



Annual Report 2021

Oakham Baptist Church | Melton Road | Oakham | Rutland | LE15 6AY

Charity Number 1130173

www.oakhambaptist.org.uk

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INTRODUCTION

The Annual Church Members Meeting will be held in **April 2022**.

The Meeting is open to all who worship at OBC, not just Church Members, and is an opportunity for us all to:

- thank God for His many blessings to us all.
- rejoice in all that God has done in us, through us and for us throughout the year.
- show our appreciation to all those who have served in the many different ministries.
- ask the Leadership any questions.
- learn more about the plans we believe God has for us in the year(s) ahead.
- pray for the future of OBC and the on-going ministries.

Our Annual Report is an overview of the activities of Oakham Baptist Church during 2021 which we hope will give you an idea of all that happened during the year. If you would like more information about any aspect of the Church's life, then please speak to the Church Secretary.

Those Church Members present will be asked to formally adopt the Financial Report & Accounts.

The only change in the leadership team in 2021 has been the addition of Reverend Thomas Bowring who was inducted in September 2021.



LEADERSHIP TEAM | TRUSTEES

The Leadership Team earnestly seek and welcome the Holy Spirit to guide and inspire us in all that we do, trying to live our lives in accordance with God's Word, praying for wisdom, discernment and vision so that we do only "what we see the Father doing", striving to be wise stewards of all God's provision to us and endeavouring to avoid wasting time, energy and resources on fruitless pursuits. We desire a church that welcomes all comers, reaches out to the lost, cares for those in need and disciples all, so that every person is valued as an individual and grows towards maturity and an ever-closer walk with God.

As Church Trustees we undertake the legal and financial business of the church, ensuring that the relevant Health & Safety Requirements and Child Protection and Safeguarding Requirements are met. We take responsibility for the upkeep of the church building and manse, insurance, household management and other needs as they arise.

After prayerful consideration based on biblical models of church leadership, the church membership agreed at the Church Members Meeting in September, to the use of 'deacons' in addition to the legal requirement for charitable trustees. Even though, at present, all deacons are trustees, this enables us to elect leaders who fit with the Bible's criteria for deacons without them needing to be charitable trustees, while also holding our leaders accountable to the biblical criteria for leadership. For more about the qualities of a deacon refer to 1 Timothy 3.

Church Members Meetings are generally held at least once a quarter, and during 2021, we managed to do this with a mixture of Hybrid or Zoom meetings due to Covid restrictions.

The "Church Charity Trustees" are the members of the Leadership Team who have been formally appointed by Church Members and during 2021 comprised:

The Revd. Thomas Bowring (Minister) (Appointed September 2021)

Joy Steele (Secretary) (Elected for first three-year term from December 2020)

Andrew Gilbert (Treasurer) (Co-opted in March 2020. Elected for first three-year term from December 2020)

Tim Allen (Trustee) (Co-opted in March 2020. Elected for first three-year term from December 2020)

Merv Bamber (Trustee) (Elected for first three-year term from 10th July 2019)

Lorraine Harper (Trustee) (Co-opted in March 2020. Elected for first three-year term from December 2020)

Neil Kirk (Trustee) (Elected for second three-year term from December 2020)

The Property Trustees are East Midland Baptist Trust Company Ltd, Baptist House, 129 Broadway, Didcot, Oxfordshire, OX11 8XD. Our Bankers are Barclays Bank, High Street, Oakham, and our Independent Examiner is Jon Dyson.

REPORT OF THE TRUSTEES

In 2021, the wider leadership team included the following Member:

Rhoda Gibson (Children's Work)

Rhoda Gibson continued as Youth and Children's Worker, and this is a full-time role. Ebenezer Kang'ombe continued as part time Systems Administrator.

Eleven new members joined the Church during 2021 and ten members resigned or transferred their membership. One member, (Val Gardner), died during the year so that as at 31st December 2021 there were one hundred and twenty members. Membership is reviewed periodically.

