

# CHIPPING CAMPDEN BAPTIST CHURCH

England & Wales - Charity number 1131767

## Details

---

**Other names** CCBC

**Status** Registered

**Legal form** Other

**Registered** 2009-09-23

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** 4 Harvard Close  
Moreton-In-Marsh  
GL56 0JT

**Phone** 07774500709

**Email** [ALANSLOUGH@BTINTERNET.COM](mailto:ALANSLOUGH@BTINTERNET.COM)

**Website** [www.campdenbaptist.org.uk](http://www.campdenbaptist.org.uk)

## Activities

---

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

**Activities:** Christian church of Baptist Denomination existing to fulfil the vision which we believe is a working vision thus: Proclaiming Jesus Christ to people today; Making disciples; Building Gods Kingdom; Serving our Community; Praying for Revival; Planting new churches; Reaching the nations

## Classification

---

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Religious Activities, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- India
- Romania
- Gloucestershire
- Oxfordshire
- Warwickshire
- Worcestershire

## Finances

| Period end | Income   | Expenditure | Assets | Employees |
|------------|----------|-------------|--------|-----------|
| 2024-12-31 | £307,158 | £301,566    | -      | -         |
| 2023-12-31 | £338,929 | £298,210    | -      | -         |
| 2022-12-31 | £290,789 | £204,611    | -      | -         |
| 2021-12-31 | £246,533 | £275,087    | -      | -         |
| 2020-12-31 | £245,718 | £200,876    | -      | -         |

## Trustees

| Name                   | Role | Appointed  |
|------------------------|------|------------|
| Alan Slough            |      | 2023-04-26 |
| Anne Sykes             |      | 2025-04-30 |
| Jan Mitchell           |      | 2024-04-24 |
| MARALYN HARVEY         |      | 2024-04-24 |
| REV PHILIP DELLER B.SC |      |            |
| Rev David Silvester    |      | 2025-04-30 |
| Richard Court-Ricour   |      | 2023-04-26 |

**CHIPPING CAMPDEN BAPTIST CHURCH**

England & Wales - Charity number 1131767

---

# Accounts

---

Charity Registration No: 1131767

CHIPPING CAMPDEN BAPTIST CHURCH

REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024



Daniel Colwell & Co  
Chartered Certified Accountants & Chartered Tax Advisors  
The Old Bull Pens  
Sezincote  
Moreton-in-Marsh  
Gloucestershire  
GL56 9AW

**CHIPPING CAMPDEN BAPTIST CHURCH**

Charity Registration No: 1131767

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024**

The Trustees present their report and the accounts for the year ended 31 December 2024

**CONTACT**

The Church can be contacted via The Baptist Manse, Back Ends, Chipping Campden, Gloucestershire. GL55 6AL

Further contact details can also be found on our website: [www.campdenbaptist.org.uk](http://www.campdenbaptist.org.uk)

**OBJECT**

The vision of Chipping Campden Baptist Church (the Church) is:

- to Proclaim Jesus Christ to people today
- to Make Disciples
- to Build God's Kingdom
- to Serve our Community
- to See Revival
- to Plant new Churches
- to Reach the Nations

The original Foundation Deed states that the Church was established to promulgate the Christian Gospel, maintaining the doctrines usually denominated "evangelical" and particularly as set out in the Constitution of the Church

The Trustees believe that the vision of the Church is in keeping with this original object.

In pursuit of these objects the trustees expend the charity's resources on:

- (a) Employing ministers and paying their expenses. (Ministry)
- (b) Paying for the organisation and hosting of events and projects that provide an opportunity for people to find out about Jesus. (Mission)
- (c) Maintaining and hiring premises that provide a meeting place for members and visitors. (Upkeep of church premises / hire of school building)
- (d) Necessary administration incurred in the running of the church. (Administration)

The Church operates an unrestricted general fund which serves the objects as described above

In addition and in line with Biblical principles and in agreement with the wishes of the church membership the trustees grant at least 10% of the Church's income in each year to bodies with similar objectives.

The bodies and individuals selected by the trustees are chosen mainly from needs known to the membership of the Church. (Tithe)

The object of the fund is "to further the vision statement as specific needs arise"

**CHURCH GROWTH**

Chipping Campden Baptist Church (CCBC) was established under the terms of a Foundation Deed dated 28th April 1724 held by the Baptist Union Corporation Limited as Custodian Trustee. CCBC is affiliated to the Baptist Union of Great Britain.

Stour Valley Baptist Church (SVBC) was planted from CCBC in July 1999.

Bidford on Avon Baptist Church (BABC) was planted from CCBC in September 2005.

Chipping Campden Baptist Church moved its morning service to Chipping Campden School in September 2009 to accommodate increasing numbers of attendees and facilitate Children and Youth work and continues to see an increase in service attendance, with new families and individuals being welcomed.

## CHIPPING CAMPDEN BAPTIST CHURCH

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024 continued

Both of the planted churches are now established in their own right and are recognised as such by the Baptist Union of Great Britain, to which they are both affiliated.

#### CONSTITUTION

In line with current legislation under Charity Commission rules, CCBC was registered as a Charity and was entered in the Register of Charities with effect from 23rd September 2009. The current Approved Governing Document (Constitution) was already in place, having been approved by the membership at a church meeting in November 2008.

The Church is run on a day to day basis by a leadership team that normally includes a majority of Trustees (formerly Deacons) who act as trustees to the Church.

During the year ended 31 December 2024 the following people formed the Leadership Team at CCBC

Rev Philip M Deller - Team Leader, Senior Minister and Trustee

Rev Edward Ibberson – Minister and Trustee

Mr Chris Hands - Youth Ministry Leader (Acting , Formal appointment in March 2025)

Mrs Verity Booker - Children's Ministry Leader (Appointed 8th June 2020 - not a Trustee))

Mr Alan Slough - Secretary and Trustee (re-appointed as Trustee and Secretary April 2023)

Mr Richard Court-Ricour - Treasurer and Trustee (Re-Appointed as Trustee and Treasurer April 2023)

Mrs Maralyn Harvey - Trustee (Re-Appointed as a Trustee April 2024)

Mrs Jan Mitchell - Trustee (Re-Appointed as a Trustee April 2024)

Mr David Silvester - Trustee (Re-Appointed as Trustee April 2022)

Mrs Anne Sykes - Trustee (Appointed as Trustee April 2022)

Trustees are elected by the church members, at the Annual General Meeting (AGM) or a normal members meeting for a term of three years after which they may offer themselves for re-election.

#### REVIEW OF THE YEAR AND FUTURE DEVELOPMENTS

The support for the church and its work has grown and we have seen many new people join us since the latter part of 2024 and continuing into all of 2025.

The membership of CCBC (known locally as "Campden Baptist Church") remained steady during the year but we also saw new individuals and families joining us, some of which have now become full members. We have witnessed baptisms which is indication of the number of people who made a decision to follow Jesus largely through Alpha courses.

In Spring 2024 and Autumn 2024 we have run our regular Alpha courses in the church.

Other weekday meetings and events continued throughout the year, and new community groups were started.

The church remains a member of The North Cotswolds Foodbank Scheme, with an increase exponential in demand.

The Church continues support many individuals and organisations across the globe, with active links in Romania, India, Middle East, as well as supporting persecuted Christians worldwide.

The Church continues to partner with Transforming Lives for Good to provide mentoring for pupils on a one to one basis in many local primary schools.

The church remains committed to the initiatives successfully started for children and young people in previous years. Our current Children's and Youth Ministry Leaders, along with a team of volunteers continue to lead, support and inspire our young people.

This has been a very exciting time for the young people and we look forward to building on great foundations.

**CHIPPING CAMPDEN BAPTIST CHURCH****TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024 continued**

Most of the projects in respect of CCBC continue as a result of the hard work of volunteers.

In September 2009 the church moved the morning service from the High Street premises to the local senior school in order to accommodate growing numbers of people. The High Street premises continue to be used on a Sunday evening and for an increased number of mid week activities for all ages.

**FINANCIAL REVIEW**

The Church received strong donations for the 2024 year , when combined with HMRC gift Aid the combined income was £273k . Expenditure of £276k , resulting in a deficit for the year of £3K. The general reserve carried forward are £151k (2023:£154k).

The Church has for many years operated a special project account , the trustees have noted that the fund is more material now and a decision was made (2023) in conjunction with our accountants to treat the amounts as restricted funds in the accounts.

The Trustees have prepared and reviewed a comprehensive budget for the 2024 year, given the uncertainty of inflationary pressures it was felt prudent to maintain a conservative approach.

The church continues to be generous in its support for mission work overseas and for those involved in local organisations for the common good of the community.

The Trustees have considered carefully the future expenditure of the Church for the next twelve months. They believe that the regular giving of friends and members of the Church will continue to at least their current levels.

**RISK REVIEW**

The leadership team has conducted its own review of its major risks to which the charity is exposed and systems have been established to mitigate those risks. The next formal review will be in Q3 2025.

**RESPONSIBILITIES OF THE TRUSTEES**

Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Church as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure for the financial year.

In preparing those financial statements the Trustees should follow best practice and act accordingly.

The Trustees are responsible for maintaining proper accounting records which disclose at any time the financial position of the Church and to enable them to ensure that the financial statements comply with charity legislation.

The Trustees are also responsible for safeguarding the assets of the Church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on Wednesday 30th April 2025 and signed on their behalf



R Court-Ricour  
Treasurer and Trustee

**INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES AND THE MEMBERS OF  
CHIPPING CAMPDEN BAPTIST CHURCH IN RESPECT OF THE YEAR ENDED 31 DECEMBER 2024**

I report on the accounts of the Trust for the year ended 31 December 2024, which are set out on pages 6 to 12.

