97,431</u>	<u>317,250</u>	<u>295,274</u>

Included in the expenditure analysed above, there are governance costs of £3,240 (2024 £5,250) which relate directly to charitable activities.

6.1 ANALYSIS OF DIRECT EXPENDITURE ON MISSIONARY AND CHARITABLE GIVING

by fund		2025		2024	
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
BU Home Mission		2,500	-	2,500	2,500
Tear Fund-general		1,200	-	1,200	2,494
Link to Hope-Cmas shoeboxes		-	-	-	301
Dorothy Springer Trust		14,420	-	14,420	14,000
Storehouse		-	-	-	1,772
Mission support-Sierra Leone		16,076	5,125	21,201	2,761
Mission support-general		3,041	-	3,041	4,817
Homestart		-	-	-	184
Others		3,331	-	3,331	4,533
		<u>40,568</u>	<u>5,125</u>	<u>45,693</u>	<u>33,362</u>

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

6.2 ANALYSIS OF EXPENDITURE ON DIRECT MINISTRY ACTIVITIES

			2025	2024
	Unrestricted	Restricted	Total	Unrestricted
	Funds	Funds	Funds	Funds
	£	£	£	£
Trustees' remuneration	88,666	-	88,666	79,790
-Trustees' social security/pension	7,480	-	7,480	8,387
Wages and salaries-gen assistant	20,419	-	20,419	28,343
-Social security costs/pension	471	-	471	319
Travel costs	662	-	662	947
Conferences and training	1,564	-	1,564	4,676
Evangelism, publicity,social media	3,907	-	3,907	3,861
Social Media	9,000	-	9,000	-
Website costs	1,022	-	1,022	1,122
Affiliation fees and worship costs	486	-	486	2,331
Catering	5,809	-	5,809	7,714
Youth and children	809	-	809	1,918
Older persons work	2,721	-	2,721	2,862
Storehouse	-	7,867	7,867	8,494
Ministry materials/service exps	2,157	-	2,157	12
Ministry unto church	2,831	-	2,831	3,224
Hall Hire costs	1,809	-	1,809	833
Refresh café running costs	-	-	-	4,022
Gift day 2023	-	-	-	8,938
Gift day 2024	15,288	-	15,288	930
Gift day 2025	-	-	-	-
Berkshire Christian network	-	-	-	20
Sundries	686	472	1,158	1,532
TOTAL	165,787	8,339	174,126	170,275
 Designated gift day funds (part of unrestricted funds)	 9,868	 -	 9,868	 9,868
	<u>9,868</u>	<u>-</u>	<u>9,868</u>	<u>9,868</u>

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

6.3 ANALYSIS OF SUPPORT COSTS AND GOVERNANCE COSTS

			2025	2024
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £
Support costs				
Heat, light, power and water	3,427		3,427	5,266
Insurance	3,403		3,403	3,297
Maintenance	20,561		20,561	12,112
Cleaner salaries	12,575		12,575	12,673
Depreciation	12,585	-	12,585	13,379
Replacement /small equipment	2,458	-	2,458	1,844
IT	5,430		5,430	7,924
Office and administration costs	6,733		6,733	7,278
HR Consultancy	2,311		2,311	3,051
Environment manager salaries	23,072		23,072	18,107
-Social security/pension costs	1,636		1,636	1,456
	<u>94,191</u>	<u>-</u>	<u>94,191</u>	<u>86,387</u>
Governance costs				
Independent Examiner's remuneration	3,240	-	3,240	5,250
	<u>97,431</u>	<u>-</u>	<u>97,431</u>	<u>91,637</u>

7 OTHER EXPENDITURE

	2025	2024
	Unrestricted Funds £	Unrestricted Funds £
Wages and salaries-Lettings/finance	32,022	31,089
Social security & pension	2,536	2,769
Light and heat	5,141	3,536
Other costs	1,121	813
	<u>40,820</u>	<u>38,207</u>

8 GOING CONCERN

There are no material uncertainties about the charity's ability to continue as a going concern.

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

9 TANGIBLE FIXED ASSETS

	Land and Buildings	Furniture and Equipment	2025 Total
	£	£	£
Cost			
At beginning of the year	778,920	100,730	879,650
Additions	13,719		13,719
	<u>792,639</u>	<u>100,730</u>	<u>893,369</u>
Depreciation			
At beginning of the year	231,977	95,923	327,900
Charge for year	11,466	1,119	12,585
	<u>243,443</u>	<u>97,042</u>	<u>340,485</u>
Net book value	<u>549,196</u>	<u>3,688</u>	<u>552,884</u>
At the end of last year	<u>546,943</u>	<u>4,807</u>	<u>551,750</u>

10 DEBTORS

	2025	2024
	£	£
Prepayments	-	7,701
Other debtors	9,876	15,797
Total debtors	<u>9,876</u>	<u>23,498</u>

11 Cash and cash equivalents

	2025	2024
	£	£
Cash at bank	98,995	119,297
Other cash and cash equivalents	150	150
	<u>99,145</u>	<u>119,447</u>

12 CREDITORS:AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Pension scheme creditor	-	62
Accruals	4,050	5,250
Other creditors	3,727	3,760
Total creditors	<u>7,777</u>	<u>9,072</u>

There was no provision for grant commitments during the year.

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

13 FUNDS

	Opening Balance £	Movements in funds		Closing Balance £
		Incoming/ Outgoing £	Transfers £	
Unrestricted funds	458,289	(30,957)	187,574	614,906
Unrestricted designated funds				
Gift day 2024	20,760	(15,038)		5,722
Gift day 2025	-	17,511		17,511
Designated	20,760	2,473	-	23,233
Total unrestricted funds	<u>479,049</u>	<u>(28,484)</u>	<u>187,574</u>	<u>638,139</u>
Church building fund	182,420		(182,420)	-
Sierra Leone	5,125	(5,125)		-
BU Trust fund	8,760	221	(754)	8,227
Storehouse (social action)	6,891	865	(4,400)	3,356
Freetown Cheshire Home (FCH)	-	1,500		1,500
Berkshire Christian Network	1,555			1,555
Other donations	1,823	(472)		1,351
Total restricted funds	<u>206,574</u>	<u>(3,011)</u>	<u>(187,574)</u>	<u>15,989</u>
Total funds	<u>685,623</u>	<u>(31,495)</u>	<u>-</u>	<u>654,128</u>

Unrestricted funds

Unrestricted funds are available to be spent for any of the purposes of the charity.

Restricted funds

The Church Building Fund represents sums given since 1995 to fund the development of the church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development. The premises are now considered unrestricted.

The other small restricted fund balances are held for the purposes described in the headings.

Designated funds

These funds relate to monies raised during the annual Gift Day's which were then set aside for specific purposes depending on the yearly requirements.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

				2025
	Unrestricted Fund £	Unrestricted Designated Fund £	Restricted Funds £	Total Funds £
Tangible fixed assets	552,884	-	-	552,884
Current Assets	69,799	23,233	15,989	109,021
Current liabilities	(7,777)	-		(7,777)
	<u>614,906</u>	<u>23,233</u>	<u>15,989</u>	<u>654,128</u>

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

15 TRUSTEES REMUNERATION

Total employment benefits including employer pension contributions of the key management personnel were £90,889 (2024:£81,809).

The minister and trustee, Mr S. Lace, received £50,000 (2024 £46,422). The ministry director and trustee, Mrs P Marsh, received £38,666 (2024:£33,367). Mr P Jones the environment manager received £23,072.

The total pension contributions from the church for the Senior Minister was £1,313 (2024 £1,011)

No pension contributions were outstanding at the balance sheet date.

16 STAFF COSTS

The aggregate payroll costs were as follows:

	2025	2024
Wages and salaries	176,754	155,725
Social security costs	8,369	9,455
Pension costs	3,816	3,476
	<u>188,939</u>	<u>168,656</u>

The monthly average number of persons (including senior management/leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Ministry	4	4
Upkeep of church premises	1	1
	<u>5</u>	<u>5</u>

No employees received employee benefits (excluding employer pension costs) in excess of £60,000 (2024:none).

No other trustees nor any person connected with them received any remunerations or benefits during the year.

The value of voluntary help is not included in the accounts.

17 RELATED CHARITIES

The custodian trustee of the church is the Baptist Union Corporation Limited (charity number 249635)+B649, 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 Regional Baptist Association. The church made donations to the Baptist Union Home Mission Scheme as set out in note 6.1.

18 CHANGES TO ACCOUNTING POLICIES

None this year

Easthampstead Baptist Church

STATEMENT OF FINANCIAL ACTIVITIES

For the Year Ended 31st December 2025

				2025	2024
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
Income and endowments from:					
Donations and legacies	2	228,773	10,232	239,005	240,045
Charitable activities	3	15,012	-	15,012	19,177
Other trading activities	4	70,667	-	70,667	91,973
Investments	5	1,670	221	1,891	2,352
Total income		<u>316,122</u>	<u>10,453</u>	<u>326,575</u>	<u>353,547</u>
Expenditure on charitable activities:					
Charitable activities	6	303,786	13,464	317,250	295,274
Other expenditure	7	40,820	-	40,820	38,207
Total expenditure		<u>344,606</u>	<u>13,464</u>	<u>358,070</u>	<u>333,481</u>
Net income (expenditure)		(28,484)	(3,011)	(31,495)	20,066
Transfers between funds		187,574	(187,574)	-	-
<u>Reconciliation of funds</u>					
Total funds brought forward		479,049	206,574	685,623	665,557
Total funds carried forward	12	<u>638,139</u>	<u>15,989</u>	<u>654,128</u>	<u>685,623</u>

Easthampstead Baptist Church

BALANCE SHEET

As at 31st December 2025

		2025	2024
	Notes	£	£
Fixed assets			
Tangible assets	9	552,884	551,750
Current assets			
Debtors	10	9,876	23,498
Bank accounts	11	99,145	119,447
		<u>109,021</u>	<u>142,945</u>
Liabilities:			
Creditors: amounts falling due within one year			
Creditors	12	<u>(7,777)</u>	<u>(9,072)</u>
Net current assets		101,244	133,873
Total net assets		<u>654,128</u>	<u>685,623</u>
The funds of the charity			
Restricted funds	13	15,989	206,574
Unrestricted funds	13	638,139	479,049
Total charity funds		<u>654,128</u>	<u>685,623</u>

Approved by the trustees and signed on its behalf by

TRUSTEE Mr R Lea

_____ Date _____

The notes on pages 11 to 19 form an integral part of these financial statements

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

1 ACCOUNTING POLICIES

The following are accounting policies considered material in relation to the charity's accounts.

Accounting convention

The financial statements have been prepared on the accruals basis under the historical cost convention and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the FRS102.

Basis of preparation

The objectives of the charity are to advance the Christian religion, relieve poverty, hardship and distress and to advance education. The charity meets the definition of a public entity under FRS102.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached and are yet to be met, the income is recognised as a liability and included in the balance sheet as deferred income to be released.

Tax reclaims on donations and gifts

Gift aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same funds as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources.

Governance and support costs

Support and governance costs incurred are apportioned across the charitable activities based on the time support staff spend working on each one. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Taxation

The charity is a registered charity and is exempt from income tax under section 521-536 of the income tax act 2007 (ITA 2007). This is subject to the condition that income is applied for charitable purposes. Trading activities are considered to be carried out for the primary purposes of the charity.

It is also exempt under section 256 of the Taxation of Chargeable Gains Act on its capital gains. VAT which cannot be fully recovered, is reported as part of the expenditure to which it relates.

NOTES TO FINANCIAL STATEMENTS (continued)

For the Year Ended 31st December 2025

1 ACCOUNTING POLICIES (continued)

Tangible fixed assets

All assets costing more than £1,000 are capitalised and valued at historical cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual values, over their expected useful economic life as follows:

Buildings	2% and 1% on cost
Fittings and equipment	10% on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Cash and cash equivalents

These comprises cash on hand and call deposits, and other highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

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

Fund structure

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Designated funds represent funds earmarked for specific reasons as decided by the trustees. Further explanation of the nature and purpose of each fund is included in the financial statements.

Restricted funds can only be used for a particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme. Contributions for the year are charged to the SoFA in the period to which they relate.

Intangible income

A valuation has not been made of the benefit to the charity of voluntary services.

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

2 INCOME FROM DONATIONS AND LEGACIES

	2025		2024	
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
Offerings and gifts	170,296	-	170,296	184,759
Income tax recoverable	39,895	1,514	41,409	41,850
Social action-storehouse	-	7,218	7,218	5,118
Tear Fund	-	-	-	794
Link to Hope	-	-	-	292
Sierra Leone trip	11,431	-	11,431	5,125
Homestart	-	-	-	184
General mission support	3,581	-	3,581	1,158
Misc donations, gifts & sundries	3,570	1,500	5,070	765
	<u>228,773</u>	<u>10,232</u>	<u>239,005</u>	<u>240,045</u>
Designated gift day funds (part of unrestricted funds)	<u>17,761</u>		<u>17,761</u>	<u>27,680</u>

3 INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	Unrestricted Funds £	Unrestricted Funds £
Catering	11,187	12,817
Children and youth	628	1,388
Older persons work	3,197	4,972
	<u>15,012</u>	<u>19,177</u>

4 INCOME FROM OTHER TRADING ACTIVITIES

	2025	2024
	Unrestricted Funds £	Unrestricted Funds £
Church lettings	70,667	91,973
	<u>70,667</u>	<u>91,973</u>

5 INVESTMENT INCOME

	2025		2024	
	Restricted Funds £	Unrestricted Fund £	Total Funds £	Total Funds £
Interest receivable on bank deposits	221	1,670	1,891	2,352
	<u>221</u>	<u>1,670</u>	<u>1,891</u>	<u>2,352</u>

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

6 EXPENDITURE ON CHARITABLE ACTIVITIES

by fund		2025		2024	
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
Missionary and charitable giving	6.1	40,568	5,125	45,693	33,362
Ministry Activities	6.2	165,787	8,339	174,126	170,275
Allocated support costs	6.3	97,431	-	97,431	91,637
		<u>303,786</u>	<u>13,464</u>	<u>317,250</u>	<u>295,274</u>
Designated gift day funds (part of unrestricted funds)		<u>15,288</u>		<u>15,288</u>	<u>9,868</u>
by activity (analysed below)		2025		2024	
		Activity Undertaken Directly	Activity Support Costs (6.3)	Total Funds	Total Funds
		£	£	£	£
Missionary and charitable giving	6.1	45,693	1,166	46,859	34,360
Ministry	6.2	174,126	96,265	270,391	260,914
		<u>219,819</u>	<u>97,431</u>	<u>317,250</u>	<u>295,274</u>

Included in the expenditure analysed above, there are governance costs of £3,240 (2024 £5,250) which relate directly to charitable activities.

6.1 ANALYSIS OF DIRECT EXPENDITURE ON MISSIONARY AND CHARITABLE GIVING

by fund		2025		2024	
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
BU Home Mission		2,500	-	2,500	2,500
Tear Fund-general		1,200	-	1,200	2,494
Link to Hope-Cmas shoeboxes		-	-	-	301
Dorothy Springer Trust		14,420	-	14,420	14,000
Storehouse		-	-	-	1,772
Mission support-Sierra Leone		16,076	5,125	21,201	2,761
Mission support-general		3,041	-	3,041	4,817
Homestart		-	-	-	184
Others		3,331	-	3,331	4,533
		<u>40,568</u>	<u>5,125</u>	<u>45,693</u>	<u>33,362</u>

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

6.2 ANALYSIS OF EXPENDITURE ON DIRECT MINISTRY ACTIVITIES

			2025	2024
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £
Trustees' remuneration	88,666	-	88,666	79,790
-Trustees' social security/pension	7,480	-	7,480	8,387
Wages and salaries-gen assistant	20,419	-	20,419	28,343
-Social security costs/pension	471	-	471	319
Travel costs	662	-	662	947
Conferences and training	1,564	-	1,564	4,676
Evangelism, publicity,social media	3,907	-	3,907	3,861
Social Media	9,000	-	9,000	-
Website costs	1,022	-	1,022	1,122
Affiliation fees and worship costs	486	-	486	2,331
Catering	5,809	-	5,809	7,714
Youth and children	809	-	809	1,918
Older persons work	2,721	-	2,721	2,862
Storehouse	-	7,867	7,867	8,494
Ministry materials/service exps	2,157	-	2,157	12
Ministry unto church	2,831	-	2,831	3,224
Hall Hire costs	1,809	-	1,809	833
Refresh café running costs	-	-	-	4,022
Gift day 2023	-	-	-	8,938
Gift day 2024	15,288	-	15,288	930
Gift day 2025	-	-	-	-
Berkshire Christian network	-	-	-	20
Sundries	686	472	1,158	1,532
TOTAL	165,787	8,339	174,126	170,275
Designated gift day funds (part of unrestricted funds)	9,868	-	9,868	9,868
	9,868	-	9,868	9,868

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

6.3 ANALYSIS OF SUPPORT COSTS AND GOVERNANCE COSTS

			2025	2024
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £
Support costs				
Heat, light, power and water	3,427		3,427	5,266
Insurance	3,403		3,403	3,297
Maintenance	20,561		20,561	12,112
Cleaner salaries	12,575		12,575	12,673
Depreciation	12,585	-	12,585	13,379
Replacement /small equipment	2,458	-	2,458	1,844
IT	5,430		5,430	7,924
Office and administration costs	6,733		6,733	7,278
HR Consultancy	2,311		2,311	3,051
Environment manager salaries	23,072		23,072	18,107
-Social security/pension costs	1,636		1,636	1,456
	<u>94,191</u>	<u>-</u>	<u>94,191</u>	<u>86,387</u>
Governance costs				
Independent Examiner's remuneration	3,240	-	3,240	5,250
	<u>97,431</u>	<u>-</u>	<u>97,431</u>	<u>91,637</u>

7 OTHER EXPENDITURE

	2025	2024
	Unrestricted Funds £	Unrestricted Funds £
Wages and salaries-Lettings/finance	32,022	31,089
Social security & pension	2,536	2,769
Light and heat	5,141	3,536
Other costs	1,121	813
	<u>40,820</u>	<u>38,207</u>

8 GOING CONCERN

There are no material uncertainties about the charity's ability to continue as a going concern.

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

9 TANGIBLE FIXED ASSETS

	Land and Buildings	Furniture and Equipment	2025 Total
	£	£	£
Cost			
At beginning of the year	778,920	100,730	879,650
Additions	13,719		13,719
	<u>792,639</u>	<u>100,730</u>	<u>893,369</u>
Depreciation			
At beginning of the year	231,977	95,923	327,900
Charge for year	11,466	1,119	12,585
	<u>243,443</u>	<u>97,042</u>	<u>340,485</u>
Net book value	<u>549,196</u>	<u>3,688</u>	<u>552,884</u>
At the end of last year	<u>546,943</u>	<u>4,807</u>	<u>551,750</u>

10 DEBTORS

	2025	2024
	£	£
Prepayments	-	7,701
Other debtors	9,876	15,797
Total debtors	<u>9,876</u>	<u>23,498</u>

11 Cash and cash equivalents

	2025	2024
	£	£
Cash at bank	98,995	119,297
Other cash and cash equivalents	150	150
	<u>99,145</u>	<u>119,447</u>

12 CREDITORS:AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Pension scheme creditor	-	62
Accruals	4,050	5,250
Other creditors	3,727	3,760
Total creditors	<u>7,777</u>	<u>9,072</u>

There was no provision for grant commitments during the year.