Throughout 2021 a morning worship service has taken place in a variety of ways; Zoom, YouTube broadcasts as well as hybrid services have all been used to provide a place for the congregation to meet with God in the Church building, or online if they were shielding or hesitant to mix with others. Multiple services were resumed on 7th November 2021, the second service being in the afternoon at 3.00pm, in a more relaxed form enabling those who needed a little extra space to feel comfortable meeting in person.

MINISTER'S REPORT

I can't speak for the year up until September, but it's been a great year in the spiritual life of the church since then. We opened up the book of James, a first for some people, after discerning that God wanted us to explore this first New Testament book from Jesus' brother and look at how those very first Christians were called to live together and love each other. James, as a leader, pulled no punches and he writes very clearly about the expectations of those who follow Jesus. Each part of that wonderful book is rich and alive with sound doctrine and discipleship principles so if you missed any of the series I really encourage you to go onto YouTube and watch them. There was great feedback following the series and I know it spoke into many people's lives.

It was a sheer joy to baptise Nathan and Cathy in December, two completely opposite stories of how we can faithfully respond to God's command that we are baptised following our personal commitment to Christ. The rest of December we held to a traditional Christmas model, something we had all missed with the turmoil of the previous year. Wendy and the worship team put together a fabulous carol service and carols by candlelight service that was a huge success. Lotty's fabulously funny and thoughtful nativity hit some Covid related bumps during the production phase, but thanks to the team's versatility and tech prowess of Ebe we had a wonderful time seeing all the hard work and practice the young people and Rhoda had put in. It was a great day. On Christmas day we gathered around the manger to look upon our infant King and followed that with our shared Christmas meal. A huge thankyou to all who

helped with the day. The tables were full of joy and laughter, and it is something we want to repeat every year we can going forward- what an amazing way to reach the community.

Finally, I want to say how loved, welcomed and cared for we, the Bowring family, have felt here. The warmth and love of this church family is a miraculous gift, and it regularly brings us to tears when we experience the pure love that you, our brothers and sisters, show to us and each other.

I foresee that God has wonderful things to show us from his storehouse of great blessing in 2022 and I await with excited anticipation to see how He will move.

Rev. Tom Bowring.



SUNDAYS

Our main Church Celebration is held every Sunday at 10.30 am when the Church Family meet to worship God in person or online. The style is informal and contemporary and is the place where the majority of the preaching and teaching of the church takes place. The music groups use a number of different instruments to provide a wide range of worship songs from traditional to modern. Up-to-date technology enables the use of CDs, DVDs, etc. when appropriate. Holy Communion is celebrated regularly and from time to time all age worship takes place. All these continued via online services and different ways of worship were explored using Covid Safe meetings, or remote recordings.

On the first Sunday evening of the month at 6.00 pm the Church Family join together for Sunday Night @ Six to worship and pray in an informal setting. The aim is to create space for God to move as the Holy Spirit is invited to come and minister without limits. This has continued online.

WORSHIP

Wendy Allen continued the coordination of the worship team throughout 2021. Teams of musicians and singers have served the church throughout the year, and in addition, music videos have been used to supplement the recordings that the music group have produced.

With the return to worship in the building, the team have worked hard to provide sung and instrumental worship which have been much appreciated by the congregation. Challenges with the sound desk have been overcome and both the music and AV teams have worked hard to deal with the added complication of simultaneously doing in person and broadcasting via YouTube.

WELCOME TEAM

Our ministry is to make everyone feel welcome in our fellowship – this is especially important, not only for our church members to feel welcome, but particularly for visitors who have come to worship with us. This team has not been needed in its usual role during lockdown but we have had new members joining the congregation online and it has been exciting to welcome them in person now that we are meeting in person again.

This remains an important ministry within the church especially as people return in person and new people continue to visit the church and, we pray, feel at home here.