**Respective responsibilities of deacons and independent examiners**

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:

examine the accounts under section 145 of the 2011 Act

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

to state whether particular matters have come to my attention.

**Basis of Independent examiners report**

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

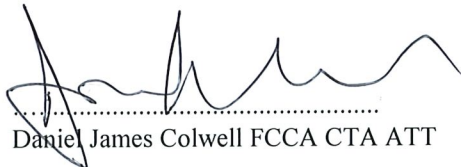
**Independent examiners report**

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep proper accounting records in accordance with section 130 of the 2011 Act and;
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

  
.....  
Daniel James Colwell FCCA CTA ATT

The Old Bull Pens  
Sezincote, Moreton-in-Marsh  
Gloucestershire. GL56 9AW.

13-May-25

## CHIPPING CAMPDEN BAPTIST CHURCH

## STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 DECEMBER 2024

|  | 2024              |                               |                      |                         | 2023                 |                               |                      | Total          |
|--|-------------------|-------------------------------|----------------------|-------------------------|----------------------|-------------------------------|----------------------|----------------|
|  | General Fund<br>£ | Renew 55<br>(designated)<br>£ | Housing<br>Fund<br>£ | Restricted<br>Fund<br>£ | General<br>Fund<br>£ | Renew 55<br>(designated)<br>£ | Housing<br>Fund<br>£ |                |
| <b>INCOMING RESOURCES ON GENERATED FUNDS</b>   |                   |                               |                      |                         |                      |                               |                      |                |
| Gift and donations - general                   | 211,108           | -                             | -                    | -                       | 249,991              | -                             | -                    | 249,991        |
| Gifts and contributions - restricted           | -                 | -                             | -                    | 211,108                 | -                    | -                             | 22,615               | 22,615         |
| Gifts and donations - total                    | 211,108           | -                             | -                    | 211,108                 | 249,991              | -                             | 22,615               | 272,606        |
| Income tax recovered on general gifts          | 38,044            | -                             | -                    | 38,044                  | 41,295               | -                             | -                    | 41,295         |
| Other income                                   | 1,604             | -                             | -                    | 34,969                  | 2,712                | -                             | -                    | 2,712          |
| Contributions towards Community Listener       | 21,000            | -                             | -                    | 21,000                  | 20,833               | -                             | -                    | 20,833         |
| Interest received                              | 1,787             | -                             | 250                  | 2,037                   | 1,281                | 202                           | -                    | 1,483          |
| <b>Total incoming resources</b>                | <b>273,543</b>    | <b>-</b>                      | <b>250</b>           | <b>307,158</b>          | <b>316,112</b>       | <b>-</b>                      | <b>202</b>           | <b>338,929</b> |
| <b>RESOURCES EXPENDED</b>                      |                   |                               |                      |                         |                      |                               |                      |                |
| Charitable activities                          |                   |                               |                      |                         |                      |                               |                      |                |
| Ministry                                       | 157,499           | -                             | -                    | 157,499                 | 166,008              | -                             | -                    | 166,008        |
| Community Listener expenses                    | 27,995            | -                             | -                    | 27,995                  | 26,787               | -                             | -                    | 26,787         |
| Mission  | 17,020            | -                             | -                    | 17,020                  | 6,049                | 564                           | -                    | 6,613          |
| Upkeep of church premises                      | 30,355            | -                             | -                    | 30,355                  | 45,062               | -                             | -                    | 45,062         |
| Administration                                 | 15,579            | -                             | -                    | 15,579                  | 10,237               | -                             | -                    | 10,237         |
| Tithe  | 27,632            | -                             | -                    | 27,632                  | 29,670               | -                             | -                    | 29,670         |
| Restricted fund payments                       | 276,080           | -                             | -                    | 25,486                  | 283,812              | 564                           | 13,834               | 13,834         |
|  |                   |                               |                      | 301,566                 |                      |                               | 13,834               | 298,210        |
| <b>Total resources expended</b>                | <b>276,080</b>    | <b>-</b>                      | <b>-</b>             | <b>301,566</b>          | <b>283,812</b>       | <b>564</b>                    | <b>13,834.00</b>     | <b>298,210</b> |
| <b>NET INCOMING RESOURCES</b>                  | <b>(2,537)</b>    | <b>-</b>                      | <b>250</b>           | <b>5,592</b>            | <b>32,300</b>        | <b>(564)</b>                  | <b>8,781</b>         | <b>40,719</b>  |
| <b>OTHER INCOMING RESOURCES</b>                |                   |                               |                      |                         |                      |                               |                      |                |
| Change in the value of fixed asset investments | -                 | -                             | 3,229                | 3,229                   | -                    | -                             | (94)                 | (94)           |
| Change in accounting policy                    | -                 | -                             | -                    | -                       | -                    | -                             | 4,596                | 4,596          |
| Fund balance at 31 December 2023               | 154,658           | 726                           | 28,259               | 197,020                 | 122,358              | 1,290                         | -                    | 151,799        |
| <b>Fund balance at 31 December 2024</b>        | <b>152,121</b>    | <b>726</b>                    | <b>31,738</b>        | <b>205,841</b>          | <b>154,658</b>       | <b>726</b>                    | <b>13,377</b>        | <b>197,020</b> |



**CHIPPING CAMPDEN BAPTIST CHURCH****NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024****1 ACCOUNTING POLICIES**

The accounts have been prepared under the historical cost convention (except that investments are shown at market value) and 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 (FRS102) issued on 16 July 2014 and with the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102.

The principal accounting policies adopted in the preparation of the financial statements have been reviewed in light of adopting FRS102 as opposed to the previously adopted FRSSE.

No change in accounting policies was seen to be needed and no restatement of comparative figures was required.

*Incoming resources*

Income received from donations and grants is included in incoming resources when these become receivable.

Income tax recovered is included in the period in which the donation that gave rise to it occurred.

Interest is included when receivable by the Church.

In order to perform its charitable activities the Church is dependant upon voluntary help provided by members and friends of the Church. The value of such help is impossible to quantify and is not included in the accounts.

*Tangible fixed assets*

The legal title to the freehold property of the Church building and Manse are held by the Church's custodian trustee, the Baptist Union Corporation Limited. The cost of the freehold property has been included at historical cost value.

Upon the sale of the building with prior approval of the Baptist Union the Church would be obligated to hand over any such proceeds to the Baptist Union and apply for the further use of those funds. The church would have to pay the Baptist Union a transaction fee that is included in contingent liabilities.

However, the Trustees note that the Church has access to such premises that would otherwise cost considerable amounts in rental payments. The properties comprising high street church and manse are nineteenth century buildings premises.

All other costs in respect of fixed assets incurred since 1 January 1998 and held for the future benefit of the Church have been included at cost and depreciated over their expected useful lives as follows:

|                       |                      |
|-----------------------|----------------------|
| Property improvements | 10-25 years          |
| Equipment             | 20% Reducing Balance |
| Furnishings           | 20% Reducing Balance |

*Investments*

The Church has invested amounts in lower risk equities with the assistance of broker Hargreaves Lansdown. The Church keeps these investments under review by receiving and discussing regular reports from the broker. The investments are stated at the best estimate of current market value.

## 1 ACCOUNTING POLICIES (continued)

### *Fund accounting*

Funds held by the Church are unrestricted funds that include:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects of the Church

Designated Renew 55 fund - represents the balance of an unrestricted gift received in the 2020 year.

Designated housing fund - the minister's of the Church are provided with housing accommodation close to the fellowship for the necessary performance of their duties. However, the Trustees are aware that the ministers are not on high salaries and that they are not on the "housing ladder" which could leave them with difficulties in finding affordable accommodation once they leave the Church. To this end the Trustees for several years have set aside cash and investments in the hope that the Church will be in a position to help in those circumstances. This policy was recognised in the accounts to 31 December 2013 via the creation of a new unrestricted designated fund by the transfer of the cash and investments previously set aside at 31 December 2012 into the fund and the restatement to current market values of the investments at 31 December 2013. The fund will carry on at the discretion of the Trustees who will add to the fund as resources allow. The Trustees may distribute the fund to meet the objectives of the fund or transfer back to general funds should circumstances including the financial stability of the Church change.

Restricted funds are detailed in Note 9 of the accounts.

### *Grants made*

The Charity makes grants to organisations and individuals working in the UK and overseas having similar objects to the charity. Grants are made at the discretion of the Trustees and are usually to organisations or individuals with whom the church body has an historic or active working relationship.

### *Pensions*

The Deduction of £1 monthly has continued for the whole of 2024 and as such the scheme is believed to be fully funded

## CHIPPING CAMPDEN BAPTIST CHURCH

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

## 2. MINISTRY

|                                      | 2024    | 2023    |
|--------------------------------------|---------|---------|
|                                      | £       | £       |
| Ministers' salaries                  | 68,116  | 64,228  |
| Ministers' pension contributions     | 8,219   | 8,048   |
| Other pastoral salaries              | 46,243  | 50,087  |
| Other pastoral pension contributions | 1,266   | 1,380   |
| Employer's national insurance        | 5,417   | 5,198   |
| Ministers' & staff expenses          | 2,294   | 9,659   |
| Rent on minister's house             | 11,400  | 9,900   |
| Manse and housing expenses           | 13,258  | 16,370  |
| Sound & video engineers              | 1,287   | 1,138   |
|                                      | 157,499 | 166,008 |

Average number of employees 6 6

No employee received emoluments in excess of £60,000

Trustee remuneration and expenses

|                | 2024         | 2024                           | 2024                |
|----------------|--------------|--------------------------------|---------------------|
|                | £            | £                              | £                   |
|                | Gross salary | Employer pension contributions | Reimbursed expenses |
| P Deller       | 37,197       | 4,545                          | 828                 |
| E Ibberson     | 30,919       | 3,674                          | 25,267              |
| M Harvey       |              |                                | 1,343               |
| A Slough       |              |                                | 945                 |
| A Sykes        |              |                                | 360                 |
| D Silvester    |              |                                | 260                 |
| R Court Ricour |              |                                | 210                 |

One Trustee, who is also an employee, lived in housing owned by the church.