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

13 FUNDS

	Opening Balance £	Movements in funds		Closing Balance £
		Incoming/ Outgoing £	Transfers £	
Unrestricted funds	458,289	(30,957)	187,574	614,906
Unrestricted designated funds				
Gift day 2024	20,760	(15,038)		5,722
Gift day 2025	-	17,511		17,511
Designated	20,760	2,473	-	23,233
Total unrestricted funds	<u>479,049</u>	<u>(28,484)</u>	<u>187,574</u>	<u>638,139</u>
Church building fund	182,420		(182,420)	-
Sierra Leone	5,125	(5,125)		-
BU Trust fund	8,760	221	(754)	8,227
Storehouse (social action)	6,891	865	(4,400)	3,356
Freetown Cheshire Home (FCH)	-	1,500		1,500
Berkshire Christian Network	1,555			1,555
Other donations	1,823	(472)		1,351
Total restricted funds	<u>206,574</u>	<u>(3,011)</u>	<u>(187,574)</u>	<u>15,989</u>
Total funds	<u>685,623</u>	<u>(31,495)</u>	<u>-</u>	<u>654,128</u>

Unrestricted funds

Unrestricted funds are available to be spent for any of the purposes of the charity.

Restricted funds

The Church Building Fund represents sums given since 1995 to fund the development of the church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development. The premises are now considered unrestricted.

The other small restricted fund balances are held for the purposes described in the headings.

Designated funds

These funds relate to monies raised during the annual Gift Day's which were then set aside for specific purposes depending on the yearly requirements.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

				2025
	Unrestricted Fund £	Unrestricted Designated Fund £	Restricted Funds £	Total Funds £
Tangible fixed assets	552,884	-	-	552,884
Current Assets	69,799	23,233	15,989	109,021
Current liabilities	(7,777)	-		(7,777)
	<u>614,906</u>	<u>23,233</u>	<u>15,989</u>	<u>654,128</u>

Easthampstead Baptist Church

NOTES TO FINANCIAL STATEMENTS

For the Year Ended 31st December 2025

15 TRUSTEES REMUNERATION

Total employment benefits including employer pension contributions of the key management personnel were £90,889 (2024:£81,809).

The minister and trustee, Mr S. Lace, received £50,000 (2024 £46,422). The ministry director and trustee, Mrs P Marsh, received £38,666 (2024:£33,367). Mr P Jones the environment manager received £23,072.

The total pension contributions from the church for the Senior Minister was £1,313 (2024 £1,011)

No pension contributions were outstanding at the balance sheet date.

16 STAFF COSTS

The aggregate payroll costs were as follows:

	2025	2024
Wages and salaries	176,754	155,725
Social security costs	8,369	9,455
Pension costs	3,816	3,476
	<u>188,939</u>	<u>168,656</u>

The monthly average number of persons (including senior management/leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Ministry	4	4
Upkeep of church premises	1	1
	<u>5</u>	<u>5</u>

No employees received employee benefits (excluding employer pension costs) in excess of £60,000 (2024:none).

No other trustees nor any person connected with them received any remunerations or benefits during the year.

The value of voluntary help is not included in the accounts.

17 RELATED CHARITIES

The custodian trustee of the church is the Baptist Union Corporation Limited (charity number 249635)+B649, 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 Regional Baptist Association. The church made donations to the Baptist Union Home Mission Scheme as set out in note 6.1.

18 CHANGES TO ACCOUNTING POLICIES

None this year

Accounts

Company registration number: 1129467

Charity registration number: 1129467

Easthampstead Baptist Church

Annual Report and Financial Statements

for the Year Ended 31 December 2024

Stewart & Co Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Easthampstead Baptist Church

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Easthampstead Baptist Church

Trustees's Report

The trustee, a director for the purposes of company law, presents the annual report together with the financial statements of the charitable company for the year ended 31 December 2024.

The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and Administrative Details

Charity name Easthampstead Baptist Church

Charity Registration Number 1129467

Principal Office South Hill Road
Easthampstead
Bracknell
Berkshire
RG12 7NS

Names of the charity Trustees who manage the charity Mr S Lace, Minister
Ms P Marsh, Ministry Director
Mr O Fawole, Church Secretary
Mr R Lea, Treasurer
Mr P Roe
Mr P Jones
Mrs J Darby Shearing
Ms J Castelow-Sturges
Mr E T Chamanga
Mr A Ajayi-Obe

Bankers The Co-operative Bank PLC
P.O. Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Easthampstead Baptist Church

Trustees's Report

Independent Examiner

Stewart & Co Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Structure, governance and management

The charity

Easthampstead Baptist Church was registered under a Constitution on 16 October 2008 with the registration number 1129467.

Recruitment and appointment of trustees

The charity is controlled by its Constitution, which was agreed at a Church Meeting in October 2008, and put forward to the Charity Commission in mid-April 2009.

The governance of the church is as follows: whole church policy and issues are addressed at church meetings, which happen at least four times per year.

At these, major decisions are made and, when required, Trustees, Church Secretary and Treasurer will be/are appointed. The Church Elders are responsible for spiritual oversight, policy and future direction. The Trustees are responsible for the development and general running of the church and this group consists of the Minister, Treasurer, Church Secretary and elected individuals from the church membership.

Induction and training for new trustees includes “on the job” coaching/mentoring and the requirement to read through and understand the Baptist Union Guideline Leaflet C15 which has been specifically written for Church Secretaries, Treasurers, Ministers, Elders and other Charity Trustees.

Having completed his process of Ministerial Formation and training, Simon Lace was formally commended as a nationally accredited Baptist Minister, and duly ordained and inducted as EBC’s Minister on Sunday 4th August 2024.

Organisational structure

The Elders are responsible for the oversight of the Church’s vision. They keep under review the ministries and other activities of the church and consider any new proposals to ensure that they fit within the overall ethos and contribute to fulfilling vision of the church.

The Elders may from time to time make recommendations to the Trustees Team but as a group they have no direct decision-making powers. They also provide pastoral support to the Minister and assist him or her with matters of serious confidential pastoral concern, in which context only do they act independently of the Trustees Team.

Elders include the Team Minister; the remainder are appointed by the church meeting (as with appointments to the Trustees Team, the support of at least 2/3 of the members present and voting is required). Elders are nominated by the Trustees Team, usually in response to advice from the serving Elders. Currently there are four Elders in addition to the Minister.

Easthampstead Baptist Church

Trustees's Report

The Trustees are responsible for the overall leading and management of the church. In recent years, the increasing introduction of specific staff roles to lead individual areas of ministry from day-to-day has meant that the Trustees Team is primarily concerned with broader areas of oversight, staffing and financial management.

Trustees Team members are appointed by the Church Meeting at the AGM following a rigorous nomination process, usually for a period of three years. In the period prior to the AGM, members are asked to prayerfully consider whom they might nominate to serve on the Trustees Team. They will be advised of the number of vacancies and the names of any serving trustees who have reached the end of their term but are willing to stand again. Those individuals who receive at least seven nominations are then approached by the Minister who will tell them of their nomination and talk to them about the role, and their suitability for it before they prayerfully decide whether or not to allow their names to go forward.

Although there is no limit on the time an individual may serve on this team, they must be actively re-appointed after their three-year term. There are currently ten members of the Trustees Team.

The church Treasurer and the Church Secretary are nominated from the Trustees Team.

From time to time the Trustees will appoint sub-groups to advise them on specific topics, such as building work or staffing reviews.

Rev. Lace, Mrs Marsh, and Mr Jones are the only remunerated Trustee.

Major risks and management of those risks

Loss of premises and facilities; This is addressed by comprehensive insurance cover for its buildings, contents and liabilities.

Financial risk; This is addressed by regular monitoring of income and expenditure, the requirement for a second signatory on cheques over £1,000, and through approval and support of the budget by the membership.

Availability of people to undertake tasks and to lead activities within the Church; This is addressed through a program of teaching, encouragement, and courses to help people identify, develop and apply their gifts.

Public benefit

We continue to review the activities of the Church in order to identify ways in which we can provide a greater service to the community in which it is situated.

The Church has continued to provide public benefit in numerous ways, and the work normally includes the following activities--

Storehouse

For many years now we have run a ministry to the community that we call "Storehouse". We accept donations of good quality furniture and household items. Where we know of someone who is in need (through our own contacts or referred to us by local agencies) we either give them needed items directly if we have them in stock or we use the "Storehouse Fund" to buy things such as white goods, clothing or hygiene items. The Storehouse fund comes from two specific Sunday offerings we have each year. We have a branded van that is used to collect and deliver items and in 2024 we replaced this with support from a grant from the local Council.

Easthampstead Baptist Church

Trustees's Report

(Social) Action Sundays

These help to foster within the church a wider sense of community involvement than just talking about it. In effect, we are giving up something that we love to do to do something practical to help others.

The first of these Sunday mornings usually happens in late Spring when there is a “fifth Sunday” in the month. Rather than hold our usual services we head out in small teams to carry out local community projects. In 2024 this included litter picking, tidying up our public areas, gardening in a local youth housing scheme, and writing to persecuted Christians around the world. On the second occasion, in November, we held our “Shoe Box Sunday” when we dedicated our service time to filling shoe boxes in support of the Christian charity “Link to Hope” using items that individuals and the church itself had donated.

Local Agencies and Groups

Because of our support for community projects and ministries such as Storehouse and the lunch clubs, the church is held in generally good regard by the local authorities and our local councillors. Local agencies frequently refer needy folk to us for help and some hire our buildings for training and conferences.

We have good relationships with the local police and PCSOs who sometimes attend our services.

Easthampstead Baptist Church also plays a full role in the ecumenical Bracknell churches group known as “Bracknell Christian Network” (BCN), which collectively supports the town centre pastoral group named ‘One Step Closer’. As well as engaging in the weekly Zoom meetings of the various church leaders in 2024, Easthampstead Baptist Church also hosted a quarterly breakfast prayer meeting for the group and our Minister, Rev. Simon Lace, is a member of the steering committee for the group.

In these ways, the trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to the guidance issued by the charity Commission in respect of public benefit.

Objectives and activities

Objects and aims

The primary objective for the year was to fulfil the church’s stated purpose which is:

“To love God, to love people and to grow together to become more like Jesus”

Each ministry in the church contributes towards that goal

Each year the church sets strategic objectives which are discussed and agreed between the Trustees and the Church Membership in the final quarter of the year for the year ahead. For 2024, the church reviewed our progress against the agreed 2023 objectives and formally agreed the following objectives for 2024 –

EBC OBJECTIVES 2024: ABIDING, FRUITFULNESS, ENVIRONMENT

1. ABIDING (‘Be... disciples.’)

What will success look like?

Our personal relationships with God deepen

- ‘Abiding’ continues to be a focus area for preaching and courses.
- Life Groups (and things like Life Groups) are valued as essential parts of our personal discipleship. We take part positively, and bring our whole selves to the table. We help them to become safe places for our mutual growth.
- More people are in Life Groups.
- More people come forward for membership and Baptism.
- People will continue to grow and develop through spiritual disciplines and daily communion with God and others.

Easthampstead Baptist Church

Trustees's Report

2. FRUITFULNESS ('Be... fruitful.')

What will success look like?

We will be a people of good news, who bless, invite and disciple others.

- Being good news:
 - Our local ministries flourish and develop - Storehouse, Food Pantry, Bacon Butty Club, EBC Coffee Mornings, Holiday at Home, Turkey & Tinsel, Soup & Sandwich etc, alongside our Sunday services.
 - *We continue to bless people through frontline discipleship as well as through community events (e.g. Social Action Sundays)*
 - *Sierra Leone: Abs' visit takes place to encourage and support him*
 - *Ongoing global links with CSW, Tearfund, Link to Hope etc.*
- Being inviting:
 - We continue to make personal invitations to come to church ('Four Tables' approach and direct invitation to EBC events and services).
 - We invite people into our lives, to be salt and light for them.
- Discipling others:
 - We intentionally disciple people on our frontlines by our word and personal example, as well as inviting them to EBC.
 - We take a lead in helping others to join Life Groups (and things like Life Groups) and in encouraging and supporting everyone in them.
 - We use our God-given gifts and abilities whole-heartedly to bless, affirm and encourage our whole church family.

3. ENVIRONMENT ('Be... welcoming.')

What will success look like?

We are known as a safe and welcoming environment for all.

- Our physical and digital environments keep improving:
 - Accessible and upstairs toilet projects are completed.
 - 'EBC Online': Our social media and website presence improves.
 - Garden areas are improved, including addition of a proper side-path.
- We are recognised as a safe place for vulnerable people:
 - EBC becomes a 'Beacon Church'.
 - EBC is recognised for treating all people with dignity and respect.
 - CAMEO is celebrated and promoted as a mission partner reaching local people with learning difficulties.
 - *Ongoing links with local agencies to support vulnerable people: Berkshire Women's Aid, Bracknell Forest Borough Council, Pilgrim Hearts and others.*

Church Ministries

During 2024, we continued our Sunday services and weekday activities. We also overhauled our website and upgraded our social media presence to reach out more widely, especially mindful of younger people. Having completed his formal process of ministerial formation at Regent's Park College, Oxford, our Minister, Rev. Simon Lace, was formally ordained as a nationally accredited Baptist Minister on August 4th 2024. Our Ministries Director, Philippa Marsh, commenced her own formal development with the Baptist Union of Great Britain on her path to becoming a Locally Recognised Minister.

Easthampstead Baptist Church

Trustees's Report

Mission Support

The church remains committed to supporting churches and other Christian organisations, both in the UK and overseas. Support is given in terms of finance and leadership support.

Sierra Leone

Our work with charities and our partner church in Sierra Leone continues and in 2024 we hosted our key Mission leader, Dr. Abdulai Dumbuya, whom we flew in and hosted for a two-week visit. Throughout the year we stayed in constant touch with our key contacts, offering financial support and pastoral encouragement as required.

Financial review

During the year ended 31 December 2024 the church had a total income of £353,547 (2023: £316,272). This total included: offerings and gifts - £184,759 (2023: £152,171); income tax recoverable - £41,850 (2023: £34,569); pastoral needs - £5,118 (2023: £24,592); other causes - £6,395 (2023: £2,254); miscellaneous donations - £765 (2023: £931); charitable activities £19,177 (2023: £13,513); church lettings - £91,973 (2023: £84,261); bank interest - £2,352 (2023: £2,804). Total Expenditure for the year was £333,481 (2023: £331,893). Of this total, significant costs were: ministry direct costs - £184,376 (2023: £201,942); missionary & charitable giving direct costs - £33,362 (2023: £20,811); support costs - £72,286 (2023: £67,325); governance costs - £5,250 (2023: £5,100).

Policy on reserves

The Church aims to keep minimum reserves of approximately 10% of its annual expenditure. This is partly to cover any excess of expenditure over income, provision for cash flow fluctuations, and so that the Church may meet commitments under contract e.g. to employees, for a reasonable notice period, if it is unable to continue to function. At the year end, the charity held unrestricted reserves of £458,289(2023: £410,979), designated reserves of £20,760 (2023: £36,806), and restricted reserves of £206,574 (2023: £217,772). The designated fund balance is held for ministry activities and works needed at the church. Of the restricted reserves balance, £182,420 (2023: £193,268) represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development; £4,828 (2023: £5,172) is for the refurbishment of the toilets, £6,891 (2023: £11,064) is for costs relating to Storehouse, £4,457 (2023: £4,693) is held for costs relating to audio visual equipment, £1,298 (2023: £1,730) is held for costs relating to a stair lift and £1,555 (2023: £1,575) is held for cost related to supporting Bracknell Christian Network.

Statement of trustees's responsibilities

The trustees (who is also the director of Easthampstead Baptist Church for the purposes of company law) is responsible for preparing the trustees's report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustee to prepare financial statements for each financial year. Under company law the trustee must not approve the financial statements unless he is satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustee is required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and

Easthampstead Baptist Church

Trustees's Report

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustee is responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. He is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees is responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustee of the charity on 7 August 2025 and signed on its behalf by:

 SIGNED SECURELY
07/08/2025 at 1:45:58 PM UTC
.....

Mr R Lea
Trustee

Easthampstead Baptist Church

Independent Examiner's Report to the trustee of Easthampstead Baptist Church ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of Easthampstead Baptist Church as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.



.....
L A Evans BSc FCA

Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

7 August 2025

Easthampstead Baptist Church

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	226,628	13,417	240,045
Charitable activities	4	19,177	-	19,177
Other trading activities	5	91,973	-	91,973
Investment income	6	2,352	-	2,352
Total income		<u>340,130</u>	<u>13,417</u>	<u>353,547</u>
Expenditure on:				
Charitable activities	7	(270,659)	(24,615)	(295,274)
Other expenditure	8	<u>(38,207)</u>	<u>-</u>	<u>(38,207)</u>
Total expenditure		<u>(308,866)</u>	<u>(24,615)</u>	<u>(333,481)</u>
Net income/(expenditure)		<u>31,264</u>	<u>(11,198)</u>	<u>20,066</u>
Net movement in funds		31,264	(11,198)	20,066
Reconciliation of funds				
Total funds brought forward		<u>447,785</u>	<u>217,772</u>	<u>665,557</u>
Total funds carried forward	17	<u><u>479,049</u></u>	<u><u>206,574</u></u>	<u><u>685,623</u></u>

The notes on pages 12 to 26 form an integral part of these financial statements.

Easthampstead Baptist Church

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	187,209	28,485	215,694
Charitable activities	4	13,513	-	13,513
Other trading activities	5	84,261	-	84,261
Investment income	6	2,804	-	2,804
Total income		<u>287,787</u>	<u>28,485</u>	<u>316,272</u>
Expenditure on:				
Charitable activities	7	(262,387)	(32,791)	(295,178)
Other expenditure	8	<u>(36,715)</u>	<u>-</u>	<u>(36,715)</u>
Total expenditure		<u>(299,102)</u>	<u>(32,791)</u>	<u>(331,893)</u>
Net expenditure		<u>(11,315)</u>	<u>(4,306)</u>	<u>(15,621)</u>
Net movement in funds		(11,315)	(4,306)	(15,621)
Reconciliation of funds				
Total funds brought forward		<u>459,100</u>	<u>222,078</u>	<u>681,178</u>
Total funds carried forward	17	<u><u>447,785</u></u>	<u><u>217,772</u></u>	<u><u>665,557</u></u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2023 is shown in note 17.

Easthampstead Baptist Church
(Registration number: 1129467)
Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	551,750	564,519
Current assets			
Debtors	14	23,498	22,139
Cash at bank and in hand	15	119,447	85,488
		142,945	107,627
Creditors: Amounts falling due within one year	16	(9,072)	(6,589)
Net current assets		133,873	101,038
Net assets		685,623	665,557
Funds of the charity:			
Restricted income funds			
Restricted funds		206,574	217,772
Unrestricted income funds			
Unrestricted funds		479,049	447,785
Total funds	17	685,623	665,557

For the financial year ending 31 December 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Director's responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The director acknowledges his responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 9 to 26 were approved by the trustee, and authorised for issue on 7 August 2025 and signed on his behalf by:

 **SIGNED SECURELY**
07/08/2025 at 1:45:58 PM UTC
.....
Mr R Lea
Trustee

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

1 Charity status

The charity is limited by share capital, incorporated in .