YOUTH AND CHILDREN'S WORKER REPORT

. The Children's and Young people activities were restricted in the early part of the year as a result of Covid lockdown. Despite this there were weekly calls and connections with the young people over Zoom with a variety of games and interactive ways to help teach them about Jesus. Once the lockdown ceased, we were able to be more creative and weekly Sunday school resumed. The parent and toddler group, Tiddlers, started back up and we were able to put on a Youth Alpha which culminated in a fantastic weekend away with the young people to Northampton. Along with this there was a 'Light Party' in late October and the preparation for a grand Christmas production which was able to proceed despite several Covid isolations for key team members. We are blessed with an extraordinary number of young people in our church, and it remains a wonderful privilege to get alongside them and help them in their faith.

The plans for 2022 are to see the 'Let's GO Build' club resume, along with the development of the ideas that were on hold due to Covid. These include starting a Mentoring programme so the Children and Youth are supported in their everyday life and various community events including, Messy Church, a Youth Friday night meeting and Holiday clubs

Neil Kirk (Trustee for youth and children's work)

SCHOOLS OUTREACH

There has been no schools outreach during 2021 due to the Covid restrictions.

CHILDREN & YOUTH

SUNDAY MORNING GROUPS:

ADVENTURE (Ages 0-4 years)

DISCOVER (Reception - Year 2)

EXPLORE (Year 3 - Year 6)

CONNECT (Year 6 -Year 9)

ENCOUNTER (Year 10 - Year 13)

The groups have met online for most of the year but resumed face to face in September 2021, either in the Church building or, in the case of Connect and Encounter meeting in the local Costa Coffee Shop.

SAFEGUARDING

Janet Elmore and Rhoda Gibson

The Safeguarding Policies for both the Children, and the Adults at Risk, continued to be implemented during 2021.

The team consists of Janet Elmore and Rhoda Gibson. Janet Elmore has taken on the role of designated contact for vulnerable adults. The trustee overseeing Safeguarding is Neil Kirk. Thanks were given to Janet Evans who stepped back from her role on the team after many years of service.

There were no reported incidents during 2021.

There were no major changes to the policies during 2021, although they were consistently reviewed.

Janet Elmore continued to ensure that an up-to-date DBS check was undertaken for everyone for whom it was required, and she will continue in this role. At the present time, no-one working with Adults at Risk requires a DBS check, as the Church does not undertake any Regulated Activities.

Both policies are available to view on the Church website and can be found under “Resources” and under “Policies”.

LIFEGROUPS

We are very blessed at OBC to have no less than ten Life Groups, encompassing almost 100 members of the congregation. It has been a difficult year for everyone, and the Life Group leaders have done a superb job in caring for the members of their Life Groups – meeting on Zoom/Skype, meeting up in smaller groups (socially distanced, of course), and caring in many practical ways for those who are in need.

Life Groups are a key factor in the discipleship of the church, and we would encourage anyone not presently engaged in a Life Group to seriously consider joining one, not just for discipleship but to form those friendships which are so essential to us all. Just speak to Kate or myself, Peter Mancey, and we will be delighted to help you find the right group for you.

We have kept in weekly touch with the Life Group leaders during this time, by phone, to see how they are in order to bring encouragement and to see if there are any prayer needs for the group itself.

Peter and Kate Mancey

From October 2021 the Lifegroup leaders have been meeting with the Minister to pray for the members of the church in their lifegroups.

PRAYER and spiritual growth

Prayer is one of the main ways that we develop our personal relationship with God - growing spiritually - and the principal means of passing on God's blessings and goodness to others in ministry and intercession.

There are so many prayer opportunities for us:

- Sunday mornings at 9.30 am
- Tuesday mornings at 7:30 am
- Small groups
- Sunday Night@6 - monthly meetings
- Sunday morning services
- Prayer ministry on Sunday mornings
- 40 days of Prayer during Lent
- Ministry team dealing with prayer for an individual on a series of occasions.
- Prayer chain (Church Suite email)
- Prayer walks (occasional)
- Prayer room (occasional)
- Week of Prayer and Fasting

- Facebook group
- Thy Kingdom Come (Pentecost)
- National Prayer Weekend (September)

The prayer ministry team have sometimes not been able to meet in homes with any of the church family needing prayer. However, Kate and Peter Mancey have been praying for those in need over the phone and by setting up Zoom calls for more in-depth ministry, both with individuals and a number of couples. We have seen God touch lives in wonderful ways bringing restoration and healing, to the praise of His name. Since restrictions have eased members have been visited and prayed for in their own homes again.