The reimbursed expenses disclosed are higher than the figure for ministers' and staff expenses as some reimbursed expenses are disclosed as to the type of expenditure (eg youth work, training costs, stationery etc)

## 2.1 MINISTRY - COMMUNITY LISTENER

|                               | 2024   | 2023   |
|-------------------------------|--------|--------|
|                               | £      | £      |
| Salary                        | 23,554 | 23,069 |
| Pension contributions         | 707    | 692    |
| Employer's national insurance | 1,995  | 1,928  |
| Staff expenses                | 1,739  | 1,098  |
|                               | 27,995 | 26,787 |

## 3. MISSION

|                             |        |       |
|-----------------------------|--------|-------|
| Children and youth ministry | 13,076 | 3,379 |
| Transforming Lives for Good | 900    | 900   |
| Renew 55                    | 790    | 564   |
| Anna Chaplaincy             | -      | 244   |
| Training costs              | 1,265  | 960   |
| Other                       | 989    | 566   |
|                             | 17,020 | 6,613 |

**CHIPPING CAMPDEN BAPTIST CHURCH****NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024****4. UPKEEP OF CHURCH PREMISES**

|                             | <b>2024</b>   | <b>2023</b>   |
|-----------------------------|---------------|---------------|
|                             | <b>£</b>      | <b>£</b>      |
| Insurance                   | 2,218         | 1,819         |
| Lighting, heating and water | 6,267         | 1,950         |
| Repairs and maintenance     | 7,977         | 7,785         |
| Church decoration           | -             | 13,620        |
| Church carpet replacement   | -             | 7,198         |
| Hall rental                 | 7,500         | 7,665         |
| Cleaning                    | 537           | 855           |
| Equipment expensed          | 2,043         | 704           |
| Other                       | 3,814         | 3,466         |
|                             | <u>30,355</u> | <u>45,062</u> |

**5. ADMINISTRATION COSTS**

|                                   | <b>2024</b>   | <b>2,023</b>  |
|-----------------------------------|---------------|---------------|
|                                   | <b>£</b>      | <b>£</b>      |
| Printing and stationery           | 1,681         | 1,474         |
| Telephone and postage             | 3,209         | 2,301         |
| Catering                          | 2,764         | 1,364         |
| Subscriptions                     | 834           | 716           |
| Independent Examiner's Fee        | 974           | 755           |
| Payroll services                  | 600           | 523           |
| Bank , Stripe and Gocardless fees | 640           | -             |
| Sundry                            | 656           | 409           |
| Depreciation                      | 4,223         | 2,695         |
|                                   | <u>15,579</u> | <u>10,237</u> |

**6. TITHE**

|                                       | <b>2024</b>   | <b>2023</b>   |
|---------------------------------------|---------------|---------------|
|                                       | <b>£</b>      | <b>£</b>      |
| Romania                               | 4,653         | 3,000         |
| Home mission fund                     | 3,000         | 3,000         |
| Field workers                         | -             | 595           |
| Tekura                                | 1,800         | 1,800         |
| Open Doors                            | 3,000         | 8,400         |
| Agape Alive In India                  | 3,000         | 3,000         |
| North Cotswold Foodbank               | 665           | 338           |
| Dave Sillence                         | 1,800         | 1,800         |
| Ben Goble                             | 2,150         | -             |
| Rebecca Dean                          | 1,200         | -             |
| Zac Ellis                             | 1,800         | 1,800         |
| Will Buttrick                         | -             | 1,800         |
| Emily Irvine / Operation Mobilisation | 900           | 1,800         |
| Other external mission                | 3,664         | 2,337         |
|                                       | <u>27,632</u> | <u>29,670</u> |

## CHIPPING CAMPDEN BAPTIST CHURCH

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

## 7 TANGIBLE FIXED ASSETS

|                       | <b>Building<br/>Improvements</b> | <b>Equipment</b> | <b>Furnishings</b> | <b>Total</b>   |
|-----------------------|----------------------------------|------------------|--------------------|----------------|
| <b>COST</b>           |                                  |                  |                    |                |
| At 1 January 2023     | 212,516                          | 75,108           | 28,260             | 315,884        |
| Additions             | -                                | 9,465            | -                  | 9,465          |
| At 31 December 2024   | <u>212,516</u>                   | <u>84,573</u>    | <u>28,260</u>      | <u>325,349</u> |
| <b>DEPRECIATION</b>   |                                  |                  |                    |                |
| At 1 January 2023     | 208,289                          | 69,396           | 21,082             | 298,767        |
| Charge for the year   | 470                              | 3,035            | 718                | 4,223          |
| At 31 December 2024   | <u>208,759</u>                   | <u>72,431</u>    | <u>21,800</u>      | <u>302,990</u> |
| <b>NET BOOK VALUE</b> |                                  |                  |                    |                |
| At 31 December 2024   | <u>3,758</u>                     | <u>12,142</u>    | <u>6,461</u>       | <u>22,360</u>  |
| At 31 December 2023   | <u>4,228</u>                     | <u>5,712</u>     | <u>7,178</u>       | <u>17,118</u>  |

## 8. PROVISIONS FOR LIABILITIES

|  | <b>2024<br/>£</b> | <b>2023<br/>£</b> |
|--|-------------------|-------------------|
| Liability on eventual sale of freehold | 10,000            | 10,000            |
|  | <u>10,000</u>     | <u>10,000</u>     |

## 9 RESTRICTED FUNDS

|                 | <b>at 1.1.2024<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>at 31.12.2024<br/>£</b> |
|-----------------|--------------------------|---------------------|--------------------------|----------------------------|
| Hardship fund   | 4,291                    | 7,468               | 7,781                    | 3,978                      |
| Stow Baptist    | 6,007                    | 1,000               | -                        | 7,007                      |
| Anna Chplaincy  | 1,015                    | 14                  | 188                      | 841                        |
| Men's Breakfast | 750                      | -                   | -                        | 750                        |
| Ecce Homo       | -                        | 100                 | -                        | 100                        |
| India           | 707                      | 1,051               | 1,696                    | 62                         |
| Ben Goble       | 432                      | 6,118               | 6,550                    | -                          |
| Limitless       | (2,590)                  | 12,614              | 8,130                    | 1,894                      |
| CCBC - Women    | 1,624                    | -                   | -                        | 1,624                      |
| SVBC            | 1,141                    | -                   | 1,141                    | -                          |
| Win Bequest     | -                        | 5,000               | -                        | 5,000                      |
|                 | <u>13,377</u>            | <u>33,365</u>       | <u>25,486</u>            | <u>21,255</u>              |

**CHIPPING CAMPDEN BAPTIST CHURCH**

England & Wales - Charity number 1131767

---

# Accounts

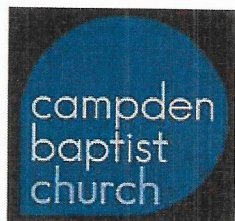
---

Charity Registration No: 1131767

CHIPPING CAMPDEN BAPTIST CHURCH

REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023



Daniel Colwell & Co  
Chartered Certified Accountants & Chartered Tax Advisors  
The Old Bull Pens  
Sezincote  
Moreton-in-Marsh  
Gloucestershire  
GL56 9AW

**CHIPPING CAMPDEN BAPTIST CHURCH**

Charity Registration No: 1131767

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023**

The Trustees present their report and the accounts for the year ended 31 December 2023

**CONTACT**

The Church can be contacted via The Baptist Manse, Back Ends, Chipping Campden, Gloucestershire. GL55 6AL

Further contact details can also be found on our website: [www.campdenbaptist.org.uk](http://www.campdenbaptist.org.uk)

**OBJECT**

The vision of Chipping Campden Baptist Church (the Church) is:

- to Proclaim Jesus Christ to people today
- to Make Disciples
- to Build God's Kingdom
- to Serve our Community
- to See Revival
- to Plant new Churches
- to Reach the Nations

The original Foundation Deed states that the Church was established to promulgate the Christian Gospel, maintaining the doctrines usually denominated "evangelical" and particularly as set out in the Constitution of the Church

The Trustees believe that the vision of the Church is in keeping with this original object. In pursuit of these objects the trustees expend the charity's resources on:

- (a) Employing ministers and paying their expenses. (Ministry)
- (b) Paying for the organisation and hosting of events and projects that provide an opportunity for people to find out about Jesus. (Mission)
- (c) Maintaining and hiring premises that provide a meeting place for members and visitors. (Upkeep of church premises / hire of school building)
- (d) Necessary administration incurred in the running of the church. (Administration)

The Church operates an unrestricted general fund which serves the objects as described above

In addition and in line with Biblical principles and in agreement with the wishes of the church membership the trustees grant at least 10% of the Church's income in each year to bodies with similar objectives.