The address of its registered office is:

South Hill Road

Easthampstead

Bracknell

Berkshire

RG12 7NS

These financial statements were authorised for issue by the trustees on 7 August 2025.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2020) - (Charities SORP (FRS 102)), and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

The objectives of the charity are to advance the Christian Religion, relieve poverty, hardship and distress, and to advance education. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the entity.

The church is a registered charity in England and Wales. The Trustees are the members of the church named on page 1.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Income is recognised in the Statement of Financial Activities (SoFA) when:

- ☐ the charity becomes entitled to the resources;
- ☐ it is more likely than not that the Trustees will receive the resources; and
- ☐ the monetary value can be measured with sufficient reliability.

Donations and legacies

Donations are only included in the SoFA when the general income recognition criteria are met.

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Investment income

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

Income from membership subscriptions

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the Trustees' annual report.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Support and governance costs incurred are apportioned across the charitable activities based on the time support staff spend working on each one. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the receivable.

Taxation

The charity is a registered charity and is exempt under Part 11 of the Corporation Tax Act 2010 on its income and section 256 of the Taxation of Chargeable Gains Act 1992 on its capital gains.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

Tangible fixed assets

All assets costing more than £1,000 are capitalised and valued at historical cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

Asset class	Depreciation method and rate
Buildings	2% and 1% on cost
Fittings and equipment	10% on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Fund structure

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Designated funds represent funds earmarked for specific reasons as decided by the Trustees. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme. Contributions payable for the year are charged to the SoFA in the period to which they relate.

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

3 Income from donations and legacies

	Unrestricted funds Designated £	General £	Restricted funds £	Total 2024 £	Total 2023 £
Offerings and gifts	23,660	161,099	-	184,759	152,171
Income tax recoverable	4,020	36,855	975	41,850	34,569
Pastoral Need Fund					
donations/Storehouse	-	-	5,118	5,118	24,592
Tear Fund	-	-	794	794	566
Link to Hope	-	-	292	292	232
Sierra Leone trip	-	-	5,125	5,125	1,286
Homestart	-	-	184	184	170
General Mission Support	-	229	929	1,158	1,177
Miscellaneous donations, gifts & sundries	-	765	-	765	931
	<u>27,680</u>	<u>198,948</u>	<u>13,417</u>	<u>240,045</u>	<u>215,694</u>

In 2023 £28,485 of donation income related to restricted funds and £19,988 to designated funds

4 Income from charitable activities

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Catering	12,817	12,817	8,686
Children and youth	1,388	1,388	1,184
Older persons work	4,972	4,972	3,643
	<u>19,177</u>	<u>19,177</u>	<u>13,513</u>

In 2023, no income from charitable activities related to restricted funds.

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

5 Income from other trading activities

	Unrestricted funds General £	Total funds £	Total 2023 £
Church lettings	91,973	91,973	84,261
	<u>91,973</u>	<u>91,973</u>	<u>84,261</u>

In 2023, no income from other trading activities related to restricted funds.

6 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable on bank deposits	2,352	2,352	2,804
	<u>2,352</u>	<u>2,352</u>	<u>2,804</u>

In 2023 all of the investment income related to unrestricted funds.

7 Expenditure on charitable activities

By fund

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Missionary and charitable giving	7.1	-	29,391	3,971	33,362	20,811
Ministry	7.2	9,868	153,864	20,644	184,376	201,942
Allocated support costs		-	77,536	-	77,536	72,425
		<u>9,868</u>	<u>260,791</u>	<u>24,615</u>	<u>295,274</u>	<u>295,178</u>

In 2023 £32,791 of the total expenditure on charitable activities related to restricted funds and £25,124 related to designated.

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

By Activity

	Note	Activity undertaken directly £	Activity support costs £	2024 £	2023 £
Missionary and charitable giving	7.1	33,362	998	34,360	20,811
Ministry	7.2	184,376	76,538	260,914	274,367
		<u>217,738</u>	<u>77,536</u>	<u>295,274</u>	<u>295,178</u>

In addition to the expenditure analysed above, there are also governance costs of £5,250 (2023 - £5,100) which relate directly to charitable activities. See note for further details.

7.1 Analysis of Direct Expenditure on Missionary and Charitable Giving

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
BU Home Mission		2,500	-	2,500	2,500
Tear Fund - general		1,700	794	2,494	1,742
Link to Hope – Xmas shoeboxes		9	292	301	1,318
Dorothy – Springer Trust		14,000	-	14,000	8,000
Storehouse		-	1,772	1,772	1,360
Mission support – general		4,817	-	4,817	1,173
Mission support – Sierra Leone		2,761	-	2,761	3,479
Others		3,604	929	4,533	869
Homestart		-	184	184	370
		<u>29,391</u>	<u>3,971</u>	<u>33,362</u>	<u>20,811</u>

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

7.2 Analysis of Expenditure on Ministry Activities Undertaken Directly

Note	Unrestricted funds Designated £	General £	Restricted funds £	Total 2024 £	Total 2023 £
Trustees' remuneration	-	79,790	-	79,790	73,466
Trustees' pension costs	-	2,019	-	2,019	1,800
Wages and salaries	-	28,343	-	28,343	27,349
Social security costs	-	6,368	-	6,368	5,441
Pension costs	-	319	-	319	1,458
Travel costs	-	947	-	947	1,043
Conferences and training	-	4,676	-	4,676	6,813
Evangelism & publicity	-	3,861	-	3,861	3,956
Affiliation fees & worship costs	-	2,331	-	2,331	1,977
Catering	-	7,714	-	7,714	5,058
Youth & Children	-	1,918	-	1,918	2,474
Older Person's work	-	2,862	-	2,862	2,243
Depreciation	-	1,293	12,086	13,379	13,540
Storehouse	-	-	8,494	8,494	14,693
TV Licence	-	159	-	159	159
Replacement equipment	-	1,844	-	1,844	1,186
Sundries	-	1,329	44	1,373	1,625
Ministry materials	-	12	-	12	7,551
Ministry unto Church	-	3,224	-	3,224	2,309
Hall hire	-	833	-	833	864
Refresh café running costs	-	4,022	-	4,022	388
Gift Day – 2022	-	-	-	-	8,124
Gift Day – 2023	8,938	-	-	8,938	17,000
Gift Day – 2024	930	-	-	930	-
Berkshire Christian Network	-	-	20	20	1,425
	<u>9,868</u>	<u>153,864</u>	<u>20,644</u>	<u>184,376</u>	<u>201,942</u>

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

7.3 Analysis of Support Costs and Governance Costs

	Note	Unrestricted funds General £	Total 2024 £	Total 2023 £
Support costs				
Heat, light, power and water		5,266	5,266	5,505
Insurance and maintenance		15,409	15,409	11,781
Cleaner salaries		12,673	12,673	12,385
Website costs		1,122	1,122	1,004
Office & Administration costs		15,202	15,202	13,143
HR Consultancy		3,051	3,051	288
Caretaker salaries		18,107	18,107	21,703
Social security costs		1,064	1,064	1,060
Pension costs		392	392	456
		<u>72,286</u>	<u>72,286</u>	<u>67,325</u>
Governance costs				
Independent Examiner's remuneration		5,250	5,250	5,100
		<u>77,536</u>	<u>77,536</u>	<u>72,425</u>

8 Other expenditure

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Wages and salaries	31,089	31,089	29,555
Social security	2,023	2,023	1,712
Pension costs	746	746	684
Light and heat	3,536	3,536	3,536
Other costs	813	813	1,228
	<u>38,207</u>	<u>38,207</u>	<u>36,715</u>

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

9 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2024 £	2023 £
Depreciation of fixed assets	13,379	13,550
Trustees' remuneration	79,790	72,466
Trustees' pension costs (defined contribution scheme)	2,019	1,800
Independent examiner's remuneration	<u>5,250</u>	<u>5,100</u>

10 Trustees remuneration and expenses

Total employment benefits including employer pension contributions of the key management personnel was £81,809 (2023: £74,266).

The Minister and Trustee, Mr S. Lace, received £46,422 (2023: £41,282) and the Ministry Director and Trustee, Mrs P Marsh received £33,367 (2023: £31,184).

The total pension contribution from the Church for the Senior Minister was £nil (2023: £1,011).

No pension contributions were outstanding at the balance sheet date.

Trustees' expenses

No trustees have received any reimbursed expenses from the charity during the year.

11 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	155,725	150,320
Social security costs	9,455	8,213
Pension costs	<u>3,476</u>	<u>4,398</u>
	<u>168,656</u>	<u>162,931</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Ministry	4	5
Upkeep of Church Premises	<u>1</u>	<u>1</u>
	<u>5</u>	<u>6</u>

No employees received employee benefits (excluding employer pension costs) in excess of £60,000 (2023: none).

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2024	778,310	100,730	879,040
Additions	<u>610</u>	<u>-</u>	<u>610</u>
At 31 December 2024	<u>778,920</u>	<u>100,730</u>	<u>879,650</u>
Depreciation			
At 1 January 2024	220,785	93,736	314,521
Charge for the year	<u>11,192</u>	<u>2,187</u>	<u>13,379</u>
At 31 December 2024	<u>231,977</u>	<u>95,923</u>	<u>327,900</u>
Net book value			
At 31 December 2024	<u>546,943</u>	<u>4,807</u>	<u>551,750</u>
At 31 December 2023	<u>557,525</u>	<u>6,994</u>	<u>564,519</u>

14 Debtors

	2024 £	2023 £
Prepayments	7,701	1,813
Other debtors	<u>15,797</u>	<u>20,326</u>
	<u>23,498</u>	<u>22,139</u>

15 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	119,297	85,338
Other cash and cash equivalents	<u>150</u>	<u>150</u>
	<u>119,447</u>	<u>85,488</u>

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

16 Creditors: amounts falling due within one year

	2024 £	2023 £
Other creditors	3,760	1,489
Pension scheme creditor	62	-
Accruals	5,250	5,100
	<u>9,072</u>	<u>6,589</u>

17 Funds

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
General	410,979	312,450	(298,998)	33,858	458,289
<i>Unrestricted designated funds</i>					
Gift Day 2016	17,218	-	-	(17,218)	-
Gift Day 2020	7,875	-	-	(7,875)	-
Gift Day 2021	8,466	-	-	(8,466)	-
Gift Day 2022	259	-	-	(259)	-
Gift Day 2023	2,988	5,990	(8,938)	(40)	-
Gift Day 2024	-	21,690	(930)	-	20,760
Designated	36,806	27,680	(9,868)	(33,858)	20,760
Total unrestricted funds	447,785	340,130	(308,866)	-	479,049
Church Building Fund	193,268	-	(10,848)	-	182,420
Other donations	6,693	-	(938)	-	5,755
Sierra Leone	-	5,125	-	-	5,125
External Causes	-	2,199	(2,199)	-	-
Storehouse	11,064	6,093	(10,266)	-	6,891
Toilets	5,172	-	(344)	-	4,828
Berkshire Christian Network	1,575	-	(20)	-	1,555
Restricted funds	217,772	13,417	(24,615)	-	206,574
Total funds	<u>665,557</u>	<u>353,547</u>	<u>(333,481)</u>	<u>-</u>	<u>685,623</u>

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Balance at 31 December 2023 £
Unrestricted funds				
General	417,158	267,799	(273,978)	410,979
Unrestricted designated funds				
Gift Day 2016	17,218	-	-	17,218
Gift Day 2020	7,875	-	-	7,875
Gift Day 2021	8,466	-	-	8,466
Gift Day 2022	8,383	-	(8,124)	259
Gift Day 2023	-	19,988	(17,000)	2,988
Designated	41,942	19,988	(25,124)	36,806
Total unrestricted funds	459,100	287,787	(299,102)	447,785
Church Building Fund	204,116	-	(10,848)	193,268
Other donations	7,903	-	(1,210)	6,693
Sierra Leone	-	1,286	(1,286)	-
External Causes	-	1,637	(1,637)	-
Storehouse	1,555	25,562	(16,053)	11,064
Toilets	5,504	-	(332)	5,172
Berkshire Christian Network	3,000	-	(1,425)	1,575
Restricted funds	222,078	28,485	(32,791)	217,772
Total funds	681,178	316,272	(331,893)	665,557

Unrestricted funds

Unrestricted funds are available to be spent for any of the purposes of the charity.

Restricted Funds

The Church Building Fund represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development.

The other small restricted fund balances are held for the purpose of that described in the headings.

Designated Funds

These funds relate to monies raised during the annual Gift Day's which are then set aside for specific purposes depending on the yearly requirements.

The funds from Gift Day 2016 are held for ministry activities e.g. older persons work, children and youth work.

The funds from Gift Day 2020 and 2021 are held for works needed at the church.

The funds from Gift Day 2022 are held for solar panel batteries for the Dorothy Springer Trust and to support 3 children with SEN in Sierra Leone.

The funds from Gift Day 2023 are held for engaging a person to manage the charity's social media strategy

The funds from Gift Day 2024 are held for continuing to support the 3 children in Sierra Leone and to repair the roof in the DST office.

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

18 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 December 2024
	General	Designated		
	£	£	£	£
Tangible fixed assets	359,925	-	191,825	551,750
Current assets	107,436	20,760	14,749	142,945
Current liabilities	(9,072)	-	-	(9,072)
Total net assets	<u>458,289</u>	<u>20,760</u>	<u>206,574</u>	<u>685,623</u>

	Unrestricted funds		Restricted funds	Total funds at 31 December 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	360,608	-	203,911	564,519
Current assets	56,960	36,806	13,861	107,627
Current liabilities	(6,589)	-	-	(6,589)
Total net assets	<u>410,979</u>	<u>36,806</u>	<u>217,772</u>	<u>665,557</u>

19 Related charities

During the year the charity made the following related party transactions: The custodian Trustee of the Church is the Baptist Union Corporation Limited (charity number 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 Regional Baptist Association. The Church made donations to the Baptist Union Home Mission Scheme as set out in note 7.

19. Defined Benefit Pension

The Church is a participating employer of 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.

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

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. [Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.]

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 Minister(s) are eligible to join the Scheme.

Actuarial valuation as at 31 December 2019

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

The key financial assumptions underlying the valuation were as follows:

Type of Assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (CPI plus 1.0% pa)	0.50
Assumed investment returns	
- Pre-retirement (gilt yield plus 1.75% pa)	2.95
- Post retirement (including benefits matched by the insurance policy) (gilt yield plus 0.5% pa)	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Based on CPI with an annual floor of 0% and annual cap of 5%	2.70

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

The next actuarial valuation of the DB Plan within the Scheme was due to take place not later than as at 31 December 2022. However, the DB Plan is to be wound up, and the process to wind it up was started with effect from 31 March 2024 and therefore no formal valuation is due to take place.

Easthampstead Baptist Church

Notes to the Financial Statements for the Year Ended 31 December 2024

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.

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. These contributions ceased in November 2024, as the scheme was no longer in deficit. The outstanding deficiency contributions due under the Recovery Plan up to November 2024 are not considered material and therefore have not been included in the balance sheet.

Accounts

Company registration number: 1129467
Charity registration number: 1129467

Easthampstead Baptist Church

(A company limited by share capital)

Annual Report and Financial Statements

for the Year Ended 31 December 2023

Stewart & Co Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Easthampstead Baptist Church

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Easthampstead Baptist Church

Trustees's Report

The trustee, a director for the purposes of company law, presents the annual report together with the financial statements of the charitable company for the year ended 31 December 2023.

The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and Administrative Details

Charity name Easthampstead Baptist Church

Charity Registration Number 1129467

Principal Office South Hill Road
Easthampstead
Bracknell
Berkshire
RG12 7NS

Names of the charity Trustees who manage the charity Mr S Lace, Team Leader
Ms P Marsh, Ministry Director
Mr O Fawole, Church Secretary
Mr R Lea, Treasurer
Mr P Roe
Mr P Jones
Mrs J Darby Shearing
Ms J Castelow-Sturges
Mr E T Chamanga
Mr A Ajayi-Obe

Bankers The Co-operative Bank PLC
P.O. Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Easthampstead Baptist Church

Trustees's Report

Independent Examiner

Stewart & Co Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Structure, governance and management

The charity

Easthampstead Baptist Church was registered under a Constitution on 16 October 2008 with the registration number 1129467.

Recruitment and appointment of trustees

The charity is controlled by its Constitution, which was agreed at a Church Meeting in October 2008, and put forward to the Charity Commission in mid-April 2009.

The governance of the church is as follows: whole church policy and issues are addressed at church meetings, which happen at least four times per year.

At these, major decisions are made and, when required, Trustees, Church Secretary and Treasurer will be/are appointed. The Church Elders are responsible for spiritual oversight, policy and future direction. The Trustees are responsible for the development and general running of the church and this group consists of the Team Leader, Treasurer, Church Secretary and elected individuals from the church membership.

Induction and training for new trustees includes “on the job” coaching/mentoring and the requirement to read through and understand the Baptist Union Guideline Leaflet C15 which has been specifically written for Church Secretaries, Treasurers, Ministers, Elders and other Charity Trustees.

Organisational structure

The Elders are responsible for the oversight of the Church’s vision. They keep under review the ministries and other activities of the church and consider any new proposals to ensure that they fit within the overall ethos and contribute to fulfilling vision of the church.

The Elders may from time to time make recommendations to the Trustees Team but as a group they have no direct decision making powers. They also provide pastoral support to the Team Leader and assist him or her with matters of serious confidential pastoral concern, in which context only do they act independently of the Trustees Team.

Elders include the Team Leader; the remainder are appointed by the church meeting (as with appointments to the Trustees Team, the support of at least 2/3 of the members present and voting is required). Elders are nominated by the Trustees Team, usually in response to advice from the serving Elders. Currently there are four Elders in addition to the Team Leader and Minister.

Easthampstead Baptist Church

Trustees's Report

The Trustees are responsible for the overall leading and management of the church. In recent years, the increasing introduction of specific staff roles to lead individual areas of ministry from day-to-day has meant that the Trustees Team is primarily concerned with broader areas of oversight, staffing and financial management.

Trustees Team members are appointed by the Church Meeting at the AGM following a rigorous nomination process, usually for a period of three years. In the period prior to the AGM, members are asked to prayerfully consider whom they might nominate to serve on the Trustees Team. They will be advised of the number of vacancies and the names of any serving trustees who have reached the end of their term but are willing to stand again. Those individuals who receive at least seven nominations are then approached by the Team Leader who will tell them of their nomination and talk to them about the role, and their suitability for it before they prayerfully decide whether or not to allow their names to go forward.

Although there is no limit on the time an individual may serve on this team, they must be actively re-appointed after their three-year term. There are currently seven members of the Trustees Team.

The church Treasurer and the Church Secretary are nominated from the Trustees Team.

From time to time the Trustees will appoint sub-groups to advise them on specific topics, such as building work or staffing reviews.

Mr Lace and Mrs Marsh are the only remunerated Trustee.

Major risks and management of those risks

Loss of premises and facilities; This is addressed by comprehensive insurance cover for its buildings, contents and liabilities.

Financial risk; This is addressed by regular monitoring of income and expenditure, the requirement for a second signatory on cheques over £1000, and through approval and support of the budget by the membership.

