



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day	Month	Year		Day	Month	Year
	01	04	2020		31	03	2021

Section A Reference and administration details

Charity name Headington Baptist Church

Other names charity is known by

Registered charity number (if any) 1131272

Charity's principal address

78 Old High Street

Headington

Oxford

Postcode OX3 9HW

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Christopher Band	Minister		
2	Paul Clarke	Minister	until December 2020	
3	Jonathan van den Broek			
4	Cecily Delderfield		until March 2021	
5	John Delderfield	Treasurer		
6	Beryl Smart			
7	Wendy van den Broek	Secretary		
8	Ian Simmons		from May 2020	
9	Ian McDonald	Minister	from August 2020	
10	Nick Jackson		from January 2021	
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19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
Baptist Union Corporation	

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document
(eg. trust deed, constitution)

Constitution (adopted June 2009)

How the charity is constituted
(eg. trust, association, company)

Unincorporated association

Trustee selection methods
(eg. appointed by, elected by)

Trustees are appointed by Members of the church according to the process set out in the Constitution

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

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

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

In fulfilling the Purpose the church will engage in a range of activities, either on its own or with others, that will vary from time to time, with activities being initiated, expanded or closed as appropriate. In considering the activities, the Trustees have had regard to the guidance issued by the Charity Commission on public benefit.

The activities may include but are not restricted to:

1. regular public worship, prayer, Bible study, preaching and teaching
2. baptism, as defined in the Baptist Union's Declaration of Principle
3. the communion of the Lord's Supper
4. evangelism and mission, locally, regionally, nationally and internationally
5. the teaching, encouragement, welcome and inclusion of young people
6. nurture and growth of Christian disciples
7. education and training for Christian and community service
8. giving and encouraging of pastoral care
9. supporting and encouraging charitable social action in the United Kingdom and abroad
10. encouraging relationships with and supporting Baptists and other Christians

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

The church makes grants to other organisations whose charitable objects complement its work. These grants are considered each year in the budget-setting process and are approved by the Members' Meeting.

Much of the work of the church is carried out by members on a voluntary basis, which is an essential complement to the work of the two ministers in the successful functioning of the organisation.

Most Headington based activities occur in our main building as per the principal address but others based in the local area are held in neighbouring venues such as the Northway Church and the Barton Community Centre.

Summary of the main achievements of the charity during the year

Worship & Prayer

Our provision of services and regular Christian fellowship was hugely impacted by the Covid-19 pandemic throughout the year. During the first lockdown we videoed the separate segments of the service and, after editing and production, broadcast our Sunday morning service on our YouTube channel. As time progressed, we modified our approach to the delivery of services, closely following the advice of the Baptist Union of Great Britain, which in turn followed government guidelines. Our safety measures included social distancing, the use of masks, refraining from sung worship, increased ventilation of the building, the use of hand sanitiser and the registration of the church venue with Track & Trace.

Our teaching programme focussed on a Christian response to the pandemic. This included an exploration of the themes of peace, faith and hope. We also studied: the book of 1 Peter; Stewardship; a mini-series on 'Issues of our Time' which included Climate Change, Mental Health, Social Justice and the Coronavirus. In early 2021 we had a series entitled 'Meals with Jesus' drawn from Luke's Gospel.

In the Autumn of 2020 we divided our congregation into three groups such that each person could physically attend worship once every three weeks. The remainder were able to watch from home, following our livestream (the provision of the latter involved a significant investment in technology and growth in technical expertise).

Throughout this period our evening service met on Zoom, as did our seven Home Discipleship Groups and several other small groups. Our monthly Saturday prayer breakfast also moved to Zoom, obviously at the expense of the cooked breakfast.

Pastoral Care

As with many churches, the demand for pastoral care increased significantly during the pandemic. Existing issues were magnified, new ones emerged, and all of this at the same time as the loss of many coping mechanisms (such as meeting up to chat with friends, going to the gym etc). Our small groups became vitally important during this time, including their associated WhatsApp groups. We also offered times of 'virtual fellowship' on Zoom and prayer ministry on Zoom following the Sunday morning service.

Children & Youth

It was a difficult period in which to maintain an effective children's and youth work as face-to-face meetings were not possible. We did produce a video segment for our children each Sunday morning and our Youth met by Zoom (though a fair few opted out of meeting in this way).

Our Youth provision was hugely bolstered by the arrival of our new Associate Minister who amongst other things, has a special focus on developing our Youth activities. This area of church life is now flourishing.

We did run an outdoor Summer Holiday Club for a limited number of children (around 50, not including staff and volunteers) who were divided into five pods. This ran without incident which was deeply satisfying and the enjoyment of the children was palpable.

Community Engagement & Outreach

Sadly our key means of supporting our local community fell by the wayside during the pandemic, notably our Toddler Group and our Lunch Club for the over 50s. We felt the loss of these activities very keenly. We were also unable to run the hugely successful Headington Fun Day which in previous years had attracted up to 2,000 people.