The bodies and individuals selected by the trustees are chosen mainly from needs known to the membership of the Church. (Tithe)

The object of the fund is "to further the vision statement as specific needs arise"

**CHURCH GROWTH**

Chipping Campden Baptist Church (CCBC) was established under the terms of a Foundation Deed dated 28th April 1724 held by the Baptist Union Corporation Limited as Custodian Trustee. CCBC is affiliated to the Baptist Union of Great Britain.

Stour Valley Baptist Church (SVBC) was planted from CCBC in July 1999.

Bidford on Avon Baptist Church (BABC) was planted from CCBC in September 2005.

Chipping Campden Baptist Church moved its morning service to Chipping Campden School in September 2009 to accommodate increasing numbers of attendees and facilitate Children and Youth work

and continues to see an increase in service attendance, with new families and individuals being welcomed.

## **CHIPPING CAMPDEN BAPTIST CHURCH**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023 continued**

Both of the planted churches are now established in their own right and are recognised as such by the Baptist Union of Great Britain, to which they are both affiliated.

#### **CONSTITUTION**

In line with current legislation under Charity Commission rules, CCBC was registered as a Charity and was entered in the Register of Charities with effect from 23rd September 2009.

The current Approved Governing Document (Constitution) was already in place, having been approved by the membership at a church meeting in November 2008.

The Church is run on a day to day basis by a leadership team that normally includes a majority of Trustees (formerly Deacons) who act as trustees to the Church.

During the year ended 31 December 2023 the following people formed the Leadership Team at CCBC

Rev Philip M Deller - Team Leader, Senior Minister and Trustee

Rev Edward Ibberson – Minister and Trustee

Mr Tim Crummack - Youth Ministry Leader (Appointed August 2016 - not a Trustee)

Mrs Verity Booker - Children's Ministry Leader (Appointed 8th June 2020 - not a Trustee)

Mr Alan Slough - Secretary and Trustee (re-appointed as Trustee and Secretary April 2023)

Mr Richard Court-Ricour - Treasurer and Trustee (Re-Appointed as Trustee and Treasurer April 2023)

Mrs Maralyn Harvey - Trustee (Re-Appointed as a Trustee April 2021)

Mrs Jan Mitchell - Trustee (Re-Appointed as a Trustee April 2021)

Mr David Silvester - Trustee (Re-Appointed as Trustee April 2022)

Mrs Anne Sykes - Trustee (Appointed as Trustee April 2022)

Mr Pete Dean - Trustee (Resigned April 2022)

Trustees are elected by the church members, at the Annual General Meeting (AGM) or a normal members meeting for a term of three years after which they may offer themselves for re-election.

#### **REVIEW OF THE YEAR AND FUTURE DEVELOPMENTS**

The support for the church and its work has grown and we have seen many new people join us since the latter part of 2022 and continuing into all of 2023.

The membership of CCBC (known locally as "Campden Baptist Church") remained steady during the year but we also saw new individuals and families joining us, some of which have now become full members.

We have witnessed baptisms which is indication of the number of people who made a decision to follow Jesus largely through Alpha courses.

In Spring 2023 and Autumn 2023 we have run our regular Alpha courses in the church.

Other weekday meetings and events continued throughout the year, and new community groups were started.

In response to the war in Ukraine, the church started a weekly meeting Hub for Ukrainian refugees and their host families, this was concluded in Q4 of 2023 and participants now attend weekday meetings and events.

The church remains a member of The North Cotswolds Foodbank Scheme, with an increase exponential in demand.

The Church continues support many individuals and organisations across the globe, with active links in Romania, India, Middle East, as well as supporting persecuted Christians worldwide.

The Church continues to partner with Transforming Lives for Good to provide mentoring for pupils on a one to one basis in many local primary schools.

The church remains committed to the initiatives successfully started for children and young people in previous years. Our current Children's and Youth Ministry Leaders, along with a team of volunteers continue to lead, support and inspire our young people.

This has been a very exciting time for the young people and we look forward to building on great foundations.

## **CHIPPING CAMPDEN BAPTIST CHURCH**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023 continued**

Most of the projects in respect of CCBC continue as a result of the hard work of volunteers.

In September 2009 the church moved the morning service from the High Street premises to the local senior school in order to accommodate growing numbers of people. The High Street premises continue to be used on a Sunday evening and for an increased number of mid week activities for all ages.

During 2023 the Church undertook At a cost of £46k a substantial refurbishment to upgrade the facilities at the High Street premises so that it can meet the needs of existing and future users of the building.

This work was capitalised into fixed assets.

### **FINANCIAL REVIEW**

The Church received a significant uplift in donations for the 2023 year , when combined with HMRC gift Aid the combined income was £339k . Expenditure of £298k , leaving a healthy surplus in Cash reserves for the year of £41k.

The Church has for many years operated a special project account , the trustees have noted that the fund is more material now and a decision was made in conjunction with our accountants to treat the amounts as restricted funds in the accounts.

The Trustees have prepared and reviewed a comprehensive budget for the 2024 year, given the uncertainty of inflationary pressures it was felt prudent to maintain a conservative approach.

The church continues to be generous in its support for mission work overseas and for those involved in local organisations for the common good of the community.

The Trustees have considered carefully the future expenditure of the Church for the next twelve months. They believe that the regular giving of friends and members of the Church will continue to at least their current levels.

### **RISK REVIEW**

The leadership team has conducted its own review of its major risks to which the charity is exposed and systems have been established to mitigate those risks. The next formal review will be in Q2 2024.

## RESPONSIBILITIES OF THE TRUSTEES

Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Church as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure for the financial year.

In preparing those financial statements the Trustees should follow best practice and act accordingly.

The Trustees are responsible for maintaining proper accounting records which disclose at any time the financial position of the Church and to enable them to ensure that the financial statements comply with charity legislation.

The Trustees are also responsible for safeguarding the assets of the Church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on Monday 24th April 2024 and signed on their behalf



R Court-Ricour  
Treasurer and Trustee

**INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES AND THE MEMBERS OF  
CHIPPING CAMPDEN BAPTIST CHURCH IN RESPECT OF THE YEAR ENDED 31 DECEMBER 2023**

I report on the accounts of the Trust for the year ended 31 December 2023, which are set out on pages 5 to 12.

**Respective responsibilities of deacons and independent examiners**

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:

examine the accounts under section 145 of the 2011 Act

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

to state whether particular matters have come to my attention.

**Basis of Independent examiners report**

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

**Independent examiners report**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep proper accounting records in accordance with section 130 of the 2011 Act and;
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Mrs Helen Cole MAAT**

  
.....

The Old Bull Pens  
Sezincote, Moreton-in-Marsh  
Gloucestershire. GL56 9AW.

April 2024





## CHIPPING CAMPDEN BAPTIST CHURCH

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

## 1 ACCOUNTING POLICIES

The accounts have been prepared under the historical cost convention (except that investments are shown at market value) and 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 (FRS102) issued on 16 July 2014 and with the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102.

The principal accounting policies adopted in the preparation of the financial statements have been reviewed in light of adopting FRS102 as opposed to the previously adopted FRSSE.

No change in accounting policies was seen to be needed and no restatement of comparative figures was required.

*Incoming resources*

Income received from donations and grants is included in incoming resources when these become receivable.

Income tax recovered is included in the period in which the donation that gave rise to it occurred.

Interest is included when receivable by the Church.

In order to perform its charitable activities the Church is dependant upon voluntary help provided by members and friends of the Church. The value of such help is impossible to quantify and is not included in the accounts.

*Tangible fixed assets*

The legal title to the freehold property of the Church building and Manse are held by the Church's custodian trustee, the Baptist Union Corporation Limited. The cost of the freehold property has been included at historical cost value.

Upon the sale of the building with prior approval of the Baptist Union the Church would be obligated to hand over any such proceeds to the Baptist Union and apply for the further use of those funds. The church would have to pay the Baptist Union a transaction fee that is included in contingent liabilities.

However, the Trustees note that the Church has access to such premises that would otherwise cost considerable amounts in rental payments. The properties comprising high street church and manse are nineteenth century buildings premises.

All other costs in respect of fixed assets incurred since 1 January 1998 and held for the future benefit of the Church have been included at cost and depreciated over their expected useful lives as follows:

|                       |             |
|-----------------------|-------------|
| Property improvements | 10-25 years |
| Equipment             | 5 years     |
| Furnishings           | 5 years     |

*Investments*

The Church has invested amounts in lower risk equities with the assistance of broker Hargreaves Lansdown. The Church keeps these investments under review by receiving and discussing regular reports from the broker. The investments are stated at the best estimate of current market value.

## 1 ACCOUNTING POLICIES (continued)

### *Fund accounting*

Funds held by the Church are unrestricted funds that include:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects of the Church

Designated Renew 55 fund - represents the balance of an unrestricted gift received in the 2020 year.

Designated housing fund - the minister's of the Church are provided with housing accommodation close to the fellowship for the necessary performance of their duties. However, the Trustees are aware that the ministers are not on high salaries and that they are not on the "housing ladder" which could leave them with difficulties in finding affordable accommodation once they leave the Church. To this end the Trustees for several years have set aside cash and investments in the hope that the Church will be in a position to help in those circumstances. This policy was recognised in the accounts to 31 December 2013 via the creation of a new unrestricted designated fund by the transfer of the cash and investments previously set aside at 31 December 2012 into the fund and the restatement to current market values of the investments at 31 December 2013. The fund will carry on at the discretion of the Trustees who will add to the fund as resources allow. The Trustees may distribute the fund to meet the objectives of the fund or transfer back to general funds should circumstances including the financial stability of the Church change.