Availability of people to undertake tasks and to lead activities within the Church; This is addressed through a program of teaching, encouragement, and courses to help people identify, develop and apply their gifts.

Public benefit

We continue to review the activities of the Church in order to identify ways in which we can provide a greater service to the community in which it is situated.

The Church has continued to provide public benefit in numerous ways, and the work normally includes the following activities--

Storehouse

For many years now we have run a ministry to the community that we call "Storehouse". We accept donations of good quality furniture and household items. Where we know of someone who is in need (through our own contacts or referred to us by local agencies) we either give them needed items directly if we have them in stock or we use the "Storehouse Fund" to buy things such as white goods, clothing or hygiene items. The Storehouse fund comes from two specific Sunday offerings we have each year.

We have a branded van (provided by a grant from the local authority) that is used to collect and deliver items.

Easthampstead Baptist Church

Trustees's Report

(Social) Action Sundays

These help to foster within the church a wider sense of community involvement than just talking about it. In effect, we are giving up something that we love to do in order to do something practical to help others.

The first of these Sunday mornings usually happens in late Spring when there is a “fifth Sunday” in the month. Rather than hold our usual services we head out in small teams to carry out local community projects. In 2023 this included litter picking, tidying up school gardens and repainting schoolrooms/corridors, and writing to persecuted Christians around the world. On the second occasion, in November, we held our “Shoe Box Sunday” when we dedicated our service time to filling shoe boxes for Operation Christmas Child, using items that individuals and the church itself had donated.

Local Agencies and Groups

Because of our support for community projects and ministries such as Storehouse and the lunch clubs, the church is held in generally good regard by the local authorities and our local councillors. Local agencies frequently refer needy folk to us for help and some hire our buildings for training and conferences.

We have good relationships with the local police and PCSOs who sometimes attend our services.

Easthampstead Baptist Church also plays a full role in the ecumenical Bracknell churches group known as “Bracknell Christian Network” (BCN), which collectively supports the town centre pastoral group named ‘One Step Closer’. As well as engaging in the weekly Zoom meetings of the various church leaders in 2023, Easthampstead Baptist Church also hosts a quarterly breakfast prayer meeting for the group, as well as providing admin support for ‘One Step Closer’ in the form of our paid Social Action Team Leader, some of whose time is given to this scheme

In these ways, the trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to the guidance issued by the charity Commission in respect of public benefit.

Objectives and activities

Objects and aims

The primary objective for the year was to fulfil the church’s stated purpose which is:

“To love God, to love people and to grow together to become more like Jesus”

Each ministry in the church contributes towards that goal

Each year the church sets strategic objectives which are discussed and agreed between the Trustees and the Church Membership in the final quarter of the year for the year ahead. For 2023, the church agreed the following objectives –

EBC OBJECTIVES/REVIEW 2023: INVITE, ABIDE, ENVIRONMENT

1. INVITE.

What will success look like?

- Our culture of frontline invitation develops further.
- Vision for ‘Invitation’ culture is re-cast
- Social gatherings continue to increase and there is follow up invitation to the next thing.
- Percentage of members inviting people increases.
- More people are invited - invitation cards with service times made available.
- More people come to EBC
- Relationship with LICC is developed: Frontline Discipleship resources, Four Tables series etc.

Easthampstead Baptist Church

Trustees's Report

2. ABIDE.

What will success look like?

- Our personal relationships with God deepen
- This continues to be a focus area for preaching, courses and Life Groups, which are developed further.
- People will come forward for membership and Baptism
- People will continue to grow and develop through personal daily fellowship in the word and prayer.

3. ENVIRONMENT.

What will success look like?

- Our physical and digital environments keep improving.
- Gents' toilet project is finished
- Livestream experience is improved
- Social Media and Website presence improves
- Garden areas are improved, including addition of a proper side-path
- The church as a whole will become more eco-friendly - not only at our EBC building but in our lives away from it.
- Increased use (rent) of our building by organisations for positive impact in the community.

4. A CHURCH OF GOOD NEWS. This vision is inspired by Jesus's preaching on Isaiah (Luke chapter 4) and His teaching about the sheep and the goats (Matthew 25).

What will success look like?

- We are increasingly known as a church (people) of good news, locally and overseas.
- Our local ministries continue to flourish and develop - Storehouse, Food Pantry, Bacon Butty Club, EBC Coffee Mornings, Holiday at Home, Turkey & Tinsel, Soup & Sandwich etc, alongside our Sunday services.
- CAMEO is celebrated and promoted as a mission partner reaching local people with learning difficulties.
- Ongoing links with local agencies: Berkshire Women's Aid, Bracknell Forest Borough Council, Pilgrim Hearts, Bracknell Christian Network etc.
- We continue to impact our community through social action Sundays.
- Sierra Leone: EBC envoys trip to support Abs takes place.
- Ukraine: Greater involvement with Pastor Serhii - ongoing links? Roof twinning?
- Burundi: Develop relationship with GLO via Simon Guillebaud
- California/South Africa: Develop relationship/support Juba
- Ongoing global links with CSW, Tearfund, Samaritan's Purse etc.

Other evidence - Arranging and funding Abs visit (and Abs' testimony about this). FCH posted thanks for funding mattresses etc. after floods. Support for Sierra Leone projects is planned. Juba's testimony from the USA. Support for Great Lakes Outreach (Burundi - Simon Guillebaud). Storehouse storage unit constructed onsite - Storehouse help for many people including refugees from overseas who emptied the unit!

- We reminded the church membership of our purpose, mission, vision, values and method.
- SHR building refurbishment continued with extensive work to our roof.
- Our Team Leader continued formal training as a Baptist Minister at Regent's Park College, Oxford, in 2023, completing his fourth year of five.
- Local and International ministries work continued, and we managed our finances to budget.
- We continued to focus on discipling and prayer.
- We set new objectives and budget for 2024 that reflect our mission and vision for the future.

Easthampstead Baptist Church

Trustees's Report

Church Ministries

During 2023, we continued our Sunday services using a blended approach of online services (on YouTube) and in-person services as and when we were able to do so.

Mission Support

The church remains committed to supporting churches and other Christian organisations, both in the UK and overseas. Support is given in terms of finance and leadership support - in 2023 our Team Leader gave mentoring support to another local Christian who is studying for a formal qualification in Chaplaincy.

Sierra Leone

Our work with charities and our partner church in Sierra Leone continues and in 2023 a small team from EBC visited Sierra Leone and throughout the year we stayed in constant touch with our key contacts, offering financial support and pastoral encouragement as required.

Financial review

During the year ended 31 December 2023 the church had a total income of £316,272 (2022: £287,478). This total included: offerings and gifts - £152,171 (2022: £141,003); income tax recoverable - £34,569 (2022: £27,787); pastoral needs - £24,592 (2022: £5,362); other causes - £2,254 (2022: £5,196); miscellaneous donations - £931 (2022: £5,893); charitable activities £13,513 (2022: £10,242); church lettings - £84,261 (2022: £86,725); bank interest - £2,804 (2022: £1,375). Total Expenditure for the year was £331,893 (2022: £281,792). Of this total, significant costs were: ministry direct costs - £201,942 (2022: £142,746); missionary & charitable giving direct costs - £20,811 (2022: £34,708); support costs - £67,325 (2022: £64,885); governance costs - £5,100 (2022: £4,860)

Policy on reserves

The Church aims to keep minimum reserves of approximately 10% of its annual expenditure. This is partly to cover any excess of expenditure over income, provision for cash flow fluctuations, and so that the Church may meet commitments under contract e.g. to employees, for a reasonable notice period, if it is unable to continue to function. At the year end, the charity held unrestricted reserves of £410,979 (2022: £417,158), designated reserves of £36,806 (2022: £41,942), and restricted reserves of £217,772 (2022: £222,078). The designated fund balance is held for ministry activities and works needed at the church. Of the restricted reserves balance, £193,268 (2022: £204,116) represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development; £5,172 (2022: £5,504) is for the refurbishment of the toilets, £11,064 (2022: £1,555) is for costs relating to Storehouse, £4,693 (2022: £5,741) is held for costs relating to audio visual equipment, £1,730 (2022: £2,162) is held for costs relating to a stair lift and £1,575 (2022: £3,000) is held for cost related to supporting Bracknell Christian Network.

Statement of trustees's responsibilities

The trustees (who is also the director of Easthampstead Baptist Church for the purposes of company law) is responsible for preparing the trustees's report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustee to prepare financial statements for each financial year. Under company law the trustee must not approve the financial statements unless he is satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustee is required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;

Easthampstead Baptist Church

Trustees's Report

- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustee is responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. He is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees is responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustee of the charity on 9 September 2024 and signed on its behalf by:

.....
Mr R Lea
Trustee

Easthampstead Baptist Church

Independent Examiner's Report to the trustee of Easthampstead Baptist Church ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

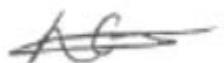
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of Easthampstead Baptist Church as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.



.....
L A Evans BSc FCA

Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

9 September 2024

Easthampstead Baptist Church

Statement of Financial Activities for the Year Ended 31 December 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	187,209	28,485	215,694
Charitable activities	4	13,513	-	13,513
Other trading activities	5	84,261	-	84,261
Investment income	6	2,804	-	2,804
Total income		<u>287,787</u>	<u>28,485</u>	<u>316,272</u>
Expenditure on:				
Charitable activities	7	(262,387)	(32,791)	(295,178)
Other expenditure	8	<u>(36,715)</u>	<u>-</u>	<u>(36,715)</u>
Total expenditure		<u>(299,102)</u>	<u>(32,791)</u>	<u>(331,893)</u>
Net expenditure		<u>(11,315)</u>	<u>(4,306)</u>	<u>(15,621)</u>
Net movement in funds		(11,315)	(4,306)	(15,621)
Reconciliation of funds				
Total funds brought forward		<u>459,100</u>	<u>222,078</u>	<u>681,178</u>
Total funds carried forward	17	<u><u>447,785</u></u>	<u><u>217,772</u></u>	<u><u>665,557</u></u>

The notes on pages 12 to 26 form an integral part of these financial statements.

Easthampstead Baptist Church

Statement of Financial Activities for the Year Ended 31 December 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	165,560	23,576	189,136
Charitable activities	4	10,242	-	10,242
Other trading activities	5	86,725	-	86,725
Investment income	6	1,375	-	1,375
Total income		<u>263,902</u>	<u>23,576</u>	<u>287,478</u>
Expenditure on:				
Charitable activities	7	(215,187)	(32,012)	(247,199)
Other expenditure	8	(34,593)	-	(34,593)
Total expenditure		<u>(249,780)</u>	<u>(32,012)</u>	<u>(281,792)</u>
Net income/(expenditure)		<u>14,122</u>	<u>(8,436)</u>	<u>5,686</u>
Net movement in funds		14,122	(8,436)	5,686
Reconciliation of funds				
Total funds brought forward		<u>444,978</u>	<u>230,514</u>	<u>675,492</u>
Total funds carried forward	17	<u><u>459,100</u></u>	<u><u>222,078</u></u>	<u><u>681,178</u></u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2022 is shown in note 17.

Easthampstead Baptist Church
(Registration number: 1129467)
Balance Sheet as at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	13	564,519	559,321
Current assets			
Debtors	14	22,139	29,112
Cash at bank and in hand	15	85,488	97,605
		107,627	126,717
Creditors: Amounts falling due within one year	16	(6,589)	(4,860)
Net current assets		101,038	121,857
Net assets		665,557	681,178
Funds of the charity:			
Restricted income funds			
Restricted funds		217,772	222,078
Unrestricted income funds			
Unrestricted funds		447,785	459,100
Total funds	17	665,557	681,178

For the financial year ending 31 December 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Director's responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The director acknowledges his responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 9 to 26 were approved by the trustee, and authorised for issue on 9 September 2024 and signed on his behalf by:

.....
Mr R Lea
Trustee

Easthampstead Baptist Church

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

1 Charity status

The charity is limited by share capital, incorporated in .

The address of its registered office is:

South Hill Road

Easthampstead

Bracknell

Berkshire

RG12 7NS

These financial statements were authorised for issue by the trustees on 9 September 2024.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2020) - (Charities SORP (FRS 102)), and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

The objectives of the charity are to advance the Christian Religion, relieve poverty, hardship and distress, and to advance education. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the entity.

The church is a registered charity in England and Wales. The Trustees are the members of the church named on page 1.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Easthampstead Baptist Church

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

Income and endowments

Income is recognised in the Statement of Financial Activities (SoFA) when:

- ☐ the charity becomes entitled to the resources;
- ☐ it is more likely than not that the Trustees will receive the resources; and
- ☐ the monetary value can be measured with sufficient reliability.

Donations and legacies

Donations are only included in the SoFA when the general income recognition criteria are met.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Investment income

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

Income from membership subscriptions

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the Trustees' annual report.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Support and governance costs incurred are apportioned across the charitable activities based on the time support staff spend working on each one. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the receivable.

Easthampstead Baptist Church

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

Taxation

The charity is a registered charity and is exempt under Part 11 of the Corporation Tax Act 2010 on its income and section 256 of the Taxation of Chargeable Gains Act 1992 on its capital gains.
Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

Tangible fixed assets

All assets costing more than £1,000 are capitalised and valued at historical cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Buildings	2% and 1% on cost
Fittings and equipment	10% on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Fund structure

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Designated funds represent funds earmarked for specific reasons as decided by the Trustees. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme. Contributions payable for the year are charged to the SoFA in the period to which they relate.

Easthampstead Baptist Church

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

3 Income from donations and legacies

	Unrestricted funds Designated	General	Restricted funds	Total 2023	Total 2022
	£	£	£	£	£
Offerings and gifts	16,230	135,941	-	152,171	141,003
Income tax recoverable	3,758	29,841	970	34,569	27,787
Pastoral Need Fund					
donations/Storehouse	-	-	24,592	24,592	5,362
Tear Fund	-	-	566	566	635
Samaritans Purse	-	-	232	232	528
Sierra Leone trip	-	-	1,286	1,286	4,033
Homestart	-	-	170	170	-
General Mission Support	-	508	669	1,177	3,895
Miscellaneous donations, gifts & sundries	-	931	-	931	5,893
	<u>19,988</u>	<u>167,221</u>	<u>28,485</u>	<u>215,694</u>	<u>189,136</u>

In 2022 £23,576 of donation income related to restricted funds and £8,383 to designated funds

4 Income from charitable activities

	Unrestricted funds General	Total 2023	Total 2022
	£	£	£
Catering	8,686	8,686	5,781
Children and youth	1,184	1,184	1,170
Older persons work	3,643	3,643	3,291
	<u>13,513</u>	<u>13,513</u>	<u>10,242</u>

In 2022, no income from charitable activities related to restricted funds.

Easthampstead Baptist Church

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

5 Income from other trading activities

	Unrestricted funds General £	Total funds £	Total 2022 £
Church lettings	84,261	84,261	86,725
	<u>84,261</u>	<u>84,261</u>	<u>86,725</u>

In 2022, no income from other trading activities related to restricted funds.

6 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable on bank deposits	2,804	2,804	1,375
	<u>2,804</u>	<u>2,804</u>	<u>1,375</u>

In 2022 all of the investment income related to unrestricted funds.

7 Expenditure on charitable activities

By fund

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Missionary and charitable giving	7.1	-	16,528	4,283	20,811	34,708
Ministry	7.2	25,124	148,310	28,508	201,942	142,746
Allocated support costs		<u>-</u>	<u>72,425</u>	<u>-</u>	<u>72,425</u>	<u>69,745</u>
		<u>25,124</u>	<u>237,263</u>	<u>32,791</u>	<u>295,178</u>	<u>247,199</u>

In 2022 £32,012 of the total expenditure on charitable activities related to restricted funds and £15,393 related to designated.

Easthampstead Baptist Church

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

By Activity

	Note	Activity undertaken directly £	Activity support costs £	2023 £	2022 £
Missionary and charitable giving	7.1	20,811	969	21,780	35,631
Ministry	7.2	201,942	71,456	273,398	211,568
		<u>222,753</u>	<u>72,425</u>	<u>295,178</u>	<u>247,199</u>

In addition to the expenditure analysed above, there are also governance costs of £5,100 (2022 - £4,860) which relate directly to charitable activities. See note for further details.

7.1 Analysis of Direct Expenditure on Missionary and Charitable Giving

	Note	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
BU Home Mission		2,500	-	2,500	2,500
Tear Fund - general		1,176	566	1,742	1,200
Samaritan's Purse – Xmas shoeboxes		1,086	232	1,318	1,071
Dorothy – Springer Trust		8,000	-	8,000	8,000
Storehouse		-	1,360	1,360	1,121
Mission support – general		1,173	-	1,173	6,072
Mission support – Sierra Leone		2,193	1,286	3,479	9,956
Others		200	669	869	4,788
Homestart		200	170	370	-
		<u>16,528</u>	<u>4,283</u>	<u>20,811</u>	<u>34,708</u>

Easthampstead Baptist Church

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

7.2 Analysis of Expenditure on Ministry Activities Undertaken Directly

	Note	Unrestricted funds Designated £	General £	Restricted funds £	Total 2023 £	Total 2022 £
Trustees' remuneration		-	73,466	-	73,466	69,068
Trustees' pension costs		-	1,800	-	1,800	(17,667)
Wages and salaries		-	27,349	-	27,349	25,578
Social security costs		-	5,441	-	5,441	5,073
Pension costs		-	1,458	-	1,458	897
Travel costs		-	1,043	-	1,043	262
Conferences and training		-	6,813	-	6,813	827
Evangelism & publicity		-	3,956	-	3,956	4,123
Affiliation fees & worship costs		-	1,977	-	1,977	1,981
Catering		-	5,058	-	5,058	4,449
Youth & Children		-	2,474	-	2,474	2,021
Older Person's work		-	2,243	-	2,243	1,961
Depreciation		-	1,295	12,245	13,540	12,816
Storehouse		-	-	14,693	14,693	9,620
TV Licence		-	159	-	159	159
Replacement equipment		-	1,186	-	1,186	1,974
Sundries		-	1,480	145	1,625	1,589
Ministry materials		-	7,551	-	7,551	192
Ministry unto Church		-	2,309	-	2,309	1,537
Hall hire		-	864	-	864	893
Gift Day – 2021		-	-	-	-	15,393
Refresh café running costs		-	388	-	388	-
Gift Day – 2022		8,124	-	-	8,124	-
Gift Day – 2023		17,000	-	-	17,000	-
Berkshire Christian Network		-	-	1,425	1,425	-
		<u>25,124</u>	<u>148,310</u>	<u>28,508</u>	<u>201,942</u>	<u>142,746</u>

Easthampstead Baptist Church

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

7.3 Analysis of Support Costs and Governance Costs

	Note	Unrestricted funds General £	Total 2023 £	Total 2022 £
Support costs				
Heat, light, power and water		5,505	5,505	5,137
Insurance and maintenance		11,781	11,781	15,452
Cleaner salaries		12,385	12,385	10,686
Website costs		1,004	1,004	1,031
Office & Administration costs		13,143	13,143	11,215
HR Consultancy		288	288	141
Caretaker salaries		21,703	21,703	19,873
Social security costs		1,060	1,060	944
Pension costs		456	456	406
		67,325	67,325	64,885
Governance costs				
Independent Examiner's remuneration		5,100	5,100	4,860
		72,425	72,425	69,745

8 Other expenditure

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Wages and salaries	29,555	29,555	27,915
Social security	1,712	1,712	1,613
Pension costs	684	684	635
Light and heat	3,536	3,536	3,293
Other costs	1,228	1,228	1,137
	36,715	36,715	34,593

Easthampstead Baptist Church

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

9 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2023 £	2022 £
Depreciation of fixed assets	13,550	12,831
Trustees' remuneration	72,466	68,368
Trustees' pension costs (defined contribution scheme)	1,800	(17,667)
Independent examiner's remuneration	<u>5,100</u>	<u>4,860</u>

10 Trustees remuneration and expenses

Total employment benefits including employer pension contributions of the key management personnel was £74,266 (2022: £50,701).