We continue as a partner church in the Oxford Churches Debt Centre, which is affiliated with the charity Christians Against Poverty. Our link is expressed by financial giving, by providing a trustee and by two of our members being employed by OCDC (a Centre Manager and a Debt Counsellor).

We ran the well-known Alpha Course for a group of people who wanted to find out about the basics of the Christian faith. This took place on Zoom which facilitated parents with small children being able to attend as well as someone from France.

We financially support a number of mission agencies/personnel including Wycliffe Bible Translators, Friends International & BMS World Mission.

Staffing

We appointed a new P/T church Administrator during this time period and also a new Associate Minister. In Nov 2020 we held a Pledge Day which resulted in our ability to begin the process of buying a second manse to house the new minister and his family.

The minister of Barton Community Church moved on at the end of 2020 and, despite two rounds of interviews, we have not yet appointed a replacement.

Barton Community Church

HBC's daughter church, Barton Community Church (BCC), is located on the Barton Estate. The estate has areas within it of social deprivation, which include increased levels of mental illness, poverty and poor education. The church delivers support to several families and individuals as well as being actively involved in the life of the community.

One of the highlights of the year was an on-line celebration of BCC's 10 Year Anniversary with over 80 people attending. BCC also launched a Listening Service called 'Hear4You', to provide weekly listening support for those who were struggling. They also launched a self-esteem course for girls aged 14-16 called 'Know your Worth.'

Northway Church at Five

Our church plant on Northway Estate (called NC@5) has a core group of 20-25 people. During the pandemic many of them joined the Zoom service which was led by the historic church on the Estate (in whose building we would usually meet). Others watched the Headington Baptist Church Sunday Livestream.

It is noted that work is underway to establish another church on the estate constituted as a CIO. Whether it makes sense for NC@5's activities to continue going forward will hopefully be described in next year's report.

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	<i>Wendy van den Broek</i>	<i>John Delderfield</i>
Full name(s)	Wendy van den Broek	John Delderfield
Position (eg Secretary, Chair, etc)	Secretary	Treasurer
Date	11 th Dec 2021	11/12/2021

HEADINGTON BAPTIST CHURCH ANNUAL ACCOUNTS

Year ending 31st March 2021

Registered Charity 1131272

These accounts

- have been independently examined as on next page
- have been approved by the Trustees at their August Meeting

Secretary

Treasurer

Wendy van den Broek John Delderfield

Wendy van den Broek John Delderfield

- have been adopted by the Church Members' Meeting

Chair

Date

C. A. Band

14th Sep 2021

HEADINGTON BAPTIST CHURCH

INDEPENDENT EXAMINER'S REPORT to the Trustees

As described in the Trustees' Responsibilities, you are responsible for the preparation of the accounts. You consider that the audit requirement of section 43(2) of the Charities Act (the Act) does not apply.

My examination of the accounts for the year ended 31st March 2021 has been carried out in accordance with section 41 of the Charities Act 1993. The examination includes a review of the accounting records kept by the church officials and a comparison of the accounts with these records. It also includes considering any unusual items or disclosures in the accounts and seeking explanations from you concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an opinion on the view given by the accounts.

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act, and to prepare accounts which accord with the accounting records and comply with the requirements of the Act, have not been met or which in my opinion should be drawn in order to enable a proper understanding of the accounts to be reached.



Eleanor Cameron, FCA
384, London Road,
Headington,
Oxford,
OX3 8DW

Date

18 July 2021

Headington Baptist Church - 1131272
Statement of Financial Activities
For the period from 01 April 2020 to 31 March 2021

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds	Prior year total funds
<i>Income and endowments from:</i>						
Donations and legacies	217,843	152,210	—	—	370,053	238,250
Income from charitable activities	2,466	—	—	—	2,466	26,505
Other income	2,882	2,975	—	—	5,857	13,299
Total income	223,191	155,185	—	—	378,376	278,053
<i>Expenditure on:</i>						
Expenditure on charitable activities	211,437	81,708	—	—	293,145	309,258
Total expenditure	211,437	81,708	—	—	293,145	309,258
Net income / (expenditure) resources before transfer	11,753	73,477	—	—	85,231	(31,204)
<i>Transfers</i>						
Gross transfers between funds - in	5	31,086	—	—	31,091	245,209
Gross transfers between funds - out	(31,086)	(5)	—	—	(31,091)	(245,209)
<i>Other recognised gains / losses</i>						
Net movement in funds	(19,327)	104,558	—	—	85,231	(31,204)
<i>Reconciliation of funds</i>						
Total funds brought forward	1,378,884	138,861	—	—	1,517,745	1,548,949
Total funds carried forward	1,359,556	243,419	—	—	1,602,975	1,517,745
<i>Represented by</i>						
Unrestricted						
General fund	1,359,556	—	—	—	1,359,556	1,378,884
Designated						
Barton Fund	—	48,944	—	—	48,944	37,175
Manse Fund	—	182,816	—	—	182,816	91,608
New Superdads	—	1,672	—	—	1,672	1,672
Northway Fund	—	9,987	—	—	9,987	8,406