### *Grants made*

The Charity makes grants to organisations and individuals working in the UK and overseas having similar objects to the charity. Grants are made at the discretion of the Trustees and are usually to organisations or individuals with whom the church body has an historic or active working relationship.

### *Pensions*

The Deduction of £1 monthly has continued for the whole of 2023 and as such the scheme is believed to be fully funded

## CHIPPING CAMPDEN BAPTIST CHURCH

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

## 2. MINISTRY

|                                      | 2023           | 2022           |
|--------------------------------------|----------------|----------------|
|                                      | £              | £              |
| Ministers' salaries                  | 64,228         | 60,367         |
| Ministers' pension contributions     | 8,048          | 7,915          |
| Other pastoral salaries              | 50,087         | 46,512         |
| Other pastoral pension contributions | 1,380          | 1,272          |
| Employer's national insurance        | 5,198          | 4,716          |
| Ministers' & staff expenses          | 9,659          | 1,562          |
| Rent on minister's house             | 9,900          | 9,600          |
| Manse and housing expenses           | 16,370         | 9,155          |
| Sound & video engineers              | 1,138          | -              |
|                                      | <u>166,008</u> | <u>141,098</u> |

|  |   |   |
|--|---|---|
| Average number of employees                          | 6 | 6 |
| No employee received emoluments in excess of £60,000 |   |   |

Trustee remuneration and expenses

|                | 2023         | 2023                           | 2023                |
|----------------|--------------|--------------------------------|---------------------|
|                | £            | £                              | £                   |
|                | Gross salary | Employer pension contributions | Reimbursed expenses |
| P Deller       | 35,077       | 4,451                          | 898                 |
| E Ibberson     | 29,151       | 3,597                          | 5,735               |
| M Harvey       |              |                                | 1,941               |
| A Slough       |              |                                | 552                 |
| A Sykes        |              |                                | 521                 |
| D Silvester    |              |                                | 240                 |
| R Court Ricour |              |                                | -                   |

One Trustee, who is also an employee, lived in housing owned by the church.

The reimbursed expenses disclosed are higher than the figure for ministers' and staff expenses as some reimbursed expenses are disclosed as to the type of expenditure (eg youth work, training costs, stationery etc)

## 2.1 MINISTRY - COMMUNITY LISTENER

|                               | 2023          | 2022          |
|-------------------------------|---------------|---------------|
|                               | £             | £             |
| Salary                        | 23,069        | 20,933        |
| Pension contributions         | 692           | 628           |
| Employer's national insurance | 1,928         | 1,726         |
| Staff expenses                | 1,098         | 853           |
|                               | <u>26,787</u> | <u>24,140</u> |

## 3. MISSION

|                             |              |              |
|-----------------------------|--------------|--------------|
| Children and youth ministry | 3,379        | 4,131        |
| Transforming Lives for Good | 900          | 906          |
| Renew 55                    | 564          | 504          |
| Anna Chaplaincy             | 244          | 132          |
| Training costs              | 960          | 1,133        |
| Other                       | 566          | 1,060        |
|                             | <u>6,613</u> | <u>7,867</u> |

## CHIPPING CAMPDEN BAPTIST CHURCH

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

## 4. UPKEEP OF CHURCH PREMISES

|                             | 2023          | 2022          |
|-----------------------------|---------------|---------------|
|                             | £             | £             |
| Insurance                   | 1,819         | 1,884         |
| Lighting, heating and water | 1,950         | 1,562         |
| Repairs and maintenance     | 7,785         | 2,881         |
| Church decoration           | 13,620        | -             |
| Church carpet replacement   | 7,198         | -             |
| Hall rental                 | 7,665         | 7,205         |
| Cleaning                    | 855           | 1,407         |
| Equipment expensed          | 704           | 1,706         |
| Other                       | 3,466         | -             |
|                             | <u>45,062</u> | <u>16,645</u> |

## 5. ADMINISTRATION COSTS

|                            | 2023          | 2022         |
|----------------------------|---------------|--------------|
|                            | £             | £            |
| Printing and stationery    | 1,474         | 1,221        |
| Telephone and postage      | 2,301         | 1,973        |
| Catering                   | 1,364         | 1,712        |
| Subscriptions              | 716           | 1,561        |
| Independent Examiner's Fee | 755           | 570          |
| Payroll services           | 523           | 457          |
| Sundry                     | 409           | 1,692        |
| Depreciation               | 2,695         | -            |
|                            | <u>10,237</u> | <u>9,185</u> |

## 6. TITHE

|                                       | 2023          | 2022          |
|---------------------------------------|---------------|---------------|
|                                       | £             | £             |
| Romania                               | 3,000         | 4,493         |
| Home mission fund                     | 3,000         | 3,500         |
| Field workers                         | 595           | 1,020         |
| Baptist Missionary Society            | 1,800         | 11,048        |
| Open Doors                            | 8,400         | 12,107        |
| Agape Alive In India                  | 3,000         | 3,000         |
| North Cotswold Foodbank               | 338           | 657           |
| Dave Sillence                         | 1,800         | 1,800         |
| Zac Ellis                             | 1,800         | 900           |
| Will Buttrick                         | 1,800         | 1,800         |
| Emily Irving / Operation Mobilisation | 1,800         | 750           |
| Stacey Speight                        | -             | 1,000         |
| Tek Ura Albania                       | -             | 1,765         |
| Crisis at Christmas                   | -             | 157           |
| Other external mission                | 2,337         | -             |
|                                       | <u>29,670</u> | <u>43,996</u> |

## CHIPPING CAMPDEN BAPTIST CHURCH

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

## 7 TANGIBLE FIXED ASSETS

|                     | Building<br>Improvements | Equipment     | Furnishings   | Total          |
|---------------------|--------------------------|---------------|---------------|----------------|
| COST                |                          |               |               |                |
| At 1 January 2022   | 207,819                  | 67,968        | 20,285        | 296,072        |
| Additions           | 4,697                    | 7,140         | 7,975         | 19,812.46      |
| At 31 December 2023 | <u>212,516</u>           | <u>75,108</u> | <u>28,260</u> | <u>315,884</u> |
| DEPRECIATION        |                          |               |               |                |
| At 1 January 2022   | 207,819                  | 67,968        | 20,285        | 296,072        |
| Charge for the year | 470                      | 1,428         | 797           | 2,695          |
| At 31 December 2022 | <u>208,289</u>           | <u>69,396</u> | <u>21,082</u> | <u>298,767</u> |
| NET BOOK VALUE      |                          |               |               |                |
| At 31 December 2023 | <u>4,228</u>             | <u>5,712</u>  | <u>7,178</u>  | <u>17,118</u>  |
| At 31 December 2022 | <u>-</u>                 | <u>-</u>      | <u>-</u>      | <u>-</u>       |

## 8. PROVISIONS FOR LIABILITIES

|  | 2023<br>£     | 2022<br>£     |
|--|---------------|---------------|
| Liability on eventual sale of freehold | 10,000        | 10,000        |
|  | <u>10,000</u> | <u>-</u>      |
|  | <u>10,000</u> | <u>10,000</u> |

## 9 RESTRICTED FUNDS

|                   | at 1.1.2023<br>£ | Income<br>£   | Expenditure<br>£ | at 31.12.2023<br>£ |
|-------------------|------------------|---------------|------------------|--------------------|
| Hardship fund     | 1,291            | 6,000         | 3,000            | 4,291              |
| Stow Baptist      | -                | 6,007         | -                | 6,007              |
| Anna Chplaincy    | -                | 1,015         | -                | 1,015              |
| Men's Breakfast   | 540              | 210           | -                | 750                |
| India             | -                | 707           | -                | 707                |
| Ben Goble         | -                | 432           | -                | 432                |
| Limitless         | -                | 6,957         | 9,547            | -2,590             |
| Soul survivor     | 953              | -             | 953              | -                  |
| CCBC - Women      | 337              | 1,287         | -                | 1,624              |
| SVBC              | 1,141            | -             | -                | 1,141              |
| Pies and puddings | 334              | -             | 334              | -                  |
|                   | <u>4,596</u>     | <u>22,615</u> | <u>13,834</u>    | <u>13,377</u>      |

**CHIPPING CAMPDEN BAPTIST CHURCH**

England & Wales - Charity number 1131767

---

# Accounts

---

Charity Registration No: 1131767

CHIPPING CAMPDEN BAPTIST CHURCH

REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2022



Daniel Colwell & Co  
Chartered Certified Accountants & Chartered Tax Advisors  
The Old Bull Pens  
Sezincote  
Moreton-in-Marsh  
Gloucestershire  
GL56 9AW

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022**

The Trustees present their report and the accounts for the year ended 31 December 2022

**CONTACT**

The Church can be contacted via The Baptist Manse, Back Ends, Chipping Campden, Gloucestershire. GL55 6AL

Further contact details can also be found on our website: [www.campdenbaptist.org.uk](http://www.campdenbaptist.org.uk)

**OBJECT**

The vision of Chipping Campden Baptist Church (the Church) is:

- to Proclaim Jesus Christ to people today
- to Make Disciples
- to Build God's Kingdom
- to Serve our Community
- to See Revival
- to Plant new Churches
- to Reach the Nations

The original Foundation Deed states that the Church was established to promulgate the Christian Gospel, maintaining the doctrines usually denominated "evangelical" and particularly as set out in the Constitution of the Church

The Trustees believe that the vision of the Church is in keeping with this original object. In pursuit of these objects the trustees expend the charity's resources on:

- (a) Employing ministers and paying their expenses. (Ministry)
- (b) Paying for the organisation and hosting of events and projects that provide an opportunity for people to find out about Jesus. (Mission)
- (c) Maintaining and hiring premises that provide a meeting place for members and visitors. (Upkeep of church premises / hire of school building)
- (d) Necessary administration incurred in the running of the church. (Administration)

The Church operates an unrestricted general fund which serves the objects as described above

In addition and in line with Biblical principles and in agreement with the wishes of the church membership the trustees grant at least 10% of the Church's income in each year to bodies with similar objectives. The bodies and individuals selected by the trustees are chosen mainly from needs known to the membership of the Church. (Tithe)

The object of the fund is "to further the vision statement as specific needs arise"

**CHURCH GROWTH**

Chipping Campden Baptist Church (CCBC) was established under the terms of a Foundation Deed dated 28th April 1724 held by the Baptist Union Corporation Limited as Custodian Trustee. CCBC is affiliated to the Baptist Union of Great Britain.