The Team Leader and Trustee, Mr S. Lace, received £41282 (2022: £38944) and the Ministry Director and Trustee, Mrs P Marsh received £31,184 (2022: £29,425)

The total pension contribution from the Church for the Senior Minister was £1,011 (2022: £4,435).

No pension contributions were outstanding at the balance sheet date.

Trustees' expenses

No trustees have received any reimbursed expenses from the charity during the year.

11 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	150,320	141,145
Social security costs	8,213	7,630
Pension costs	<u>4,398</u>	<u>(15,729)</u>
	<u>162,931</u>	<u>133,046</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Ministry	5	5
Upkeep of Church Premises	<u>1</u>	<u>1</u>
	<u>6</u>	<u>6</u>

Contributions to the employee pension schemes for the year totalled £1,800 (2022 - £(17,667)).

No employees received employee benefits (excluding employer pension costs) in excess of £60,000 (2022: none).

Easthampstead Baptist Church

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

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2023	761,720	98,572	860,292
Additions	16,590	2,158	18,748
At 31 December 2023	<u>778,310</u>	<u>100,730</u>	<u>879,040</u>
Depreciation			
At 1 January 2023	209,605	91,366	300,971
Charge for the year	11,180	2,370	13,550
At 31 December 2023	<u>220,785</u>	<u>93,736</u>	<u>314,521</u>
Net book value			
At 31 December 2023	<u>557,525</u>	<u>6,994</u>	<u>564,519</u>
At 31 December 2022	<u>552,115</u>	<u>7,206</u>	<u>559,321</u>

14 Debtors

	2023 £	2022 £
Prepayments	1,813	3,625
Other debtors	<u>20,326</u>	<u>25,487</u>
	<u>22,139</u>	<u>29,112</u>

15 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	85,338	97,455
Other cash and cash equivalents	<u>150</u>	<u>150</u>
	<u>85,488</u>	<u>97,605</u>

Easthampstead Baptist Church

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

16 Creditors: amounts falling due within one year

	2023 £	2022 £
Other creditors	1,489	-
Accruals	5,100	4,860
	<u>6,589</u>	<u>4,860</u>

17 Funds

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Balance at 31 December 2023 £
Unrestricted funds				
General	417,158	267,799	(273,978)	410,979
<i>Unrestricted designated funds</i>				
Gift Day 2016	17,218	-	-	17,218
Gift Day 2020	7,875	-	-	7,875
Gift Day 2021	8,466	-	-	8,466
Gift Day 2022	8,383	-	(8,124)	259
Gift Day 2023	-	19,988	(17,000)	2,988
Designated	41,942	19,988	(25,124)	36,806
Total unrestricted funds	<u>459,100</u>	<u>287,787</u>	<u>(299,102)</u>	<u>447,785</u>
Church Building Fund	204,116	-	(10,848)	193,268
Other donations	7,903	-	(1,210)	6,693
Sierra Leone	-	1,286	(1,286)	-
External Causes	-	1,637	(1,637)	-
Storehouse	1,555	25,562	(16,053)	11,064
Toilets	5,504	-	(332)	5,172
Berkshire Christian Network	3,000	-	(1,425)	1,575
Restricted funds	<u>222,078</u>	<u>28,485</u>	<u>(32,791)</u>	<u>217,772</u>
Total funds	<u>681,178</u>	<u>316,272</u>	<u>(331,893)</u>	<u>665,557</u>

Easthampstead Baptist Church

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

	Balance at 1 January 2022 £	Incoming resources £	Resources expended £	Balance at 31 December 2022 £
Unrestricted funds				
General	396,026	255,519	(234,387)	417,158
Unrestricted designated funds				
Gift Day 2016	17,218	-	-	17,218
Gift Day 2020	7,875	-	-	7,875
Gift Day 2021	23,859	-	(15,393)	8,466
Gift Day 2022	-	8,383	-	8,383
Designated	48,952	8,383	(15,393)	41,942
Total unrestricted funds	444,978	263,902	(249,780)	459,100
Church Building Fund	214,964	-	(10,848)	204,116
Other donations	2,594	6,000	(691)	7,903
Sierra Leone	-	4,033	(4,033)	-
External Causes	-	4,323	(4,323)	-
Storehouse	6,076	6,220	(10,741)	1,555
Toilets	5,504	-	-	5,504
Berkshire Christian Network	-	3,000	-	3,000
Future Missions Fund	1,376	-	(1,376)	-
Restricted funds	230,514	23,576	(32,012)	222,078
Total funds	675,492	287,478	(281,792)	681,178

Unrestricted funds

Unrestricted funds are available to be spent for any of the purposes of the charity.

Restricted Funds

The Church Building Fund represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development.

The other small restricted fund balances are held for the purpose of that described in the headings.

Designated Funds

These funds relate to monies raised during the annual Gift Day's which are then set aside for specific purposes depending on the yearly requirements.

The funds from Gift Day 2016 are held for ministry activities e.g. older persons work, children and youth work.

The funds from Gift Day 2020 and 2021 are held for works needed at the church.

The funds from Gift Day 2022 are held for solar panel batteries for the Dorothy Springer Trust and to support 3 children with SEN in Sierra Leone. After the year end £2,500 of these funds were lost in transit but it is anticipated that a further donation will be received to cover this loss.

Easthampstead Baptist Church

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

18 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 December 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	360,608	-	203,911	564,519
Current assets	56,960	36,806	13,861	107,627
Current liabilities	(6,589)	-	-	(6,589)
Total net assets	<u>410,979</u>	<u>36,806</u>	<u>217,772</u>	<u>665,557</u>

	Unrestricted funds		Restricted funds	Total funds at 31 December 2022
	General	Designated		
	£	£	£	£
Tangible fixed assets	350,827	-	208,494	559,321
Current assets	71,191	41,942	13,584	126,717
Current liabilities	(4,860)	-	-	(4,860)
Total net assets	<u>417,158</u>	<u>41,942</u>	<u>222,078</u>	<u>681,178</u>

19 Related charities

During the year the charity made the following related party transactions: The custodian Trustee of the Church is the Baptist Union Corporation Limited (charity number 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 Regional Baptist Association. The Church made donations to the Baptist Union Home Mission Scheme as set out in note 7.

19. Defined Benefit Pension

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.

Easthampstead Baptist Church

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

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. [Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.]

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 Minister(s) are eligible to join the Scheme.

Actuarial valuation as at 31 December 2019

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

The key financial assumptions underlying the valuation were as follows:

Type of Assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (CPI plus 1.0% pa)	0.50
Assumed investment returns	
- Pre-retirement (gilt yield plus 1.75% pa)	2.95
- Post retirement (including benefits matched by the insurance policy) (gilt yield plus 0.5% pa)	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Based on CPI with an annual floor of 0% and annual cap of 5%	2.70

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

Easthampstead Baptist Church

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

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.

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. These contributions are payable under the recovery plan until June 2026. The outstanding deficiency contributions due under the Recovery Plan are not considered material and therefore have not been included in the balance sheet.

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.

Accounting date (year ending):	31 Dec 2023	31 Dec 2022
	£	£
Balance sheet liability at year start	-	22,200
Minus deficiency contributions paid	-	(2,856)
Interest cost (recognised in SoFA)	-	416
Remaining change to balance sheet liability* (recognised in SoFA)	-	(19,760)
Balance sheet liability at year end	-	-

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

Where relevant, the 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:

Accounting date	31 Dec 2023	31 Dec 2022	31 Dec 2021
Discount rate	N/A	5.7%	2.0%
Future increases to Minimum Pensionable Income	N/A	3.3%	3.0%

Accounts

EASTHAMPSTEAD BAPTIST CHURCH

Report of the Trustees and
Financial Statements
for the year ended 31 December 2022

Easthampstead Baptist Church

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for the year ended 31 December 2022**

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Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2022

The Trustees present their report with the financial statements of the charity for the year ending 31 December 2022.

The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name	Easthampstead Baptist Church
Registered charity number	1129467
Charity's principal address	Easthampstead Baptist Church South Hill Road Easthampstead Bracknell Berkshire RG12 7NS

Names of the charity Trustees who manage the charity:
Trustees up to March 2022

Mr S Lace Team Leader
Ms P Marsh Ministry Director
Mr O Fawole
Mr R Lea Treasurer
Mr P Roe
Mr P Jones
Mr D Emery
Mrs E Charlton

From April 2022

Mr S Lace Team Leader
Ms P Marsh Ministry Director
Mr O Fawole Church Secretary
Mr R Lea Treasurer
Mr P Roe
Mr P Jones
Mrs J Darby Shearing

Principal Bankers

The Co-operative Bank PLC
P.O. Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Independent Examiner

L A Evans BSc FCA
Stewart & Co. Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity

Easthampstead Baptist Church was registered under a Constitution on 16 October 2008 with the registration number 1129467.

Recruitment, induction and training of new Trustees

The charity is controlled by its Constitution, which was agreed at a Church Meeting in October 2008, and put forward to the Charity Commission in mid-April 2009.

The governance of the church is as follows: whole church policy and issues are addressed at church meetings, which happen at least four times per year.

At these, major decisions are made and, when required, Trustees, Church Secretary and Treasurer will be/are appointed. The Church Elders are responsible for spiritual oversight, policy and future direction. The Trustees are responsible for the development and general running of the church and this group consists of the Team Leader, Treasurer, Church Secretary and elected individuals from the church membership.

Induction and training for new trustees includes "on the job" coaching/mentoring and the requirement to read through and understand the Baptist Union Guideline Leaflet C15 which has been specifically written for Church Secretaries, Treasurers, Ministers, Elders and other Charity Trustees.

Trust Management

The Elders are responsible for the oversight of the Church's vision. They keep under review the ministries and other activities of the church and consider any new proposals to ensure that they fit within the overall ethos and contribute to fulfilling vision of the church.

The Elders may from time to time make recommendations to the Trustees Team but as a group they have no direct decision making powers. They also provide pastoral support to the Team Leader and assist him or her with matters of serious confidential pastoral concern, in which context only do they act independently of the Trustees Team.

Elders include the Team Leader; the remainder are appointed by the church meeting (as with appointments to the Trustees Team, the support of at least 2/3 of the members present and voting is required). Elders are nominated by the Trustees Team, usually in response to advice from the serving Elders. Currently there are four Elders in addition to the Team Leader and Minister.

The Trustees are responsible for the overall leading and management of the church. In recent years, the increasing introduction of specific staff roles to lead individual areas of ministry from day-to-day has meant that the Trustees Team is primarily concerned with broader areas of oversight, staffing and financial management.

Trustees Team members are appointed by the Church Meeting at the AGM following a rigorous nomination process, usually for a period of three years. In the period prior to the AGM, members are asked to prayerfully consider whom they might nominate to serve on the Trustees Team. They will be advised of the number of vacancies and the names of any serving trustees who have reached the end of their term but are willing to stand again. Those individuals who receive at least seven nominations are then approached by the Team Leader who will tell them of their nomination and talk to them about the role, and their suitability for it before they prayerfully decide whether or not to allow their names to go forward.

Although there is no limit on the time an individual may serve on this team, they must be actively re-appointed after their three-year term. There are currently seven members of the Trustees Team.

The church Treasurer and the Church Secretary are nominated from the Trustees Team.

From time to time the Trustees will appoint sub-groups to advise them on specific topics, such as building work or staffing reviews.

Mr Lace and Mrs Marsh are the only remunerated Trustee.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2022

Risk management

Three main areas of risk have been identified against the successful functioning of the Church:

- **Loss of premises and facilities;** this is addressed by comprehensive insurance cover for its buildings, contents and liabilities.
- **Financial risk;** this is addressed by regular monitoring of income and expenditure, the requirement for a second signatory on cheques over £1000, and through approval and support of the budget by the membership.
- **Availability of people** to undertake tasks and to lead activities within the Church. This is addressed through a program of teaching, encouragement, and courses to help people identify, develop and apply their gifts.

Other risks relate to specific events and activities rather than the overall liability and development of the church and are addressed by monitoring by team leaders and oversight by the trustees.

The trustees have complied with the duty in section 4 of the 2006 Charities Act to have due regard to guidance published by the Charity Commission in respect of public benefit.

Public Benefit

We continue to review the activities of the Church in order to identify ways in which we can provide a greater service to the community in which it is situated.

The Church has continued to provide public benefit in numerous ways, and the work normally includes the following activities--

Storehouse

For many years now we have run a ministry to the community that we call "Storehouse". We accept donations of good quality furniture and household items. Where we know of someone who is in need (through our own contacts or referred to us by local agencies) we either give them needed items directly if we have them in stock or we use the "Storehouse Fund" to buy things such as white goods, clothing or hygiene items. The Storehouse fund comes from two specific Sunday offerings we have each year.

We have a branded van (provided by a grant from the local authority) that is used to collect and deliver items. In 2022, we were delighted to realise a long-held vision for this ministry with the addition of a dedicated on-site storage facility that we can easily access throughout the week. Storehouse continued to be busy in 2022, with many deliveries being made to Ukrainian refugee families in addition to the usual mix of local people being referred to us for a variety of socio-economic reasons.

(Social) Action Sundays

In 2022 we went ahead with plans to rebrand our 'Action Sundays' as 'Social Action Sundays' (SAS). These help to foster within the church a wider sense of community involvement than just talking about it. In effect, we are giving up something that we love to do in order to do something practical to help others.

The first of these Sunday mornings usually happens in late Spring when there is a "fifth Sunday" in the month. Rather than hold our usual services we head out in small teams to carry out local community projects. In 2022 this included litter picking, tidying up school gardens and repainting schoolrooms/corridors, and writing to persecuted Christians around the world. On the second occasion, in November, we held our "Shoe Box Sunday" when we dedicated our service time to filling shoe boxes for Operation Christmas Child, using items that individuals and the church itself had donated.

Helping the Disadvantaged

Along with other churches in the town, we continue to support the Pilgrim Hearts charity in their work with the homeless and disadvantaged. A member of our staff team is employed as our Social Action Team Leader, with responsibility for spearheading our work in areas like Storehouse, the planning of our Social Action Sundays and partnering with groups like Pilgrim Hearts to co-ordinate help for people in need across our area.

Local Agencies and Groups

Because of our support for community projects and ministries such as Storehouse and the lunch clubs, the church is held in generally good regard by the local authorities and our local councillors. Local agencies frequently refer needy folk to us for help and some hire our buildings for training and conferences.

We have good relationships with the local police and PCSOs who sometimes attend our services.

Easthampstead Baptist Church also plays a full role in the ecumenical Bracknell churches group known as "Bracknell Christian Network" (BCN), which collectively supports the town centre pastoral group named 'One Step Closer'. As well as engaging in the weekly Zoom meetings of the various church leaders in 2022, Easthampstead Baptist Church also hosts a quarterly breakfast prayer meeting for the group, as well as providing admin support for 'One Step Closer' in the form of our paid Social Action Team Leader, some of whose time is given to this scheme.

In these ways, the trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to the guidance issued by the charity Commission in respect of public benefit.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2022

OBJECTIVES AND ACTIVITIES

Objectives and aims

The primary objective for the year was to fulfil the church's stated purpose which is:

"To love God, to love people and to grow together to become more like Jesus"

Each ministry in the church contributes towards that goal

Each year the church sets strategic objectives which are discussed and agreed between the Trustees and the Church Membership in the final quarter of the year for the year ahead. For 2022, the church agreed the following objectives –

EBC OBJECTIVES 2022: INVITE, ABIDE, ENVIRONMENT

ACHIEVEMENTS, PERFORMANCE AND CHARITABLE ACTIVITIES

The income and expenditure budget for the year reflected the desire to achieve our annual objectives, including various charitable and strategic goals. Towards the end of 2022 we assessed how we had done against our objectives and set out slightly revised objectives for 2023. A precis of the review is shown below –

EBC OBJECTIVES/REVIEW 2022: INVITE, ABIDE, ENVIRONMENT

1. INVITE. We will continue to pursue a culture of frontline invitation and develop multiple fresh expressions of frontline outreach in-person and digitally.

What will success look like?

- *Relationship with/learnings from LICC on frontline discipleship will be pursued. We have continued with 'This Time Tomorrow' interviews and planned to revisit the 2020 'Four Tables' series we ran in 2020.*
- *Additional social events to encourage invitation and friendship. To include a celebration of 60 years of a church building on this site! 60th EBC Anniversary weekend including service and Funday Sunday. African Party. Holiday at Home. Soup & Sandwich Jubilee celebrations. 'Souper Sundays' and 'Bacon Butty Club' launched. Big Quiz. Saltmine. Christingle. Turkey & Tinsel.*
- *Stories will be celebrated about personal examples of frontline outreach (TTT interviews and ad hoc). We have sought and shared Good News stories and incorporated a number of these into our special Gift Day service).*
- *New people will be invited... New people will come! Yes, they have, but tracking of numbers has slipped and will be better next year.*
- *Personal invitation and outreach will become recognised as a central part of our church DNA. We will take a straw poll regarding personal invitation at the church meeting.*

2. ABIDE. We will continue to work on personal discipleship, focussing this year on re-developing Life Groups/EB3's, as well as continuing with our Next Steps area, Discovering EBC and other resources.

What will success look like?

- *Life Groups will be relaunched and resourced. Life Groups have been redefined but needs follow up with each group to see how groups are doing and how best to include new people.*
- *Next Steps hub will be continue to evolve and be used. Next Steps hub continually evolves with resources publicised online and in talks/services too.*
- *Discovering Courses will support discipleship. Discovering Membership courses, Prayer Courses and Prayer Ministry course have been run.*
- *People will report that their faith is deepening. A straw poll will be taken at the church meeting on this.*

Other evidence – Simon Guillebaud invited to speak on discipleship ("Choose Life!") and relationship with Simon G continues through Simon L. Prayer room opened. Discovering Membership booklets disappearing!

3. ENVIRONMENT. We will continue to enhance our physical and digital environments.

What will success look like?

- *The look and feel of our church building and gardens will continue to be enhanced as we complete our 2021 'wish list' projects. Roof cleaned and repaired, porch roof repaired, church exterior painted, plans in progress to finish gents' loo and install garden path. Garden Room opened, main hall cupboard and Room 1 ceilings replaced/repainted. Storehouse unit installed.*
- *The church as a whole will become more eco-friendly – not only at our EBC building but in our lives away from it. Rev. Dave Gregory preached on caring for the planet. More to be done on this.*
- *Our digital environment will be recognised as our virtual "front door" and be more inviting/exciting. Social media and website continue to evolve. Live stream added, with plans to enhance this with new tech.*

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2022

4. GOOD NEWS. This vision, inspired by Jesus's preaching on Isaiah (Luke chapter 4) and His teaching about the sheep and the goats (Matthew 25), will increasingly be realised in the way EBC people conduct their lives. We will increasingly become known as a church of good news.