Peter and Kate Mancey

In addition, two online prayer meetings began, led by Bryan Steele, in March 2020 as a response to the Covid Pandemic. These have continued at 10.00 on a Wednesday morning and Sunday evening at 19.00 throughout the year and have had a consistent group of people praying every week. The Wednesday morning meeting has stopped now that the early morning Tuesday morning prayer meeting has restarted.

We have seen, over the year, considerable growth in our awareness of the presence of God; freedom in worship; the welcoming of the Holy Spirit into our monthly Sunday night @ six services. We are seeing this freedom more and more in the Sunday morning services as well, as we are able to flow between worship and prayer.

In 2021, we encouraged the sharing of prophetic words during Sunday morning services. The change to online services has made this spontaneous response to what The Holy Spirit is saying more difficult but not impossible. Sunday night@6 and the prayer meetings are both places where there is an opportunity to seek and respond to what The Spirit is saying.

PRAYER CHAIN

The OBC Prayer Chain exists as a vehicle for bringing traumatic, emergency situations that have a direct bearing on OBC families straight to God in urgent arrow prayers.

Thanks to Church Suite, if you are on the Church Address data, you can join the 58 people who are already part of this valuable link, providing that we have your email address.

To become part of this ministry, please contact John Donald at prayer@oakhambaptist.org.uk

We thank God for the many answers to prayer, and the many people carried by Him in difficult and trying times, through the Prayer chain.

REACHING OUT TO THE COMMUNITY

This took place through a variety of ways:

REACHwomen

SANCTUARY

TIDDLERS – toddler and baby group

EXERCISE CLASSES

PAINTING FOR PLEASURE

OBCinerma

LEGO CLUB – Let's Go Build!

ALPHA

MEN OF GOD

Many of these activities have had to stop due to the Pandemic. REACH women have had some online meetings, Care of the more vulnerable and elderly members of the Sanctuary was undertaken by volunteers who shopped and collected prescriptions for them as well as keeping in touch by phone or doorstep visits when they were allowed. A follow up to the Alpha course was run on Zoom very successfully in the Spring with participants from a variety of backgrounds. Men of God have had prayer breakfast meetings firstly in the church and then with speakers via Zoom because of the Covid restrictions and then as restrictions were eased, back in the building again.

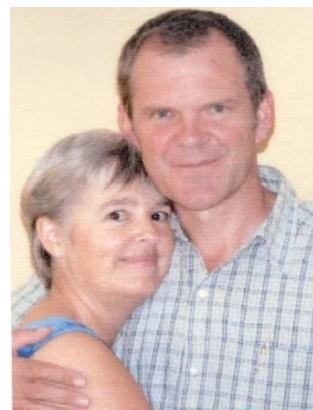
HOME AND OVERSEAS MISSIONARY CONTACTS

We continue to support UK and overseas work both prayerfully & financially and aim to 'tithe' as a minimum from the offerings OBC receives. We primarily support UK mission work through the Baptist local Home Mission arrangements, and overseas via BMS with whom we have longstanding partners John & Sue Wilson. We also give to the work of Salt Malawi. We continue to support the work of a variety of other missions and ministries such as Food Bank, Open Doors and cover the costs of a local CAP Debt Counsellor (David Clark) from 2018.