Stour Valley Baptist Church (SVBC) was planted from CCBC in July 1999.  
Bidford on Avon Baptist Church (BABC) was planted from CCBC in September 2005.  
Chipping Campden Baptist Church moved its morning service to Chipping Campden School in September 2009 to accommodate increasing numbers of attendees and facilitate Children and Youth work and continues to see an increase in service attendance, with new families and individuals being welcomed.

Both of the planted churches are now established in their own right and are recognised as such by the Baptist Union of Great Britain, to which they are both affiliated.

## **CHIPPING CAMPDEN BAPTIST CHURCH**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022 continued**

#### **CONSTITUTION**

In line with current legislation under Charity Commission rules, CCBC was registered as a Charity and was entered in the Register of Charities with effect from 23rd September 2009. The current Approved Governing Document (Constitution) was already in place, having been approved by the membership at a church meeting in November 2008.

The Church is run on a day to day basis by a leadership team that normally includes a majority of Trustees (formerly Deacons) who act as trustees to the Church.

During the year ended 31 December 2022 the following people formed the Leadership Team at CCBC

Rev Philip M Deller - Team Leader, Senior Minister and Trustee

Rev Edward Ibberson – Minister and Trustee

Mr Tim Crummack - Youth Ministry Leader (Appointed August 2016 - not a Trustee)

Mrs Verity Booker - Children's Ministry Leader (Appointed 8th June 2020 - not a Trustee)

Mr Alan Slough - Secretary and Trustee (re-appointed as Trustee and Secretary April 2020)

Mr Martyn Jackson - Treasurer and Trustee (Re-Appointed as Trustee and Treasurer April 2020)

Mrs Maralyn Harvey - Trustee (Re-Appointed as a Trustee April 2021)

Mrs Jan Mitchell - Trustee (Re-Appointed as a Trustee April 2021)

Mr David Silvester - Trustee (Re-Appointed as Trustee April 2022)

Mrs Anne Sykes - Trustee (Appointed as Trustee April 2022)

Mr Pete Dean - Trustee (Resigned April 2022)

Trustees are elected by the church members, at the Annual General Meeting (AGM) or a normal members meeting for a term of three years after which they may offer themselves for re-election.

#### **REVIEW OF THE YEAR AND FUTURE DEVELOPMENTS**

Following the relaxing of Covid restrictions the Church re-introduced limited in person services in February 2021. Since that time, services, both mid week and Sunday Gatherings have continued regularly. The support for the church and its work has grown and we have seen many new people join us since the latter part of 2021 and continuing into all of 2022.

The membership of CCBC (known locally as "Campden Baptist Church") remained steady during the year but we also saw new individuals and families joining us, some of which have now become full members. Despite the pandemic, we also witnessed baptisms which is indication of the number of people who made a decision to follow Jesus largely through Alpha courses.

In Spring 2022 and Autumn 2022 we were able to run our regular Alpha courses in the church.

Other weekday meetings and events were re-introduced throughout the year, and new community groups were started.

In response to the war in Ukraine, the church started a weekly meeting Hub for Ukrainian refugees and their host families, which is ongoing.

The church remains a member of The North Cotswolds Foodbank Scheme, with an increase in demand.

The Church continues support many individuals and organisations across the globe, with active links in Romania, India, Middle East, as well as supporting persecuted Christians worldwide.

The Church continues to partner with Transforming Lives for Good to provide mentoring for pupils on a one to one basis in many local primary schools.

The church remains committed to the initiatives successfully started for children and young people in previous years. Our current Children's and Youth Ministry Leaders, along with a team of volunteers continue to lead, support and inspire our young people.

It has been a very challenging time for young people but we look forward to building on great foundations.

## **CHIPPING CAMPDEN BAPTIST CHURCH**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022 continued**

Most of the projects in respect of CCBC continue as a result of the hard work of volunteers.

In September 2009 the church moved the morning service from the High Street premises to the local senior school in order to accommodate growing numbers of people. The High Street premises continue to be used on a Sunday evening and for an increased number of mid week activities for all ages.

In that same month a substantial refurbishment commenced to upgrade the facilities at the High Street premises so that it can meet the needs of existing and future users of the building.

### **FINANCIAL REVIEW**

A small budget deficit scenario was forecast for 2022 as the church invests in people to meet the vision of the Church along with the financial effect of the pandemic. A gift day in late March and early April raised £35,967 with half of the donations being given away (Open Doors £8,992 and Baptist Missionary Society Ukraine appeal £9,248). These donations were in addition to the church's normal tithing of income.

During 2022 income from giving increased substantially over 2021 with general gifts and donations increasing from £147,282 to £227,613 (including the gift day £35,967). The underlying increase in giving enabled the High Street building to be redecorated, recarpeted, new chairs to be installed and audio and visual equipment to be updated in early 2023 at a cost of nearly £41,000.

The church continues to be generous in its support for mission work overseas and for those involved in local organisations for the common good of the community.

The Trustees have considered carefully the future expenditure of the Church for the next twelve months. They believe that the regular giving of friends and members of the Church will continue to at least their current levels.

### **RISK REVIEW**

The leadership team has conducted its own review of its major risks to which the charity is exposed and systems have been established to mitigate those risks.

### **RESPONSIBILITIES OF THE TRUSTEES**

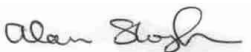
Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Church as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure for the financial year.

In preparing those financial statements the Trustees should follow best practice and act accordingly.

The Trustees are responsible for maintaining proper accounting records which disclose at any time the financial position of the Church and to enable them to ensure that the financial statements comply with charity legislation.

The Trustees are also responsible for safeguarding the assets of the Church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 3rd April 2023 and signed on their behalf



A Strouger  
Secretary and Trustee

**CHIPPING CAMPDEN BAPTIST CHURCH**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)**

**FOR THE YEAR ENDED 31 DECEMBER 2022**

|   | Note | General Fund<br>£ | Renew 55<br>(designated)<br>£ | Housing Fund<br>£ | Total<br>2022<br>£ | General Fund<br>£ | Renew 55<br>(designated)<br>£ | Housing Fund<br>£ | Total<br>2021<br>£ |
|---|------|-------------------|-------------------------------|-------------------|--------------------|-------------------|-------------------------------|-------------------|--------------------|
| <b>INCOMING RESOURCES ON GENERATED FUNDS</b>          |      |                   |                               |                   |                    |                   |                               |                   |                    |
| Gift and donations - general                          |      | 227,613           |                               |                   | 227,613            | 147,282           |                               |                   | 147,282            |
| Gifts - manse renovations                             |      | -                 |                               |                   | -                  | 44,811            |                               |                   | 44,811             |
| Gifts and donations - total                           |      | 227,613           |                               |                   | 227,613            | 192,093           | -                             |                   | 192,093            |
| Income tax recovered on general gifts                 |      | 42,776            |                               |                   | 42,776             | 29,363            |                               |                   | 29,363             |
| Income tax recovered on manse gifts                   |      | -                 |                               |                   | -                  | 7,003             |                               |                   | 7,003              |
| Other income  |      | 1,257             |                               |                   | 1,257              | 65                |                               |                   | 65                 |
| Contributions towards Community Listener              |      | 19,000            |                               |                   | 19,000             | 18,000            |                               |                   | 18,000             |
| Interest received                                     |      | 120               |                               | 23                | 143                | 8                 |                               | 1                 | 9                  |
| <b>Total incoming resources</b>                       |      | <b>290,766</b>    | <b>-</b>                      | <b>23</b>         | <b>290,789</b>     | <b>246,532</b>    | <b>-</b>                      | <b>1</b>          | <b>246,533</b>     |
| <b>RESOURCES EXPENDED</b>                             |      |                   |                               |                   |                    |                   |                               |                   |                    |
| Charitable activities                                 |      |                   |                               |                   |                    |                   |                               |                   |                    |
| Ministry  | 2.   | 141,098           |                               |                   | 141,098            | 145,568           |                               |                   | 145,568            |
| Community Listener expenses                           | 2.1  | 24,140            |                               |                   | 24,140             | 22,845            |                               |                   | 22,845             |
| Mission   | 3.   | 7,867             | 343                           |                   | 8,210              | 6,460             | 368                           |                   | 6,828              |
| Upkeep of church premises                             | 4.   | 16,645            |                               |                   | 16,645             | 72,357            |                               |                   | 72,357             |
| Administration  | 5.   | 9,185             |                               |                   | 9,185              | 7,811             |                               |                   | 7,811              |
| Tithe   | 6.   | 43,996            |                               |                   | 43,996             | 19,895            |                               |                   | 19,895             |
| Recognition of pension liability                      | 8.   | (38,662)          |                               |                   | (38,662)           | (218)             |                               |                   | (218)              |
|   |      | 204,268           | 343                           | -                 | 204,611            | 274,719           | 368                           | -                 | 275,087            |
| <b>Total resources expended</b>                       |      | <b>204,268</b>    | <b>343</b>                    | <b>-</b>          | <b>204,611</b>     | <b>274,719</b>    | <b>368</b>                    | <b>-</b>          | <b>275,087</b>     |
| <b>NET INCOMING RESOURCES</b>                         |      | <b>86,498</b>     | <b>(343)</b>                  | <b>23</b>         | <b>86,178</b>      | <b>(28,187)</b>   | <b>(368)</b>                  | <b>1</b>          | <b>(28,554)</b>    |
| <b>OTHER INCOMING RESOURCES</b>                       |      |                   |                               |                   |                    |                   |                               |                   |                    |
| <b>Change in the value of fixed asset investments</b> |      |                   |                               | <b>(540)</b>      | <b>(540)</b>       |                   |                               | <b>2,868</b>      | <b>2,868</b>       |
| Fund balance at 31 December 2021                      |      | 35,860            | 1,632                         | 28,667            | 66,160             | 64,048            | 2,000                         | 25,798            | 91,846             |
| <b>Fund balance at 31 December 2022</b>               |      | <b>122,358</b>    | <b>1,290</b>                  | <b>28,151</b>     | <b>151,799</b>     | <b>35,860</b>     | <b>1,632</b>                  | <b>28,667</b>     | <b>66,160</b>      |