There may be minor discrepancies in the totals if the pence are not being shown

Headington Baptist Church - 1131272

Balance Sheet detailed

		As at 31/03/2021	As at 31/03/2020
Fixed assets			
	2001: Manse	58,000	58,000
	2002: Church Building	1,233,349	1,265,806
	Total Fixed assets	1,291,349	1,323,806
Current assets			
	1501: Bank current a/c one	64,821	51,257
	1502: CAF account one	166,194	91,608
	1505: Barton current a/c	48,712	39,939
	1506: Cash in hand	—	—
	1507: Barton float (cash in hand)	90	761
	1509: Northway float (cash in hand)	133	133
	1511: Northway current a/c	9,849	8,273
	1512: Superdads current a/c	1,672	1,672
	Z05: Accounts Receivable	20,155	3,212
	Total Current assets	311,626	196,856
Liabilities			
	Z04: Accounts Payable	—	2,917
	Total Liabilities	—	2,917
	Net Asset surplus (deficit)	1,602,975	1,517,745
Reserves			
	Excess / (deficit) to date	85,231	(31,204)
	Z01: Starting balances	1,508,540	1,539,744
	Z02: Gains/(losses) on investment assets	9,205	9,205
	Total Reserves	1,602,975	1,517,745

Represented by Funds		
Unrestricted	1,359,556	1,378,884
Designated	243,419	138,861
Restricted	—	—
Endowment	—	—
Total	1,602,975	1,517,745

There may be minor discrepancies in the totals if the pence are not being shown

1. Financial Activity and Budget

The HBC Budget organises the spending of income substantially from Members' giving, which has been sustained very well during this atypical year. The accounts show the total activity over the financial year which typically exceeds the Budget approved by the Members' Meeting for the year because the charity normally has additional financial activity associated with programmes that aim to collect money to cover their own expenses and be substantially "self-funding". In this year, with the impact of the pandemic, such activities have been substantially curtailed.

2 Accruals

HBC produces accrual accounts. Due to the use of BACS rather than cheques, as instigated by our previous Treasurer David Scott, virtually nothing carries over month ends which include year-end. One exception is that each year we accrue the March tax reclaim which arrives shortly after it is submitted. In the previous few years there has been income from the Southern Counties Baptist Association paid each January to support Barton Congregation Housing allowance for which the April-August portion needed to be carried forward (Z04), which has not been continued and does not apply to this year-end.

3. Anomalous Year

The church has operated with a staff that includes two ministers for many years but has managed to do so with its Holding Trustees owning just one manse. In late 2018 the Trustees recognised that this situation was unlikely to be sustained. In August 2020 a minister was appointed for whom the church undertook to provide a manse. Following a Special Meeting in November 2020, the church has now embarked on purchasing a 2nd manse, having rented one such since June 2020. This specific financial activity started in March 2021 (within these accounts) and should continue into 2021/2022. The purchase temporarily pushes our financial activity above that appropriate for independent examination but, given its nature and time constraints, independent examination remains within guidelines.

4. Risk

Between 1985 and 2011 the Baptist Ministers' Pension Scheme was a Defined Benefit (DB) Plan for the part of ministers' salaries up to minimum stipend. The contributions built up a fund but yields and tax régime meant that the Scheme could not continue to provide the projected pensions as planned from established contribution levels. The Scheme was closed to new contributions. Its pensioners retain their entitlements except that indexing after starting to draw a pension has been reduced from RPI to CPI. HBC is but one of very many "Baptist" employers making monthly payments specifically in support of the DB Plan's projected deficit, payments which are scheduled to continue until 2026.

The **risk** that it is required be noted against these accounts is that of a cessation event, whereby one of several situations arises that our monthly contributions are no longer deemed to cover the DB liabilities. BBS Consultants & Actuaries Ltd who provide a portal to the Baptist Pension Scheme(s) publish a monthly estimate of the amount payable by each stakeholder in the event of cessation. On 21st March 2021 the actuarially estimated liability is £55,400 to pay an insurance company to cover HBC's remaining DB pension excess liability, an amount which includes an insurance company's profits and a 'handling' expense of £4500. This **risk** for HBC is presently very unlikely to materialise.

The Trustees are aware that the devolving of either of our daughter congregations or reformulating the main charity to be a CIO would need specific legal planning so as not to trigger a cessation event.

4. Funds

An amount of £7505 is included in the Barton Fund which should already have been spent on a building improvement, inaction recently attributed to the pandemic. Having retained this money for all of 2020-2021, the work has now been done and but when the invoice is presented payment will go to unto next year's accounts. An extra £1875 was found in Z04 from a double entry in 2019-2020's accounting, for which the accounts have been adopted and the computer files locked. This has been rectified in this set of accounts.

5. Reserves

During this anomalous year **reserves** have been higher than the third of Budgeted expenditure required by HBC's reserves policy. This position is the total money in the bank for non-restricted funds as there are no additional realisable assets. Excess is earmarked for second manse purchase.