Our BMS Missionary Partners
John and Sue Wilson



Salt Malawi
Julian and Caroline Lott





CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

OAKHAM BAPTIST CHURCH

On accounts for the year
ended

31-12-2021

Charity no
(if any)

1130173

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent
examiner's statement

~~The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]. Delete [] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

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

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

26.05.2022

Name:

J. Dyson

Relevant professional
qualification(s) or body

ACA, (ICAEW)

(if any):

Address:

3, GREAT LANE

GREETHAM

OAKHAM, RUTLAND. LEIS FNG

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

OAKHAM BAPTIST CHURCH

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted	Restricted	Total 2021	Total 2020
		£	£	£	£
Income and endowments from					
Donations and legacies	2	125,546	48,385	173,931	144,508
Investment income	3	33	3	36	589
Charitable activities		96	-	96	1,509
Total income		125,675	48,388	174,063	146,606
Expenditure					
Charitable Activities	4	118,531	3,074	121,605	89,305
Support Costs	5	26,669	-	26,669	11,433
Total Expenditure	6	145,199	3,074	148,273	100,738
Net income / (expenditure) before Gains and losses on investments		(19,524)	45,314	25,790	45,868
Net gains/ (losses) on Investments		-	-	-	-
Net Income / (Expenditure) for the year	8	(19,524)	45,314	25,790	45,868
Reconciliation of Funds:					
Total Funds brought forward		1,691,939	180,776	1,872,715	1,826,847
Net Income / (Expenditure)		(19,524)	45,314	25,790	45,868
Fund Movement		57,258	(57,258)	-	-
Asset Revaluation		138,376	-	138,376	-
Total Funds carried forward		1,868,050	168,832	2,036,882	1,872,715

OAKHAM BAPTIST CHURCH

BALANCE SHEET 31 DECEMBER 2021

	Notes	2021	2020
		£	£
Fixed Assets			
Tangible Fixed Assets	10	1,792,266	1,571,364
		<u>1,792,266</u>	<u>1,571,364</u>
Current Assets			
Debtors	11	1,597	26,522
Bank and Cash	12	247,720	274,799
		<u>249,317</u>	<u>301,351</u>
Current Liabilities			
Creditors: amounts falling due within one year	13	4,700	-
		<u></u>	<u></u>
Net Current Assets			
Total assets less current liabilities		<u>244,617</u>	<u>301,351</u>
Net Assets			
		<u>244,617</u>	<u>301,351</u>
Total net assets or liabilities	16	<u>2,036,882</u>	<u>1,872,715</u>
Charity Funds			
Restricted	14	168,832	180,776
Designated	15	-	-
Unrestricted		1,868,050	1,691,939
		<u></u>	<u></u>
Total unrestricted funds		<u></u>	<u></u>
Total Charity Funds		<u>2,036,882</u>	<u>1,872,715</u>

The notes on pages 3-11 form an integral part of these accounts. These accounts were approved by the Trustees on 20 June 2021 and signed on their behalf by:



A Andrew Gilbert (Treasurer)



B Joy Steele (Secretary)

OAKHAM BAPTIST CHURCH

NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

1 ACCOUNTING POLICIES

a Basis of preparation

The accounts are prepared in accordance with the, Charities Statement of Recommended Practice (Charities SORP 2015), FRS102 and with the Charities Act 2011

Oakham Baptist church is a registered charity, no. 1130173 and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognized at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b Income recognition

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

c Donations

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

d Legacies

Legacies are accounted for at the earlier of the Estate accounts being finalised and notified and the legacy being received.

e Investment Income

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

f Expenditure recognition

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

g Costs of raising funds

The Church does not make formal appeals for funds, and expenditure on these items is therefore not material.

h Grants payable

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

i Support costs

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

j Fixed Assets

Tangible fixed assets are capitalised if they can be used for more than one year and cost at least £1,000. They are initially recognised at cost, or for donated assets, at a reasonable estimate of their value on receipt.