## BALANCE SHEET AS AT 31 DECEMBER 2022

|                                      | Note | Unrestricted Funds |                       |              |            | Unrestricted Funds |                       |              |            |
|--------------------------------------|------|--------------------|-----------------------|--------------|------------|--------------------|-----------------------|--------------|------------|
|                                      |      | General Fund       | Renew 55 (designated) | Housing Fund | Total 2022 | General Fund       | Renew 55 (designated) | Housing Fund | Total 2021 |
| Tangible fixed assets                | 7    |                    |                       |              | -          |                    |                       |              | -          |
| Investments                          |      |                    |                       | 18,568       | 18,568     |                    |                       | 19,107       | 19,107     |
| Total Fixed Assets                   |      | -                  | -                     | 18,568       | 18,568     | -                  | -                     | 19,107       | 19,107     |
| <b>CURRENT ASSETS</b>                |      |                    |                       |              |            |                    |                       |              |            |
| Debtors and prepayments              |      | 4,500              |                       |              | 4,500      | 1,477              |                       |              | 1,477      |
| Income tax recoverable on gifts      |      | 8,876              |                       |              | 8,876      | 7,707              |                       |              | 7,707      |
| Lloyds current accounts              |      | 41,181             | 1,290                 |              | 42,470     | 10,268             | 1,632                 |              | 11,900     |
| Lloyds deposit account               |      | 40,418             |                       | -            | 40,418     | 73,830             |                       | 9,560        | 83,390     |
| Lloyds 32 day notice account         |      | 40,532             |                       | 9,583        | 50,115     | -                  |                       |              | -          |
|                                      |      | 135,507            | 1,290                 | 9,583        | 146,379    | 93,282             | 1,632                 | 9,560        | 104,475    |
| <b>CREDITORS due within one year</b> |      |                    |                       |              |            |                    |                       |              |            |
| Accruals                             |      | 3,149              |                       |              | 3,149      | 3,318              |                       |              | 3,318      |
|                                      |      | 3,149              | -                     | -            | 3,149      | 3,318              | -                     | -            | 3,318      |
| <b>NET CURRENT ASSETS</b>            |      | 132,358            | 1,290                 | 9,583        | 143,230    | 89,964             | 1,632                 | 9,560        | 101,157    |
| <b>NET ASSETS BEFORE PROVISIONS</b>  |      | 132,358            | 1,290                 | 28,151       | 161,798    | 89,964             | 1,632                 | 28,667       | 120,264    |
| <b>PROVISIONS FOR LIABILITIES</b>    | 8    | 10,000             |                       |              | 10,000     | 54,105             |                       |              | 54,105     |
| <b>NET ASSETS AFTER PROVISIONS</b>   |      | 122,358            | 1,290                 | 28,151       | 151,799    | 35,860             | 1,632                 | 28,667       | 66,160     |
| <b>FUNDS OF THE CHARITY</b>          |      |                    |                       |              |            |                    |                       |              |            |
| Unrestricted general fund            |      | 122,358            | 1,290                 |              | 123,648    | 35,860             | 1,632                 | -            | 37,493     |
| Unrestricted designated housing fund |      |                    |                       | 28,151       | 28,151     | -                  |                       | 28,667       | 28,667     |
|                                      |      | 122,358            | 1,290                 | 28,151       | 151,799    | 35,860             | 1,632                 | 28,667       | 66,160     |

Approved by the trustees on 26th April 2023 and signed on their behalf.

Martyn Jackson  
Trustee

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

**1 ACCOUNTING POLICIES**

The accounts have been prepared under the historical cost convention (except that investments are shown 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 (FRS102) issued on 16 July 2014 and with the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102.

The principal accounting policies adopted in the preparation of the financial statements have been reviewed in light of adopting FRS102 as opposed to the previously adopted FRSSE.

No change in accounting policies was seen to be needed and no restatement of comparative figures was required.

*Incoming resources*

Income received from donations and grants is included in incoming resources when these become receivable.

Income tax recovered is included in the period in which the donation that gave rise to it occurred.

Interest is included when receivable by the Church.

In order to perform its charitable activities the Church is dependant upon voluntary help provided by members and friends of the Church. The value of such help is impossible to quantify and is not included in the accounts.

*Tangible fixed assets*

The legal title to the freehold property of the Church building and Manse are held by the Church's custodian trustee, the Baptist Union Corporation Limited. The cost of the freehold property has been included at historical cost value.

Upon the sale of the building with prior approval of the Baptist Union the Church would be obligated to hand over any such proceeds to the Baptist Union and apply for the further use of those funds. The church would have to pay the Baptist Union a transaction fee that is included in contingent liabilities. The church building is currently insured for £2,462,882 rebuild cost.

However, the Trustees note that the Church has access to such premises that would otherwise cost considerable amounts in rental payments. The properties comprising high street church and manse are nineteenth century buildings premises.

All other costs in respect of fixed assets incurred since 1 January 1998 and held for the future benefit of the Church have been included at cost and depreciated over their expected useful lives as follows:

|                       |             |
|-----------------------|-------------|
| Property improvements | 10-25 years |
| Equipment             | 5 years     |

*Investments*

The Church has invested amounts in lower risk equities with the assistance of broker Hargreaves Lansdown. The Church keeps these investments under review by receiving and discussing regular reports from the broker. The investments are stated at the best estimate of current market value.

*Fund accounting*

Funds held by the Church are unrestricted funds that include:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects of the Church

Designated Renew 55 fund - represents the balance of an unrestricted gift received in the 2020 year.

Designated housing fund - the minister's of the Church are provided with housing accommodation close to the fellowship for the necessary performance of their duties. However, the Trustees are aware that the ministers are not on high salaries and that they are not on the "housing ladder" which could leave them with difficulties in finding affordable accommodation once they leave the Church. To this end the Trustees for several years have set aside cash and investments in the hope that the Church will be in a position to help in those circumstances. This policy was recognised in the accounts to 31 December 2013 via the creation of a new unrestricted designated fund by the transfer of the cash and investments previously set aside at 31 December 2012 into the fund and the restatement to current market values of the investments at 31 December 2013. The fund will carry on at the discretion of the Trustees who will add to the fund as resources allow. The Trustees may distribute the fund to meet the objectives of the fund or transfer back to general funds should circumstances including the financial stability of the Church change.

*Grants made*

The Charity makes grants to organisations and individuals working in the UK and overseas having similar objects to the charity. Grants are made at the discretion of the Trustees and are usually to organisations or individuals with whom the church body has an historic or active working relationship.

*Pensions*

The Charity 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 Ministers employed during the accounting period were eligible for and decided to continue in membership of the Scheme, which is not contracted out of the State Second Pension.

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 Limited. 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.

Actuarial valuation as at 31 December 2019

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2019 by a professionally qualified actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £298 million. The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £18million (equivalent to a past service funding level (equivalent to a past service funding level of 94%). The Charity and the other employers supporting the DB Plan are collectively responsible for funding this deficit.

## 1 ACCOUNTING POLICIES (continued)

As a result of the valuation, in addition to the contributions to the DC plan set out above it was agreed that the standard rate of deficiency contributions from churches and other employers involved in the DB Plan would remain at previously agreed levels, increasing each year in line with increases in the Minimum Pensionable Income. The deficiency contributions were broadly based on 12% of Pensionable Income/Minimum Pensionable Income reflecting each employer's contributions in March 2015. Some employers that were involved in the DB Plan for a short period pay lower contributions.

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 Recovery Plan dated 30 September 2020, deficiency contributions were 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.

In July 2022 of an agreement with the Trustees signed an agreement with insurance company Just Group ("Just") to secure DB Plan members' pension benefits. This agreement is referred to as a 'buy-in policy'. It follows a similar agreement with Just in 2019 that covered most pensions in payment at that time. The combined agreements mean that Just are now providing financial backing for all DB pensions provided through the Scheme's DB Plan.