What will success look like?

- *Tangible stories about how we have impacted people locally and globally. Many stories shared (Storehouse, Ukraine, BWA, Sierra Leone etc.)*
- *EBC is known across other churches and local agencies as a people of good news. Referrals and 'ad hoc' enquiries show that we are being referred and EBC is well regarded.*

Other evidence – Arranging and funding Abs visit (and Abs' testimony about this). FCH posted thanks for funding mattresses etc. after floods. Support for Sierra Leone projects is planned. Juba's testimony from the USA. Support for Great Lakes Outreach (Burundi – Simon Guillebaud). Storehouse storage unit constructed onsite – Storehouse help for many people including refugees from overseas who emptied the unit!

- We reminded the church membership of our purpose, mission, vision, values and method.
- SHR building refurbishment continued with extensive work to our roof.
- Our Team Leader continued formal training as a Baptist Minister at Regent's Park College, Oxford, in 2022, completing his third year of five.
- Local and International ministries work continued, and we managed our finances to budget
- We continued to focus on discipling and prayer.
- We set new objectives and budget for 2023 that reflect our mission and vision for the future.

Church Ministries

During 2022, we continued our Sunday services using a blended approach of online services (on YouTube) and in-person services as and when we were able to do so.

Mission Support

The church remains committed to supporting churches and other Christian organisations, both in the UK and overseas. Support is given in terms of finance and leadership support – in 2022 our Team Leader gave mentoring support to another local Christian who is studying for a formal qualification in Chaplaincy.

Sierra Leone

Our work with charities and our partner church in Sierra Leone continues and in 2022 we stayed in constant touch with our key contacts, offering financial support and pastoral encouragement as required.

FINANCIAL REVIEW

During the year ended 31 December 2022 the church had a total income of £287,478 (2021: £288,425). This total included: offerings and gifts - £141,003 (2021: £158,835); income tax recoverable - £27,787 (2021: £34,636); pastoral needs - £5,362 (2021: £8,281); other causes - £5,196 (2021: £1,440); miscellaneous donations - £5,893 (2021: £2,415); charitable activities £10,242 (2021: £2,883); church lettings - £86,725 (2021: £59,802); bank interest - £1,375 (2021: £246). Total Expenditure for the year was £281,792 (2021: £267,370). Of this total, significant costs were: ministry direct costs - £142,746 (2021: £155,137); missionary & charitable giving direct costs - £34,708 (2021: £17,876); support costs - £64,885 (2021: £56,991); governance costs - £4,860 (2021: £4,662).

RESERVES POLICIES

The Church aims to keep minimum reserves of approximately 10% of its annual expenditure. This is partly to cover any excess of expenditure over income, provision for cash flow fluctuations, and so that the Church may meet commitments under contract e.g. to employees, for a reasonable notice period, if it is unable to continue to function. At the year end, the charity held unrestricted reserves of £417,239 (2021: £396,026), designated reserves of £41,942 (2021: £48,952), and restricted reserves of £222,078 (2021: £230,514). The designated fund balance is held for ministry activities and works needed at the church. Of the restricted reserves balance, £204,116 (2021: £214,964) represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development; £5,504 (2021: £5,504) is for the refurbishment of the toilets, £1,555 (2021: £6,076) is for costs relating to Storehouse, and £3,524 (2021: £2,594) is held for costs relating to a stair lift and other equipment at the Church.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2022

RESPONSIBILITIES OF THE TRUSTEES

The charity's Trustees are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, and the applicable Charities (Accounts and Reports) Regulations. The Trustees are also responsible for safeguarding the assets of the charity and hence taking all reasonable steps for the prevention and detection of fraud and other irregularities.

COMPLIANCE WITH PREVAILING LAW AND REGULATIONS

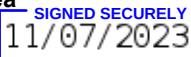
The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

BY ORDER OF THE TRUSTEES

SIGNED SECURELY

11/07/2023 at 9:29:21 AM UTC

Mr R Lea
Date: 
11/07/2023 at 9:29:21 AM UTC

**Independent Examiner's Report to the Trustees of
Easthampstead Baptist Church
for the year ended 31 December 2022**

Independent Examiner's Report

Independent Examiner's report to the Trustees of Easthampstead Baptist Church

I report on the accounts of the charity for the year ended 31 December 2022, which are set out on pages eight to nineteen.

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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

1. examine the accounts under section 145 of the 2011 Act,
2. to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act, and
3. to state whether particular matters have come to my attention.

Independent Examiner's statement

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

1. accounting records were not kept in respect of Easthampstead Baptist Church as required by section 120 of the 2011 act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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



L A Evans BSc FCA
Stewart & Co. Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Date:

Easthampstead Baptist Church
Statement of Financial Activities
for the year ended 31 December 2022

Statement of Financial Activities

	Note	Unrestricted £	Designated £	Restricted £	2022 Total funds	2021 Total funds £
INCOME						
Donations and legacies	2	157,177	8,383	23,576	189,136	205,607
Grant income	3	-	-	-	-	19,887
Income from charitable activities	4	10,242	-	-	10,242	2,883
Income from other trading activities	5	86,725	-	-	86,725	59,802
Investment income	6	1,375	-	-	1,375	246
TOTAL INCOME		255,519	8,383	23,576	287,478	288,425
EXPENDITURE						
Expenditure on charitable activities:	7	(199,794)	(15,393)	(32,012)	(247,199)	(234,666)
Expenditure on other trading activities	11/12	(34,593)	-	-	(34,593)	(32,704)
TOTAL EXPENDITURE		(234,387)	(15,393)	(32,012)	(281,792)	(267,370)
NET EXPENDITURE AND NET MOVEMENT IN FUNDS FOR THE YEAR	17	21,132	(7,010)	(8,436)	5,686	21,055
TRANSFERS BETWEEN FUNDS		-	-	-	-	-
RECONCILIATION OF FUNDS						
Total Funds brought forward		396,026	48,952	230,514	675,492	654,437
TOTAL FUNDS CARRIED FORWARD		417,158	41,942	222,078	681,178	675,492

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

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

Easthampstead Baptist Church

Balance Sheet as at 31 December 2022

Balance Sheet

	Note	Unrestricted £	Designated £	Restricted £	2022 Total funds	2021 Total funds £
FIXED ASSETS						
Tangible assets	14	350,827	-	208,494	559,321	569,690
TOTAL FIXED ASSETS		350,827	-	208,494	559,321	569,690
CURRENT ASSETS						
Debtors	15	29,112	-	-	29,112	7,177
Cash at bank and in hand		42,079	41,942	13,584	97,605	126,987
TOTAL CURRENT ASSETS		71,191	41,942	13,584	126,717	134,164
LIABILITIES						
Creditors falling due within one year	16	(4,860)	-	-	(4,860)	(28,362)
NET CURRENT ASSETS/(LIABILITIES)		66,331	41,942	13,584	121,857	105,802
TOTAL ASSETS LESS CURRENT LIABILITIES		417,158	41,942	222,078	681,178	675,492
NET ASSETS		417,158	41,942	222,078	681,178	675,492
THE FUNDS OF THE CHARITY						
Unrestricted income funds	17	417,158	-	-	417,158	396,026
Designated income funds	17	-	41,942	-	41,942	48,952
Restricted income funds	17	-	-	222,078	222,078	230,514
TOTAL CHARITY FUNDS		417,158	41,942	222,078	681,178	675,492

SIGNED SECURELY
11/07/2023
11/07/2023 at 9:29:21 AM UTC

The financial statements were approved and authorised for issue by the Board of Trustees on and were signed on its behalf by:

SIGNED SECURELY
Robert Lea
11/07/2023 at 9:29:21 AM UTC

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

Easthampstead Baptist Church
Notes to the Financial Statements
for the year ended 31 December 2022

Notes to the Financial Statements

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2020) - (Charities SORP (FRS 102)), and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The objectives of the charity are to advance the Christian Religion, relieve poverty, hardship and distress, and to advance education. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the entity.

The church is a registered charity in England and Wales. The Trustees are the members of the church named on page 1.

1.2 Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

1.3 Significant judgements and estimates

In the opinion of the Trustees, no significant judgements or estimates were made during the preparation of the financial statements that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

1.4 Income

Income recognition

Income is recognised in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the Trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses.

Donations

Donations are only included in the SoFA when the general income recognition criteria are met.

Grants

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the Trustees' annual report.

Income from interest

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

Income from membership subscriptions

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Easthampstead Baptist Church

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

1. ACCOUNTING POLICIES (*continued*)

1.5 Expenditure and liabilities

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Support and governance costs incurred are apportioned across the charitable activities based on the time support staff spend working on each one. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Basic financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Financial assets held at amortised cost comprise cash at bank and in hand, together with other debtors. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes.

1.6 Tangible fixed assets

All assets costing more than £1,000 are capitalised and valued at historical cost.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Buildings	-	2% and 1% on cost
Fittings and equipment	-	10% on cost

1.7 Taxation

The charity is a registered charity and is exempt under Part 11 of the Corporation Tax Act 2010 on its income and section 256 of the Taxation of Chargeable Gains Act 1992 on its capital gains.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

1.8 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.9 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds represent funds earmarked for specific reasons as decided by the Trustees. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

1.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a maturity of one year from the date of acquisition or opening of the deposit or similar account.

1.11 Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

1.12 Pension costs

The charity operates a defined contribution pension scheme. Contributions payable for the year are charged to the SoFA in the period to which they relate.

2. DONATIONS AND LEGACIES	Unrestricted Funds	Designated Funds	Restricted Funds	Total funds 2022	Total funds 2021
	£	£	£	£	£
Offerings and gifts	128,063	6,940	6,000	141,003	158,835
Income tax recoverable	25,486	1,443	858	27,787	34,636
Pastoral Need Fund donations/Storehouse	-	-	5,362	5,362	8,281
Tear Fund	635	-	-	635	-
Samaritans Purse	-	-	528	528	252
Sierra Leone trip	-	-	4,033	4,033	-
Homestart	-	-	-	-	111
General Mission Support	100	-	3,795	3,895	1,077
Miscellaneous donations, gifts & sundries	2,893	-	3,000	5,893	2,415
	<u>157,177</u>	<u>8,383</u>	<u>23,576</u>	<u>189,136</u>	<u>205,607</u>

In 2021, £9,900 of donation income related to restricted funds and £33,859 to designated funds.

3. INCOME FROM GRANTS	Unrestricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£
Government grants	-	-	19,887
	<u>-</u>	<u>-</u>	<u>19,887</u>

Income from government grants was in respect of the Coronavirus Job Retention Scheme.

4. INCOME FROM CHARITABLE ACTIVITIES	Unrestricted Funds	Total funds 2022	Total funds 2021
	£	£	£
Catering	5,781	5,781	1,224
Children and youth	1,170	1,170	344
Storehouse sale of goods	-	-	25
Older persons work	3,291	3,291	1,290
	<u>10,242</u>	<u>10,242</u>	<u>2,883</u>

In 2021, no income from charitable activities related to restricted funds.

5. INCOME FROM OTHER TRADING ACTIVITIES	Unrestricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£
Church lettings	86,725	86,725	59,802
	<u>86,725</u>	<u>86,725</u>	<u>59,802</u>

In 2021 all income from other trading activities related to unrestricted funds.

6. INVESTMENT INCOME	Unrestricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£
Bank Interest	1,375	1,375	246
	<u>1,375</u>	<u>1,375</u>	<u>246</u>

In 2021 all of the investment income related to unrestricted funds.

**7. EXPENDITURE ON CHARITABLE ACTIVITIES
BY FUND**

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total funds 2022 £	Total funds 2021 £
Missionary and charitable giving	8	24,778	-	10,853	35,631	18,762
Ministry	9	175,016	15,393	21,159	211,568	215,904
		<u>199,794</u>	<u>15,393</u>	<u>32,012</u>	<u>247,199</u>	<u>234,666</u>

In 2021, £16,439 of the total expenditure on charitable activities related to restricted funds and £17,051 related to designated.

BY ACTIVITY

		Activities Undertaken Directly £	Support Costs £	Total funds 2022 £	Total funds 2021 £
Missionary and charitable giving	8	34,708	923	35,631	18,762
Ministry	9	142,746	68,822	211,568	215,904
		<u>177,454</u>	<u>69,745</u>	<u>247,199</u>	<u>234,666</u>

Included in the expenditure analysed above, there are also governance costs of £4,860 (2021: £4,662) which relate directly to charitable activities. See note 10 for further details.

8. ANALYSIS OF DIRECT EXPENDITURE ON MISSIONARY AND CHARITABLE GIVING

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
BU Home Mission	2,500	-	2,500	2,500
Tear Fund - general	1,200	-	1,200	1,200
Samaritan's Purse – Xmas shoeboxes	543	528	1,071	470
Dorothy – Springer Trust	6,624	1,376	8,000	7,500
Storehouse	-	1,121	1,121	411
Mission support – general	6,072	-	6,072	3,782
Mission support – Sierra Leone	5,923	4,033	9,956	-
Others	993	3,795	4,788	2,013
	<u>23,855</u>	<u>10,853</u>	<u>34,708</u>	<u>17,876</u>

9. ANALYSIS OF EXPENDITURE ON MINISTRY ACTIVITIES UNDERTAKEN DIRECTLY

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total funds 2022 £	Total funds 2021 £
Trustees' remuneration	69,068	-	-	69,068	67,691
Trustees' pension costs	(17,667)	-	-	(17,667)	1,893
Wages and salaries	25,578	-	-	25,578	31,325
Social security costs	5,073	-	-	5,073	2,651
Pension costs	897	-	-	897	1,319
Travel costs	262	-	-	262	31
Conferences and training	827	-	-	827	5,306
Evangelism & publicity	4,123	-	-	4,123	2,446
Affiliation fees & worship costs	1,981	-	-	1,981	1,554
Catering	4,449	-	-	4,449	1,114
Youth & Children	2,021	-	-	2,021	1,364
Older Person's work	1,961	-	-	1,961	913
Depreciation	1,290	-	11,526	12,816	12,595
Storehouse	-	-	9,620	9,620	4,459
TV Licence	159	-	-	159	158
Replacement equipment	1,974	-	-	1,974	1,178
Sundries	1,576	-	13	1,589	4,290
Ministry materials	192	-	-	192	35
Ministry unto Church	1,537	-	-	1,537	1,585
Hall hire	893	-	-	893	1,012
Gift Day – 2020	-	-	-	-	2,218
Gift Day – 2021	-	15,393	-	15,393	10,000
	<u>106,194</u>	<u>15,393</u>	<u>21,159</u>	<u>142,746</u>	<u>155,137</u>

**10. ANALYSIS OF SUPPORT COSTS
BY FUND**

	Unrestricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Support Costs			
Heat, light, power and water	5,137	5,137	4,358
Insurance and maintenance	15,452	15,452	10,412
Cleaning	10,686	10,686	6,315
Website costs	1,031	1,031	1,045
Office & Administration costs	11,215	11,215	12,524
HR Consultancy	141	141	1,729
Wages & Salaries – Caretaker	19,873	19,873	19,589
Social security costs	944	944	494
Pension costs	406	406	525
	<u>64,885</u>	<u>64,885</u>	<u>56,991</u>
Governance costs			
Independent examiner's fee	4,860	4,860	4,662
	<u>4,860</u>	<u>4,860</u>	<u>4,662</u>
	<u>69,745</u>	<u>69,745</u>	<u>61,653</u>

10. ANALYSIS OF SUPPORT COSTS (continued)
BY ACTIVITY

	Missionary & Charitable Giving £	Ministry £	Total Funds 2022 £	Total Funds 2021 £
Support Costs				
Heat, light, power and water	-	5,137	5,137	4,358
Insurance and maintenance	-	15,452	15,452	10,412
Cleaning	-	10,686	10,686	6,315
Website costs	-	1,031	1,031	1,045
Office & Administration costs	-	11,215	11,215	12,524
HR Consultancy	-	141	141	1,729
Wages & Salaries – Caretaker	-	19,873	19,873	19,589
Social security costs	-	944	944	494
Pension costs	-	406	406	525
	-	64,885	64,885	56,991
Governance costs				
Independent examiner's fee	923	3,937	4,860	4,662
	923	3,937	4,860	4,662
	923	68,822	69,745	61,653

11. EXPENDITURE ON OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Salaries	27,915	27,915	27,136
Social security costs	1,613	1,613	828
Pension costs	635	635	752
Heat, light, power and water	3,293	3,293	2,791
Consumables & other	1,137	1,137	1,197
	34,593	34,593	32,704

12. NET EXPENDITURE FOR THE YEAR

This is stated after charging:	2022 £	2021 £
Trustees' remuneration	68,368	67,691
Trustees' pension costs (defined contribution scheme)	(17,667)	1,893
Depreciation	12,831	12,595
Independent examiner's remuneration:	4,860	4,662

13. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

Total staff costs were as follows	2022 £	2021 £
Wages and salaries	141,145	145,740
Social security costs	7,630	3,973
Pension costs (defined contribution scheme)	(15,729)	4,489
	(15,729)	154,202

Particulars of employees:

The average number of employees during the year was as follows:	2022 No	2021 No
Ministry	5	5
Upkeep of Church Premises	1	1
	6	6

No employees received employee benefits (excluding employer pension costs) in excess of £60,000 (2021: none).

Key management personnel and trustee remuneration

Total employment benefits including employer pension contributions of the key management personnel was £50701 (2021: £69,584).

The Team Leader and Trustee, Mr S. Lace, received £38,944 (2021: £38,558) and the Ministry Director and Trustee, Mrs P Marsh received £29,425 (2021: £29,133)

In previous years the Church paid pension contributions for its Assistant Minister under a defined contribution scheme. The total pension contribution from the Church for the Assistant Minister was £nil (2021: £625). The total pension contribution from the Church for the Senior Minister was £2,856 (2021: £4,435).

No pension contributions were outstanding at the balance sheet date.

Trustees' expenses

During the year, no Trustees were reimbursed expenses incurred in fulfilling their duties (2021: £nil).