There is no reliable information available for the cost of the church premises and so on first time adoption of FRS102, the insurance value used previously was adopted as deemed cost.

k Depreciation

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

Freehold land	Nil
Buildings	Nil
Furniture and fittings	10%
Computers and equipment	33%

l Investment Assets

Investments are initially stated at cost. Subsequently they are measured at fair value with changes recognized in the Statement of Financial Activities if the shares are publicly traded or their fair value can otherwise be measured reliably. All other investment assets are shown at cost less impairment.

m Funds

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

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

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

n Employee benefits

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

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

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

2 Donations and Legacies

Donations and Legacies

	Unrestricted	Restricted	2021	2020
Offerings	105,129	39,680	144,809	117,956
Tax refunds	20,417	8,705	29,122	26,552
Grants received	-	-	-	-
Legacies	-	-	-	-
Total	125,546	48,385	173,931	144,508

3 Investment Income

Investment Income

	Unrestricted	Restricted	2021	2020
Bank interest	33	3	36	589
Income from other investments	-	-	-	-
Total	33	3	36	589

4 Charitable Activities

Charitable Activities

	Unrestricted	Restricted	2021	2020
Ministry	83,035	-	83,035	54,598
Mission	17,334	3,074	20,408	22,971
Establishment	18,162	-	18,162	11,736
Total	118,531	3,074	121,605	89,305

5 Support costs

Support costs

	Unrestricted	Restricted	2021	2020
Finance	-	-	-	-
IT	929	-	929	1,856
Office costs	23,266	-	23,266	6,828
Governance costs:				
Independent Examinations costs	-	-	-	-
Legal costs	-	-	-	-
Meeting costs	-	-	-	-
Depreciation	2,474	-	2,474	2,749
Total	26,669	-	26,669	11,433

6 Expenditure

	Unrestricted	Restricted	2021	2020
Expenditure				
Ministry	83,035	-	83,035	54,598
Mission Note 7	17,334	3,074	20,408	22,971
Establishment / Other	44,830	-	44,830	23,169
Total	145,199	3,074	148,273	100,738

7 Grants payable

	Unrestricted	Restricted	2021	2020
Grants payable				
BUGB Home Mission	4,800	-	4,800	4,800
BMS World Mission	4,800	-	4,800	4,800
Salt Malawi	3,600	-	3,600	3,600
Balance	4,134	3,074	7,208	9,771
Total	17,334	3,074	20,408	22,971

8 Net income for the year

	2021	2020
Net income for the year	25,790	45,868
Net income for the year is stated after charging/(crediting)		
Auditors/independent examiners' remuneration:		
Audit/independent examination	-	-
Taxation work	-	-
Other services	-	-
Loss on sale of fixed assets	-	-

9 Staff costs and Trustees expenses

		2021	2020
Staff costs and Trustees expenses			
Salaries	Gross salary	55,230	41,065
Social security costs	Employers national insurance	-	693
Pension costs	Employers pension contributions	9,214	5,458
Other costs	Council tax, water, telephone (<i>not motor</i>)	1,732	3,127
Total		66,176	50,343

The average number of employees during the year was

3

2

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

The minister has been employed since August 2021 and received remuneration of £10,729.

£nil in total was reimbursed to the Trustees in respect of expenses incurred as Trustees (2020 £nil).

The Church pays pension contributions for its Minister to the Baptist Ministers Pension Trust Limited, which is a final salary defined benefit scheme, which is not contracted out of the State second pension. The scheme is a multi-employer scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the church. Therefore, in accordance with FRS102 Section 28, the liability to the scheme is accounted for on the basis of a discounted cashflow of contributions due under the Schedule of Contributions.

Total aggregate remuneration paid to key management personnel during the year was £12,417 (2020 £nil).

10 Tangible Fixed Assets

	Church Premises	Manse	Furniture and fittings	Computers and equipment	Total
Tangible Fixed Assets					
Cost					
01 January 2021	1,360,000	186,624	39,122	10,180	1,595,926
Additions	-	410,000	-	-	-
Disposal	-	(325,000)	-	-	-
Revaluation	-	138,376	-	-	-
31 December 2021	1,360,000	410,000	39,122	10,180	1,595,926
Depreciation					
01 January 2021	-	-	14,382	10,180	24,562
Charge for the year	-	-	2,474	-	2,474
On disposals	-	-	-	-	-
31 December 2021	-	-	16,856	10,180	27,036
Net book value					
1 January 2021	1,360,000	186,624	24,740	-	1,571,364
31 December 2021	1,360,000	410,000	22,266	-	1,792,266

All the fixed assets are used for direct charitable purposes.