14. TANGIBLE FIXED ASSETS	Church	Fixtures,	Total
	Premises	fittings and	
	£	equipment	£
COST		£	
As at 1 January 2022	761,720	96,110	857,830
Additions	-	2,462	2,462
As at 31 December 2022	761,720	98,572	860,292
DEPRECIATION			
As at 1 January 2022	198,757	89,383	288,140
Depreciation eliminated on disposal	-	-	-
Charge for the year	10,848	1,983	12,831
As at 31 December 2022	209,605	91,366	300,971
NET BOOK VALUE			
As at 1 January 2022	562,963	6,727	569,690
As at 31 December 2022	552,115	7,206	559,321
15. DEBTORS	2022	2021	
	£	£	
Income tax recoverable	2,295	2,239	
Prepayments	3,625	-	
Other debtors	23,192	4,938	
	29,112	7,177	
16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2022	2021	
	£	£	
Other creditors	-	1,500	
Defined contribution pension liability	-	22,200	
Accruals	4,860	4,662	
	4,860	28,362	

17. ANALYSIS OF MOVEMENT IN FUNDS

	Balance 1 Jan 2022 £	Incoming resources £	Resources expended £	Transfers £	Funds 31 Dec 2022 £
Unrestricted funds					
General fund	396,026	255,519	(234,387)	-	417,158
	<u>396,026</u>	<u>255,519</u>	<u>(234,387)</u>	<u>-</u>	<u>417,158</u>
Restricted funds					
Church Building Fund	214,964	-	(10,848)	-	204,116
Other donations	2,594	6,000	(691)	-	7,903
Sierra Leone	-	4,033	(4,033)	-	-
External Causes	-	4,323	(4,323)	-	-
Storehouse	6,076	6,220	(10,741)	-	1,555
Toilets	5,504	-	-	-	5,504
Berkshire Christian Network	-	3,000	-	-	3,000
Future Missions Fund	1,376	-	(1,376)	-	-
	<u>230,514</u>	<u>23,576</u>	<u>(32,012)</u>	<u>-</u>	<u>222,078</u>
Designated funds					
Gift Day 2016	17,218	-	-	-	17,218
Gift Day 2020	7,875	-	-	-	7,875
Gift Day 2021	23,859	-	(15,393)	-	8,466
Gift Day 2022	-	8,383	-	-	8,383
	<u>48,952</u>	<u>8,383</u>	<u>(15,393)</u>	<u>-</u>	<u>41,942</u>
TOTAL FUNDS	<u>675,492</u>	<u>287,478</u>	<u>(281,792)</u>	<u>-</u>	<u>681,178</u>

Unrestricted funds

Unrestricted funds are available to be spent for any of the purposes of the charity.

Restricted Funds

The Church Building Fund represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development.

The other small restricted fund balances are held for the purpose of that described in the headings.

Designated funds

These funds relate to monies raised during the annual Gift Day's which are then set aside for specific purposes depending on the yearly requirements.

The funds from Gift Day 2016 are held for ministry activities e.g. older persons work, children and youth work.

The funds from Gift Day 2020 and 2021 are held for works needed at the church.

The funds from Gift Day 2022 are held for solar panel batteries for the Dorothy Springer Trust and to support 3 children with SEN in Sierra Leone. After the year end £2,500 of these funds were lost in transit but it is anticipated that a further donation will be received to cover this loss.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Net current assets/ (liabilities) £	Total £
Unrestricted funds	350,827	66,331	417,158
Designated funds	-	41,942	41,942
Restricted funds	208,494	13,584	222,078
	<u>559,321</u>	<u>121,857</u>	<u>681,178</u>

19. RELATED CHARITIES

The custodian Trustee of the Church is the Baptist Union Corporation Limited (charity number 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 Regional Baptist Association.

The Church made donations to the Baptist Union Home Mission Scheme as set out in note 7.

20. DEFINED BENEFIT PENSION

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 Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc. [Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.] The further 4% contribution rate is reduced to 3% for Employer contributions made to the Segregated DC Arrangement.

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 Minister(s) are eligible to join the Scheme.

Actuarial valuation as at 31 December 2019

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

The key financial assumptions underlying the valuation were as follows:

Type of Assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (CPI plus 1.0% pa)	0.50
Assumed investment returns	
- Pre-retirement (gilt yield plus 1.75% pa)	2.95
- Post retirement (including benefits matched by the insurance policy) (gilt yield plus 0.5% pa)	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Based on CPI with an annual floor of 0% and annual cap of 5%	2.70

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2022.

20. DEFINED BENEFIT PENSION (continued)

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.

Under the current Recovery Plan signed in September 2020, deficiency contributions are payable until June 2026. These contributions are broadly based on the employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

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.

Accounting date (year ending):	31 Dec 2022	31 Dec 2021
	£	£
Balance sheet liability at year start	22,200	27,571
Minus deficiency contributions paid	(2,856)	(4,733)
Interest cost (recognised in SoFA)	416	101
Remaining change to balance sheet liability* (recognised in SoFA)	(19,760)	(739)
Balance sheet liability at year end	-	22,200

* 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:

Accounting date	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%	3.0%	3.2%

Accounts

EASTHAMPSTEAD BAPTIST CHURCH

Report of the Trustees and
Financial Statements
for the year ended 31 December 2021

Easthampstead Baptist Church

**Contents of the Financial Statements
for the year ended 31 December 2021**

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Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2021

The Trustees present their report with the financial statements of the charity for the year ending 31 December 2021.

The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name	Easthampstead Baptist Church
Registered charity number	1129467
Charity's principal address	Easthampstead Baptist Church South Hill Road Easthampstead Bracknell Berkshire RG12 7NS

Names of the charity Trustees who manage the charity:

Mr S Lace	Team Leader
Rev A Littlejohn	Minister
Mr R Lea	Treasurer
Mr P Roe	
Mrs E Charlton	Administrator
Mr P Jones	
Mr O Fawole	
Miss P Marsh	Ministry Director
Mr D Emery	

Principal Bankers

The Co-operative Bank PLC
P.O. Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Independent Examiner

L A Evans BSc FCA
Stewart & Co. Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity

Easthampstead Baptist Church was registered under a Constitution on 16 October 2008 with the registration number 1129467.

Recruitment, induction and training of new Trustees

The charity is controlled by its Constitution, which was agreed at a Church Meeting in October 2008, and put forward to the Charity Commission in mid-April 2009.

The governance of the church is as follows: whole church policy and issues are addressed at church meetings, which happen at least four times per year.

At these, major decisions are made and, when required, Trustees, Church Secretary and Treasurer will be/are appointed. The Church Elders are responsible for spiritual oversight, policy and future direction. The Trustees are responsible for the development and general running of the church and this group consists of the team leader, Treasurer, and elected individuals from the church membership.

Induction and training for new trustees includes “on the job” coaching/mentoring and the requirement to read through and understand the Baptist Union Guideline Leaflet C15 which has been specifically written for Church Secretaries, Treasurers, Ministers, Elders and other Charity Trustees.

Trust Management

The Elders are responsible for the oversight of the Church’s vision. They keep under review the ministries and other activities of the church and consider any new proposals to ensure that they fit within the overall ethos and contribute to fulfilling vision of the church.

The Elders may from time to time make recommendations to the Trustees Team but as a group they have no direct decision-making powers. They also provide pastoral support to the Team Leader and assist him or her with matters of serious confidential pastoral concern, in which context only do they act independently of the Trustees Team.

Elders include the Team Leader; the remainder are appointed by the church meeting (as with appointments to the Trustees Team, the support of at least 2/3 of the members present and voting is required). Elders are nominated by the Trustees Team, usually in response to advice from the serving Elders. Currently there are four Elders in addition to the Team Leader and Minister.

The Trustees are responsible for the overall leading and management of the church. In recent years, the increasing introduction of specific staff roles to lead individual areas of ministry from day-to-day has meant that the Trustees Team is primarily concerned with broader areas of oversight, staffing and financial management.

Trustees Team members are appointed by the Church Meeting at the AGM following a rigorous nomination process, usually for a period of three years. In the period prior to the AGM, members are asked to prayerfully consider whom they might nominate to serve on the Trustees Team. They will be advised of the number of vacancies and the names of any serving trustees who have reached the end of their term but are willing to stand again. Those individuals who receive at least seven nominations are then approached by the Team Leader who will tell them of their nomination and talk to them about the role, and their suitability for it before they prayerfully decide whether or not to allow their names to go forward.

Although there is no limit on the time an individual may serve on this team, they must be actively re-appointed after their three-year term. There are currently nine members of the Trustees Team.

The church Treasurer is nominated from the Trustees Team. Currently we do not have a specific role for a Church Secretary; our church Administrator is a member of the Trustees Team, and that role covers the work of the traditional Secretary.

From time to time the Trustees will appoint sub-groups to advise them on specific topics, such as building work or staffing reviews.

Mr Lace and Mrs Marsh are the only remunerated Trustee.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2021

Risk management

Three main areas of risk have been identified against the successful functioning of the Church:

- **Loss of premises and facilities;** this is addressed by comprehensive insurance cover for its buildings, contents and liabilities.
- **Financial risk;** this is addressed by regular monitoring of income and expenditure, the requirement for a second signatory on cheques over £1000, and through approval and support of the budget by the membership.
- **Availability of people** to undertake tasks and to lead activities within the Church. This is addressed through a program of teaching, encouragement, and courses to help people identify, develop and apply their gifts.

Other risks relate to specific events and activities rather than the overall liability and development of the church and are addressed by monitoring by team leaders and oversight by the trustees.

The trustees have complied with the duty in section 4 of the 2006 Charities Act to have due regard to guidance published by the Charity Commission in respect of public benefit.

Public Benefit

We continue to review the activities of the Church in order to identify ways in which we can provide a greater service to the community in which it is situated.

The Church has continued to provide public benefit in numerous ways, albeit hampered this year due to the coronavirus pandemic. The church's work normally includes the following activities, which this year have been adapted (and in some cases paused) due to the restrictions imposed due to the virus –

Storehouse

For many years now we have run a ministry to the community that we call "Storehouse". We accept donations of good quality furniture and household items. Where we know of someone who is in need (through our own contacts or referred to us by local agencies) we either give them needed items directly if we have them in stock or we use the "Storehouse Fund" to buy things such as white goods, clothing or hygiene items. The Storehouse fund comes from two specific Sunday offerings we have each year.

We have a branded van (provided by a grant from the local authority) that is used to collect and deliver items. We have a vision for this ministry to have a dedicated facility of its own that could handle a wider range of goods and be open throughout the week. In 2021 plans to introduce this dedicated storage were discussed, with the intention of introducing this in a cost-effective way in the first half of 2022.

Action Sundays

These help to foster within the church a wider sense of community involvement than just talking about it. In effect, we are giving up something that we love to do in order to do something practical to help others.

The first of these Sunday mornings usually happens in late Spring when there is a "fifth Sunday" in the month. Rather than hold our usual services we head out in small teams to carry out local community projects. These may include, for example, litter picking, tidying up school gardens or helping redecorate a community facility.

On the second occasion, in November, we hold our "Shoe Box Sunday" when we dedicate our service time to filling shoe boxes for Operation Christmas Child, using items that people have donated.

Due to the virus, we were not able to run an Action Sunday in 2020 but were pleased to re-introduce these in December 2021 with our Shoebox Sunday. Plans were made to rebrand our Action Sundays as "SAS" (Social Action Sundays) in 2022.

Night Shelter

Along with six other churches in the town, we continue to support the Bracknell "Night Shelter" scheme, in which provision is made during the winter months to enable homeless people from Bracknell and some from nearby areas to have shelter overnight, providing meals and space to sleep. Sponsored and co-ordinated by the Pilgrim Hearts charity, seven different churches in the town host the guests on each night of the week and volunteers from different churches provide the food, supervision and companionship. Easthampstead Baptist Church took a full part in this in 2019, helping with the co-ordination, hosting one night and providing volunteers for other nights, but the scheme was paused by Pilgrim Hearts in 2020, due to the virus, and the scheme did not run in either 2020-21 or 2021-22.

A member of our staff team is employed as our Social Action Team Leader, with responsibility for spearheading our work in areas like Storehouse, Night Shelter, and in the planning of our (Social) Action Sundays.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2021

Local Agencies and Groups

Because of our support for community projects and ministries such as Storehouse and the lunch clubs, the church is held in generally good regard by the local authorities and our local councillors. Local agencies frequently refer needy folk to us for help and some hire our buildings for training and conferences.

We have good relationships with the local police and PCSOs who sometimes attend our services.

Easthampstead Baptist Church also plays a full role in the ecumenical Bracknell churches group, now known as "Bracknell Christian Network" (BCN), which collectively supports the town centre pastoral group named 'One Step Closer'. As well as engaging in the weekly Zoom meetings of the various church leaders in 2021, Easthampstead Baptist Church has also provided admin support for 'One Step Closer' in the form of our paid Social Action Team Leader, some of whose time is given to this scheme.

In these ways, the trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to the guidance issued by the charity Commission in respect of public benefit.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The primary objective for the year was to fulfil the church's stated purpose which is:

"To love God, to love people and to grow together to become more like Jesus"

Each ministry in the church contributes towards that goal

Each year the church sets strategic objectives which are discussed and agreed between the Trustees and the Church Membership in the final quarter of the year for the year ahead. For 2021, the church agreed the following objectives –

EBC OBJECTIVES 2021: INVITE, ABIDE, ENVIRONMENT

1. INVITE. As we emerge from lockdown, we will push ahead with our culture of invitation and develop multiple fresh expressions of "frontline" outreach. We will also mitigate the effects of lockdown by further developing our online materials/services
What will success look like?
 - *Stories will be shared about personal examples of frontline outreach.*
 - *Successes will be celebrated.*
 - *New people will be invited*
 - *New people will come*
 - *Resources will be made available to help, including online access to courses and other resources/opportunities for new members to integrate into the church.*
 - *Personal invitation and outreach will become recognised as a central part of our church DNA.*
2. ABIDE. We will continue to work on personal discipleship including the introduction of clearly signposted resources to help equip people to move on to their Next Step. This will include online access.
What will success look like?
 - *A clear and obvious Next Steps hub will be created.*
 - *An online version of the Next Steps hub will be created that helps.*
 - *An evolving set of trusted resources will be made available.*
 - *Courses will happen which support discipleship.*
 - *People will report that their faith is deepening.*
3. ENVIRONMENT. We will continue to enhance our physical and digital environments including completion of our next phase of building works.
What will success look like?
 - *Our online services will be taken to a new level as we develop on learnings from 2020 and invest in new technology.*
 - *Our digital environment will be recognised as our virtual "front door" and be more inviting/exciting.*
 - *The look and feel of our church building and gardens will continue to be enhanced*
4. A CHURCH OF GOOD NEWS. This vision, inspired by Jesus's preaching on Isaiah (Luke chapter 4) and His teaching about the sheep and the goats (Matthew 25), will increasingly be realised in the way EBC people conduct their lives. We will increasingly become known as a church (people) of good news.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2021

ACHIEVEMENTS AND PERFORMANCE

The income and expenditure budget for the year reflected the desire to achieve our annual objectives, including various charitable and strategic goals. Towards the end of 2021 we assessed how we had done against our objectives and set out slightly revised objectives for 2022. A precis of the review is shown below –

EBC OBJECTIVES 2021: INVITE, ABIDE, ENVIRONMENT

1. INVITE.
 - *Community 'Funday Sunday' was run with record numbers of local people attending this completely free family event.*
 - *'Soup & Sandwich' meals for seniors continued with good response.*
 - *New people arrived at EBC and were welcomed.*
 - *Next Steps area now has physical and online resources. Online prayer groups were run. Discovering Membership course was run. Online services have continued – about 50/50 split of online and in-person attendance.*
 - *Personal invitation and outreach will become recognised as a central part of our church DNA. Straw poll indicated around 2/3 of people had personally invited someone this year.*
2. ABIDE. *A clear and obvious Next Steps hub was created in our lobby area, with online resources included at the hub. An evolving set of trusted resources were made available. Membership and prayer courses were run and these resulted in new members joining.*
 - *Straw poll indicated that around 2/3 of people felt that they had experienced spiritual growth personally this year.*
3. ENVIRONMENT.
 - *We moved to live service recordings and had more presence online this year – YouTube, Facebook, Instagram. We recognised we have a virtual 'front door'.*
 - *The look and feel of our church building and gardens was enhanced, with works done on the lobby, hall, gardens, toilets... other items on our wish list identified (roof, path, fences, Storehouse storage)*
 - **A CHURCH OF GOOD NEWS.** We supported a student whom we enabled to take up a university place in California. We continued to support our mission to Sierra Leone as well as our mission partners at CSW and Tearfund, plus support his year for the pro-life charity Brephos. We helped people locally via our Storehouse Ministry, Funday Sunday, and made our building home to the Blood donation service and College Hall. There was further international aid via our involvement with "Shoebox Sunday" and we helped an Afghan family who had been relocated to Bracknell, as well as local 'waifs and strays' needing ad hoc assistance (food parcels etc.)

When lockdowns were lifted we introduced a Covid-safe "soup and sandwich" free event for senior citizens, to provide a meal and company for them, and this continued successfully in 2021.

 - We reminded the church membership of our purpose, mission, vision, values and method.
 - SHR building refurbishment continued with extensive work to our W.C. areas, together with further works on our kitchen, lobby and main hall.
 - Our Team Leader continued formal training as a Baptist Minister at Regent's Park College, Oxford, in 2021, completing his second year of five.
 - Local and International ministries work continued and we managed our finances to budget
 - We continued to focus on discipling and prayer
 - We set new objectives and budget for 2022 that reflect our mission and vision for the future.

Church Ministries

During 2021, we continued our Sunday services using a blended approach of online services (on YouTube) and in-person services as and when we were able to do so.

Mission Support

The church remains committed to supporting churches and other Christian organisations, both in the UK and overseas. Support is given in terms of finance and leadership support.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2021

Sierra Leone

Our work with charities and our partner church in Sierra Leone continues and in 2021 we stayed in constant touch with our key contacts, offering financial support and pastoral encouragement as required.

FINANCIAL REVIEW

During the year ended 31 December 2021 the church had a total income of £288,425 (2020: £271,934). This total included: offerings and gifts - £158,835 (2020: £148,605); income tax recoverable - £34,636 (2020: £32,770); pastoral needs - £8,281 (2020: £5,375); other causes - £1,440 (2020: £12,900); miscellaneous donations - £2,415 (2020: £654); charitable activities £2,883 (2020: £3,317); church lettings - £59,802 (2020: £57,161); bank interest - £246 (2020: £414).

Total Expenditure for the year was £267,370 (2020: £330,952). Of this total, significant costs were: ministry direct costs - £155,137 (2020: £195,206); missionary & charitable giving direct costs - £17,876 (2020: £33,208); support costs - £56,991 (2020: £64,098); governance costs - £4,662 (2020: £4,242).

RESERVES POLICIES

The Church aims to keep minimum reserves of approximately 10% of its annual expenditure. This is partly to cover any excess of expenditure over income, provision for cash flow fluctuations, and so that the Church may meet commitments under contract e.g. to employees, for a reasonable notice period, if it is unable to continue to function.

At the year end, the charity held unrestricted reserves of £396,026 (2020: £385,259), designated reserves of £48,952 (2020: £32,144), and restricted reserves of £230,514 (2020: £237,034).

The designated fund balance is held for ministry activities and works needed at the church.

Of the restricted reserves balance, £214,964 (2020: £225,812) represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development; £1,376 (2020: £1,376) is for Future Missions Fund, £5,504 (2020: £5,504) is for the refurbishment of the toilets, £6,076 (2020: £1,316) is for costs relating to Storehouse, and £2,594 (2020: £3,026) is held for costs relating to a stair lift at the Church.

Easthampstead Baptist Church
Report of the Trustees
for the year ended 31 December 2021

RESPONSIBILITIES OF THE TRUSTEES

The charity's Trustees are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, and the applicable Charities (Accounts and Reports) Regulations. The Trustees are also responsible for safeguarding the assets of the charity and hence taking all reasonable steps for the prevention and detection of fraud and other irregularities.

COMPLIANCE WITH PREVAILING LAW AND REGULATIONS

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

BY ORDER OF THE TRUSTEES

SIGNED SECURELY

12/08/2022 at 1:40:39 PM UTC

Mr R Lea

Date:

**Independent Examiner's Report to the Trustees of
Easthampstead Baptist Church
for the year ended 31 December 2021**

Independent Examiner's Report

Independent Examiner's report to the Trustees of Easthampstead Baptist Church

I report on the accounts of the charity for the year ended 31 December 2021, which are set out on pages eight to nineteen.

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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

1. examine the accounts under section 145 of the 2011 Act,
2. to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act, and
3. to state whether particular matters have come to my attention.

Independent Examiner's statement

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

1. accounting records were not kept in respect of Easthampstead Baptist Church as required by section 120 of the 2011 act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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



L A Evans BSc FCA
Stewart & Co. Accountants LLP
Knoll House
Knoll Road
Camberley
Surrey
GU15 3SY

Date:

Easthampstead Baptist Church
Statement of Financial Activities
for the year ended 31 December 2021

Statement of Financial Activities

	Note	Unrestricted £	Designated £	Restricted £	2021 Total funds	2020 Total funds £
INCOME						
Donations and legacies	2	161,848	33,859	9,900	205,607	200,304
Grant income	3	19,887	-	-	19,887	10,738
Income from charitable activities	4	2,883	-	-	2,883	3,317
Income from other trading activities	5	59,802	-	-	59,802	57,161
Investment income	6	246	-	-	246	414
TOTAL INCOME		244,666	33,859	9,900	288,425	271,934
EXPENDITURE						
Expenditure on charitable activities:	7	(201,176)	(17,051)	(16,439)	(234,666)	(296,754)
Expenditure on other trading activities	11/12	(32,704)	-	-	(32,704)	(34,198)
TOTAL EXPENDITURE		(233,880)	(17,051)	(16,439)	(267,370)	(330,952)
NET EXPENDITURE AND NET MOVEMENT IN FUNDS FOR THE YEAR	17	10,786	16,808	(6,539)	21,055	(59,018)
TRANSFERS BETWEEN FUNDS		(19)	-	19	-	-
RECONCILIATION OF FUNDS						
Total Funds brought forward		385,259	32,144	237,034	654,437	713,455
TOTAL FUNDS CARRIED FORWARD		396,026	48,952	230,514	675,492	654,437

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

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

Easthampstead Baptist Church

Balance Sheet as at 31 December 2021

Balance Sheet

	Note	Unrestricted £	Designated £	Restricted £	2021 Total funds	2020 Total funds £
FIXED ASSETS						
Tangible assets	14	352,132	-	217,558	569,690	582,285
TOTAL FIXED ASSETS		352,132	-	217,558	569,690	582,285
CURRENT ASSETS						
Debtors	15	7,177	-	-	7,177	14,114
Cash at bank and in hand		65,079	48,952	12,956	126,987	90,324
TOTAL CURRENT ASSETS		72,256	48,952	12,956	134,164	104,438
LIABILITIES						
Creditors falling due within one year	16	(28,362)	-	-	(28,362)	(32,286)
NET CURRENT ASSETS/(LIABILITIES)		43,894	48,952	12,956	105,802	72,152
TOTAL ASSETS LESS CURRENT LIABILITIES		396,026	48,952	230,514	675,492	654,437
NET ASSETS		396,026	48,952	230,514	675,492	654,437
THE FUNDS OF THE CHARITY						
Unrestricted income funds	17	396,026	-	-	396,026	385,259
Designated income funds	17	-	48,952	-	48,952	32,144
Restricted income funds	17	-	-	230,514	230,514	237,034
TOTAL CHARITY FUNDS		396,026	48,952	230,514	675,492	654,437

The financial statements were approved and authorised for issue by the Board of Trustees on 12/08/2022 and were signed on its behalf by:

SIGNED SECURELY
Robert Lea
12/08/2022 at 1:40:39 PM UTC

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

Easthampstead Baptist Church
Notes to the Financial Statements
for the year ended 31 December 2021

Notes to the Financial Statements

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2020) - (Charities SORP (FRS 102)), and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The objectives of the charity are to advance the Christian Religion, relieve poverty, hardship and distress, and to advance education. The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the entity.

The church is a registered charity in England and Wales. The Trustees are the members of the church named on page 1.

1.2 Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

1.3 Significant judgements and estimates

In the opinion of the Trustees, no significant judgements or estimates were made during the preparation of the financial statements that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

1.4 Income

Income recognition

Income is recognised in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the Trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses.

Donations

Donations are only included in the SoFA when the general income recognition criteria are met.

Grants

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the Trustees' annual report.

Income from interest

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

Income from membership subscriptions

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Easthampstead Baptist Church

Notes to the Financial Statements for the year ended 31 December 2021

1. ACCOUNTING POLICIES (*continued*)

1.5 Expenditure and liabilities

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs

Support and governance costs incurred are apportioned across the charitable activities based on the time support staff spend working on each one. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

Basic financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Financial assets held at amortised cost comprise cash at bank and in hand, together with other debtors. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes.

1.6 Tangible fixed assets

All assets costing more than £1,000 are capitalised and valued at historical cost.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Buildings	-	2% and 1% on cost
Fittings and equipment	-	10% on cost

1.7 Taxation

The charity is a registered charity and is exempt under Part 11 of the Corporation Tax Act 2010 on its income and section 256 of the Taxation of Chargeable Gains Act 1992 on its capital gains.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

1.8 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.9 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds represent funds earmarked for specific reasons as decided by the Trustees. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

1.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a maturity of one year from the date of acquisition or opening of the deposit or similar account.

1.11 Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

1.12 Pension costs

The charity operates a defined contribution pension scheme. Contributions payable for the year are charged to the SoFA in the period to which they relate.

2. DONATIONS AND LEGACIES	Unrestricted Funds	Designated Funds	Restricted Funds	Total funds 2021	Total funds 2020
	£	£	£	£	£
Offerings and gifts	130,590	28,245	-	158,835	148,605
Income tax recoverable	27,692	5,614	1,330	34,636	32,770
Pastoral Need Fund donations/Storehouse	-	-	8,281	8,281	5,375
Samaritans Purse	-	-	252	252	320
Sierra Leone support	-	-	-	-	4,528
Sierra Leone trip	-	-	-	-	20
Homestart	111	-	-	111	-
General Mission Support	1,040	-	37	1,077	8,032
Miscellaneous donations, gifts & sundries	2,415	-	-	2,415	654
	<u>161,848</u>	<u>33,859</u>	<u>9,900</u>	<u>205,607</u>	<u>200,304</u>

In 2020, £17,437 of donation income related to restricted funds and £22,176 to designated funds.

3. INCOME FROM GRANTS	Unrestricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£
Government grants	19,887	19,887	10,738
	<u>19,887</u>	<u>19,887</u>	<u>10,738</u>

Income from government grants is in respect of the Coronavirus Job Retention Scheme.

4. INCOME FROM CHARITABLE ACTIVITIES	Unrestricted Funds	Total funds 2021	Total funds 2020
	£	£	£
Catering	1,224	1,224	2,163
Children and youth	344	344	320
Storehouse sale of goods	25	25	-
Older persons work	1,290	1,290	834
	<u>2,883</u>	<u>2,883</u>	<u>3,317</u>

In 2020, no income from charitable activities related to restricted funds.

5. INCOME FROM OTHER TRADING ACTIVITIES	Unrestricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£
Church lettings	59,802	59,802	57,161
	<u>59,802</u>	<u>59,802</u>	<u>57,161</u>

In 2020 all income from other trading activities related to unrestricted funds.

6. INVESTMENT INCOME	Unrestricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£
Bank Interest	246	246	414
	<u>246</u>	<u>246</u>	<u>414</u>

In 2020 all of the investment income related to unrestricted funds.

**7. EXPENDITURE ON CHARITABLE ACTIVITIES
BY FUND**

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total funds 2021 £	Total funds 2020 £
Missionary and charitable giving	8	18,062	-	700	18,762	34,014
Ministry	9	183,114	17,051	15,739	215,904	262,740
		<u>201,176</u>	<u>17,051</u>	<u>16,439</u>	<u>234,666</u>	<u>296,754</u>

In 2020, £50,840 of the total expenditure on charitable activities related to restricted funds and £7,250 related to designated.

BY ACTIVITY

		Activities Undertaken Directly £	Support Costs £	Total funds 2021 £	Total funds 2020 £
Missionary and charitable giving	8	17,876	886	18,762	34,014
Ministry	9	155,137	60,767	215,904	262,740
		<u>173,013</u>	<u>61,653</u>	<u>234,666</u>	<u>296,754</u>

Included in the expenditure analysed above, there are also governance costs of £4,662 (2020: £4,242) which relate directly to charitable activities. See note 10 for further details.

8. ANALYSIS OF DIRECT EXPENDITURE ON MISSIONARY AND CHARITABLE GIVING

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
BU Home Mission	2,500	-	2,500	4,500
Tear Fund - general	1,200	-	1,200	1,200
Samaritan's Purse – Xmas shoeboxes	218	252	470	470
Dorothy – Springer Trust	7,500	-	7,500	7,200
Storehouse	-	411	411	2,504
Mission support – general	3,745	37	3,782	12,826
Mission support – Sierra Leone	-	-	-	4,000
Others	2,013	-	2,013	508
	<u>17,176</u>	<u>700</u>	<u>17,876</u>	<u>33,208</u>

9. ANALYSIS OF EXPENDITURE ON MINISTRY ACTIVITIES UNDERTAKEN DIRECTLY

	Unrestricted Funds	Designated Funds	Restricted Funds	Total funds 2021	Total funds 2020
	£	£	£	£	£
Trustees' remuneration	67,691	-	-	67,691	82,988
Trustees' pension costs	1,893	-	-	1,893	(8,554)
Wages and salaries	31,325	-	-	31,325	30,493
Social security costs	2,651	-	-	2,651	9,741
Pension costs	1,319	-	-	1,319	1,405
Travel costs	31	-	-	31	152
Assistant Minister housing allowance	-	-	-	-	5,749
Telephone costs for Ministers	-	-	-	-	406
Conferences and training	473	4,833	-	5,306	7,932
Evangelism & publicity	2,446	-	-	2,446	925
Affiliation fees & worship costs	1,554	-	-	1,554	2,018
Catering	1,114	-	-	1,114	1,340
Youth & Children	1,364	-	-	1,364	834
Older Person's work	913	-	-	913	875
Depreciation	1,315	-	11,280	12,595	20,191
Storehouse	-	-	4,459	4,459	3,731
TV Licence	158	-	-	158	155
Replacement equipment	1,178	-	-	1,178	29,711
Sundries	4,290	-	-	4,290	2,076
Ministry materials	35	-	-	35	400
Ministry unto Church	1,585	-	-	1,585	1,163
Hall hire	1,012	-	-	1,012	1,475
Gift Day – 2020	-	2,218	-	2,218	-
Gift Day – 2021	-	10,000	-	10,000	-
	<u>122,347</u>	<u>17,051</u>	<u>15,739</u>	<u>155,137</u>	<u>195,206</u>

**10. ANALYSIS OF SUPPORT COSTS
BY FUND**

	Unrestricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£
Support Costs			
Heat, light, power and water	4,358	4,358	4,997
Insurance and maintenance	10,412	10,412	10,472
Cleaning	6,315	6,315	6,494
Website costs	1,045	1,045	1,067
Office & Administration costs	12,524	12,524	18,869
HR Consultancy	1,729	1,729	975
Wages & Salaries – Caretaker	19,589	19,589	19,205
Social security costs	494	494	1,443
Pension costs	525	525	576
	<u>56,991</u>	<u>56,991</u>	<u>64,098</u>
Governance costs			
Independent examiner's fee	4,662	4,662	4,242
	<u>4,662</u>	<u>4,662</u>	<u>4,242</u>
	<u>61,653</u>	<u>61,653</u>	<u>68,340</u>

10. ANALYSIS OF SUPPORT COSTS (continued)
BY ACTIVITY

	Missionary & Charitable Giving £	Ministry £	Total Funds 2021 £	Total Funds 2020 £
Support Costs				
Heat, light, power and water	-	4,358	4,358	4,997
Insurance and maintenance	-	10,412	10,412	10,472
Cleaning	-	6,315	6,315	6,494
Website costs	-	1,045	1,045	1,067
Office & Administration costs	-	12,524	12,524	18,869
HR Consultancy	-	1,729	1,729	975
Wages & Salaries – Caretaker	-	19,589	19,589	19,205
Social security costs	-	494	494	1,443
Pension costs	-	525	525	576
	-	56,991	56,991	64,098
Governance costs				
Independent examiner's fee	886	3,776	4,662	4,242
	886	3,776	4,662	4,242
	886	60,767	61,653	68,340

11. EXPENDITURE ON OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Salaries	27,136	27,136	26,520
Social security costs	828	828	2,453
Pension costs	752	752	796
Heat, light, power and water	2,791	2,791	3,218
Consumables & other	1,197	1,197	1,211
	32,704	32,704	34,198

12. NET EXPENDITURE FOR THE YEAR

This is stated after charging:	2021 £	2020 £
Trustees' remuneration	67,691	82,988
Trustees' pension costs (defined contribution scheme)	1,893	(8,554)
Housing allowance	-	5,749
Depreciation	12,595	20,191
Independent examiner's remuneration:	4,662	4,242

13. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

Total staff costs were as follows	2021 £	2020 £
Wages and salaries	145,740	158,923
Social security costs	3,973	13,637
Pension costs (defined contribution scheme)	4,489	(5,777)
Housing allowance	-	5,749
	154,202	172,532

Particulars of employees:

The average number of employees during the year was as follows:	2020 No	2020 No
Ministry	5	7
Upkeep of Church Premises	1	1
	6	8

No employees received employee benefits (excluding employer pension costs) in excess of £60,000 (2020: £nil).

Key management personnel and trustee remuneration

The charity's key management personnel comprise the Trustees. Total employment benefits including employer pension contributions of the key management personnel was £69,584 (2020: £76,664).

The Assistant Minister and Trustee, Rev S. Littlejohn, received a stipend of £nil (2020: £16,253) and housing allowance of £nil (2020: £5,749).

The Team Leader and Trustee, Mr S. Lace, received £38,558 (2020: £37,673) and the Ministry Director and Trustee, Mrs P Marsh received £29,133 (2020: £29,062).

The Church pays pension contributions for its Assistant Minister under a defined contribution scheme. The total pension contribution from the Church for the Assistant Minister was £625 (2020: £2,500).

No pension contributions were outstanding at the balance sheet date.

Trustees' expenses

During the year, no Trustees were reimbursed expenses incurred in fulfilling their duties (2020: £nil).

14. TANGIBLE FIXED ASSETS	Church	Fixtures, fittings and equipment	Total
	Premises £	£	£
COST			
As at 1 January 2021	761,720	96,110	857,830
Additions	-	-	-
As at 31 December 2021	761,720	96,110	857,830
DEPRECIATION			
As at 1 January 2021	187,909	87,636	275,545
Depreciation eliminated on disposal	-	-	-
Charge for the year	10,848	1,747	12,595
As at 31 December 2021	198,757	89,383	288,140
NET BOOK VALUE			
As at 1 January 2021	573,811	8,474	582,285
As at 31 December 2021	562,963	6,727	569,690
15. DEBTORS	2021	2020	
	£	£	
Income tax recoverable	2,239	2,367	
Prepayments	-	4,833	
Other debtors	4,938	6,914	
	7,177	14,114	
16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021	2020	
	£	£	
Other creditors	1,500	473	
Defined contribution pension liability	22,200	27,571	
Accruals	4,662	4,242	
	28,362	32,286	

17. ANALYSIS OF MOVEMENT IN FUNDS

	Balance 1 Jan 2021 £	Incoming resources £	Resources expended £	Transfers £	Funds 31 Dec 2021 £
Unrestricted funds					
General fund	385,259	244,666	(233,880)	(19)	396,026
	<u>385,259</u>	<u>244,666</u>	<u>(233,880)</u>	<u>(19)</u>	<u>396,026</u>
Restricted funds					
Church Building Fund	225,812	-	(10,848)	-	214,964
Other donations	3,026	-	(432)	-	2,594
External Causes	-	289	(289)	-	-
Storehouse	1,316	9,611	(4,870)	19	6,076
Toilets	5,504	-	-	-	5,504
Future Missions Fund	1,376	-	-	-	1,376
	<u>237,034</u>	<u>9,900</u>	<u>(16,439)</u>	<u>-</u>	<u>230,514</u>
Designated funds					
Gift Day 2016	17,218	-	-	-	17,218
Gift Day 2020	14,926	-	(7,051)	-	7,875
Gift Day 2021	-	33,859	(10,000)	-	23,859
	<u>32,144</u>	<u>33,859</u>	<u>(17,051)</u>	<u>-</u>	<u>48,952</u>
TOTAL FUNDS	<u>654,437</u>	<u>288,425</u>	<u>(267,370)</u>	<u>-</u>	<u>675,492</u>

Unrestricted funds

Unrestricted funds are available to be spent for any of the purposes of the charity.

Restricted Funds

The Church Building Fund represents sums given since 1995 to fund the development of the Church premises, which was completed in 1997, and to pay off the money borrowed at that time to finance the development.

The other small restricted fund balances are held for the purpose of that described in the headings.

Designated funds

These funds relate to monies raised during the annual Gift Day's which are then set aside for specific purposes depending on the yearly requirements.

The funds from Gift Day 2016 are held for ministry activities e.g. older persons work, children and youth work.

The funds from Gift Day 2020 were held for works needed at the church.

The funds from Gift Day 2021 are held for works needed at the church.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Net current assets/ (liabilities) £	Total £
Unrestricted funds	352,132	43,894	396,026
Designated funds	-	48,952	48,952
Restricted funds	217,558	12,956	230,514
	<u>569,690</u>	<u>105,802</u>	<u>675,492</u>

19. RELATED CHARITIES

The custodian Trustee of the Church is the Baptist Union Corporation Limited (charity number 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 Regional Baptist Association.

The Church made donations to the Baptist Union Home Mission Scheme as set out in note 7.

20. DEFINED BENEFIT PENSION

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 Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc. [Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.] The further 4% contribution rate is reduced to 3% for Employer contributions made to the Segregated DC Arrangement.

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 Minister(s) are eligible to join the Scheme.

Actuarial valuation as at 31 December 2019

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

The key financial assumptions underlying the valuation were as follows:

Type of Assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (CPI plus 1.0% pa)	0.50
Assumed investment returns	
- Pre-retirement (gilt yield plus 1.75% pa)	2.95
- Post retirement (including benefits matched by the insurance policy) (gilt yield plus 0.5% pa)	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Based on CPI with an annual floor of 0% and annual cap of 5%	2.70

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2022.

20. DEFINED BENEFIT PENSION (continued)

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.

Under the current Recovery Plan signed in September 2020, deficiency contributions are payable until June 2026. These contributions are broadly based on the employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

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.

Accounting date (year ending):	31 Dec 2021	31 Dec 2020
	£	£
Balance sheet liability at year start	27,571	44,148
Minus deficiency contributions paid	(4,733)	(3,520)
Interest cost (recognised in SoFA)	101	721
Remaining change to balance sheet liability* (recognised in SoFA)	(739)	(13,778)
Balance sheet liability at year end	22,200	27,571

* 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:

Accounting date	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%