11 Debtors

	2021	2020
Debtors		
Accrued income	1,597	26,552
Prepayment and other debtors	-	-
31 December	1,597	26,552

12 Bank and cash balances

	2021	2020
Bank and cash balances		
<i>The total amounts held with each bank should be shown separately e.g.</i>		
Barclays Bank plc	218,187	245,269
COIF	29,106	29,102
HSBC	428	428
Cash Floats	-	-
Total	247,721	274,799

13 Creditors: amounts falling due within one year

	2021	2020
Creditors: amounts falling due within one year		
Accruals	4,700	-
Total	4,700	-

14 Restricted Funds

	01 January 2021	Incoming Resources	Resources expended	Gains and losses	Transfers	31 Dec 2021
Restricted Funds						
Building Fund	178,323	4,122	3,074	-	(10,000)	166,326
Manse Fund	-	44,216	-	-	(44,216)	-
Other	2,454	50	-	-	-	2,505
Total	180,777	48,388	3,074	-	(54,216)	168,832

The Building Fund was established in the year for the anticipated move to larger premises following growth within the church.

The Manse Fund was established in 2021 for the purchase of a new manse. All funds raised within this were transferred to the unrestricted fund at the end of 2021.

	Fixed Asset	Investment	Current Asset	Total
Restricted Funds				
Building Fund	-	-	166,326	166,326
Other	-	-	2,505	2,505
Total	-	-	168,832	168,832

15 Designated Funds

	01 January 2021	Incoming Resources	Resources expended	Gains and loses	Transfers	31 Dec 2021
Designated Funds						
Mission Fund	-	-	-	-	-	-
Monday Fellowship	-	-	-	-	-	-
Publicity Fund	-	-	-	-	-	-
Totals	-	-	-	-	-	-

16 Analysis of net assets

	Fixed Asset	Investment	Current Asset	Total
Analysis of net assets				
Restricted Funds per note 14	-	-	168,832	168,832
Designated Funds per note 15	-	-	-	-
Unrestricted Funds	1,792,266	-	75,783	1,868,050
Totals	1,792,266	-	244,617	2,036,882

17 Pensions

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

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

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister(s) [and some members of the church staff] is / are eligible to join the Scheme.

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.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

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

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £18 million (equivalent to a past service funding level of 94%). The Church and the other employers supporting the DB Plan are collectively responsible for funding this deficit. The key financial assumptions underlying the valuation were as follows:

RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (RPI)	3.20
Assumed investment returns	
- Pre-retirement	2.95
- Post retirement	1.70
Deferred pension increases	
- Pre-April 2009	3.20
- Post-April 2009	2.50
Pension increases	
- Main Scheme Pension	2.70

Post-retirement mortality in accordance with 80% of the S3NFA and S3NMA tables, with allowance for future improvements in mortality rates from 2013 in line with the CMI 2019 core projections, with a long term annual rate of improvement of 1.75% for males and 1.5% for females, with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

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

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 dated 30 September 2020, deficiency contributions are payable until 30 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. However, the Trustee and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 and 31 December 2020.

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.

Balance sheet liability at year start	39,427	39,427
Minus deficiency contributions paid	(4,229)	(3,177)
Interest cost (recognised in SoFA)	90	644
Remaining change to balance sheet liability* (recognised in SoFA)	(635)	(12,320)
Balance sheet liability at year end	19,800	24,574

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

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

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

18 Related Charities

The custodian Trustee of the church is the Baptist Union Corporation Limited which is charity number 249635, and which is controlled by the Baptist Union Council. The church is also a member of the Baptist Union of Great Britain, and the (state) Baptist Association.

There were no transactions between the church and its related charities during the year.