The costs of such policies are largely driven by financial markets and these have moved substantially in the Scheme's favour, particularly over the course of 2022. As a result, this transaction takes the Scheme out of a shortfall position for the first time in two decades. Although risks remain, the Baptist Union and the Trustee have agreed that deficit recovery contributions from each participating employer in the DB Plan will reduce to just £1 per month from August 2022.

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) | 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 |

The next actuarial valuation of the DB plan within the Scheme is due to take place as at 31 December 2022 and would expect to be completed during 2023.

Should a cessation event occur whereby all Ministers of the Charity end their employment with the Charity and those Minister are not replaced by another employee that is eligible for and wishes to continue in membership of the Scheme then the Pension Trustee will ask the Charity to make a large one off contribution to cover any shortfall on previous employees who were members of the DB plan.

The charity is a going concern and intends to continue to employ people who are eligible for the DB plan.

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 FRS102. 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 pension costs charged in the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions.

In addition, pension contributions are paid to a Defined Contribution scheme on behalf of 3 employees. The total pension costs to the church for the Defined Contribution scheme was £1,900 (2021: £1,852).

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

## 2. MINISTRY

|                                      | 2022    | 2021    |
|--------------------------------------|---------|---------|
|                                      | £       | £       |
| Ministers' salaries                  | 60,367  | 59,603  |
| Ministers' pension contributions     | 7,915   | 7,681   |
| Other pastoral salaries              | 46,512  | 44,982  |
| Other pastoral pension contributions | 1,272   | 1,244   |
| Employer's national insurance        | 4,716   | 5,073   |
| Ministers' & staff expenses          | 1,562   | 2,073   |
| Rent on minister's house             | 9,600   | 9,600   |
| Manse and housing expenses           | 9,155   | 8,842   |
| Sound & video engineers              | -       | 6,470   |
|                                      | 141,098 | 145,568 |

Average number of employees 6 6

No employee received emoluments in excess of £60,000

Trustee remuneration and expenses

|            | 2022         | 2022                           | 2022                |
|------------|--------------|--------------------------------|---------------------|
|            | £            | £                              | £                   |
|            | Gross salary | Employer pension contributions | Reimbursed expenses |
| P Deller   | 32,968       | 4,380                          | 677                 |
| E Ibberson | 27,399       | 3,534                          | 2,792               |
| M Harvey   |              |                                | 334                 |
| A Slough   |              |                                | 1,406               |
| A Sykes    |              |                                | 506                 |
| M Jackson  |              |                                | 157                 |

One Trustee, who is also an employee, lived in housing owned by the church.

In addition, rent of £9,600 (2021 £9,600) was paid for the house that is lived in by E Ibberson.

The reimbursed expenses disclosed are higher than the figure for ministers' and staff expenses as some reimbursed expenses are disclosed as to the type of expenditure (eg youth work, training costs, stationery etc)

## 2.1 MINISTRY - COMMUNITY LISTENER

|                               | 2022   | 2021   |
|-------------------------------|--------|--------|
|                               | £      | £      |
| Salary                        | 20,933 | 20,265 |
| Pension contributions         | 628    | 608    |
| Employer's national insurance | 1,726  | 1,578  |
| Staff expenses                | 853    | 393    |
|                               | 24,140 | 22,845 |

## 3. MISSION

|                             |       |       |
|-----------------------------|-------|-------|
| Children and youth ministry | 4,131 | 2,514 |
| Transforming Lives for Good | 906   | 900   |
| Renew 55                    | 504   | 504   |
| Anna Chaplaincy             | 132   | 223   |
| Training costs              | 1,133 | 1,330 |
| Other                       | 1,060 | 989   |
|                             | 7,867 | 6,460 |

In addition, £343 (2021 £368) Renew 55 expenses were charged against the designated fund

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

## 4. UPKEEP OF CHURCH PREMISES

|                             | 2022          | 2021          |
|-----------------------------|---------------|---------------|
|                             | £             | £             |
| Insurance                   | 1,884         | 1,715         |
| Lighting, heating and water | 1,562         | 1,047         |
| Repairs and maintenance     | 2,881         | 16,827        |
| Manse renovations           | -             | 45,957        |
| Hall rental                 | 7,205         | 4,282         |
| Cleaning                    | 1,407         | 2,068         |
| Equipment expensed          | 1,706         | 461           |
|                             | <u>16,645</u> | <u>72,357</u> |

## 5. ADMINISTRATION COSTS

|                            | 2022         | 2021         |
|----------------------------|--------------|--------------|
|                            | £            | £            |
| Printing and stationery    | 1,221        | 1,044        |
| Telephone and postage      | 1,973        | 1,614        |
| Catering                   | 1,712        | 395          |
| Subscriptions              | 1,561        | 1,596        |
| Independent Examiner's Fee | 570          | 570          |
| Payroll services           | 457          | 532          |
| Sundry                     | 1,692        | 2,061        |
|                            | <u>9,185</u> | <u>7,811</u> |

## 6. TITHE

|                                       | 2022          | 2021          |
|---------------------------------------|---------------|---------------|
|                                       | £             | £             |
| Romania                               | 4,493         | 4,015         |
| Home mission fund                     | 3,500         | 3,000         |
| Field workers                         | 1,020         | 1,020         |
| Baptist Missionary Society            | 11,048        | 1,800         |
| Open Doors                            | 12,107        | 4,020         |
| Agape Alive In India                  | 3,000         | 2,000         |
| North Cotswold Foodbank               | 657           | 500           |
| Dave Sillence                         | 1,800         | 1,800         |
| Zac Ellis                             | 900           | -             |
| Will Buttrick                         | 1,800         | -             |
| Emily Irving / Operation Mobilisation | 750           | -             |
| Stacey Speight                        | 1,000         | -             |
| Tek Ura Albania                       | 1,765         | -             |
| Crisis at Christmas                   | 157           | -             |
| Other external mission                | -             | 1,740         |
|                                       | <u>43,996</u> | <u>19,895</u> |

Note that the tithe amounts paid in 2022 were higher than a normal year as there was a gift day in March 2022 which raised £35,967 (including gift). It had been agreed that 50% of the amount raised would go to the church general funds and 25% each be allocated to Open Doors and work in Ukraine. There were some donations specifically for Ukraine so included in the amounts above from the gift day are £9,247.99 to the Baptist Missionary Society Ukraine appeal and £8,991.74 to the Open Doors Top 10 appeal.

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

## 7 TANGIBLE FIXED ASSETS

|                       | <b>Building<br/>Improvements</b> | <b>Equipment</b> | <b>Furnishings</b> | <b>Total</b>   |
|-----------------------|----------------------------------|------------------|--------------------|----------------|
| <b>COST</b>           |                                  |                  |                    |                |
| At 1 January 2021     | 207,819                          | 67,968           | 20,285             | 296,072        |
| Additions             | -                                | -                | -                  | -              |
| At 31 December 2021   | <u>207,819</u>                   | <u>67,968</u>    | <u>20,285</u>      | <u>296,072</u> |
| <b>DEPRECIATION</b>   |                                  |                  |                    |                |
| At 1 January 2021     | 207,819                          | 67,968           | 20,285             | 296,072        |
| Charge for the year   | -                                | -                | -                  | 0              |
| At 31 December 2021   | <u>207,819</u>                   | <u>67,968</u>    | <u>20,285</u>      | <u>296,072</u> |
| <b>NET BOOK VALUE</b> |                                  |                  |                    |                |
| At 31 December 2021   | <u>-</u>                         | <u>-</u>         | <u>-</u>           | <u>-</u>       |
| At 31 December 2020   | <u>-</u>                         | <u>-</u>         | <u>-</u>           | <u>-</u>       |

## 8. PROVISIONS FOR LIABILITIES

|  | <b>2022<br/>£</b> | <b>2021<br/>£</b> |
|--|-------------------|-------------------|
| Liability on eventual sale of freehold | 10,000            | 10,000            |
| Pension liability                      | -                 | 44,105            |
|  | <u>10,000</u>     | <u>54,105</u>     |

The pension liability represents the present value of the deficit contributions indicated as being attributable to the Charity by the pension trustees. It 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      | 5.70%       | 1.30%       | 0.40%       |
| Pensionable income | 3.39%       | 4.50%       | 3.00%       |

The movement in the provision is set out below.

|  | <b>2022<br/>£</b> | <b>2021<br/>£</b> |
|--|-------------------|-------------------|
| Balance sheet liability at year start                            | 44,105            | 53,509            |
| Minus deficiency contributions paid                              | (5,442)           | (9,186)           |
| Interest cost (recognised in SoFA)                               | 828               | 196               |
| Remaining change to balance sheet liability (recognised in SoFA) | <u>(39,490)</u>   | <u>(414)</u>      |
| Balance sheet liability at year end                              | <u>0.44</u>       | <u>44,105</u>     |

The income and expenditure charge comprises:

|                                     |                 |              |
|-------------------------------------|-----------------|--------------|
| Deficiency contributions paid       | 5,442           | 9,186        |
| Movement in balance sheet liability | (44,104)        | (9,404)      |
|                                     | <u>(38,662)</u> | <u>(218)</u> |

If the church buildings were to be sold, the Church would have a liability to the Baptist Union for the amount of the proceeds and the Church would have to apply to the Baptist Union for further use of the proceeds. The liability included is a notional amount which is the estimated historical cost of when the church building was constructed.

**CHIPPING CAMPDEN BAPTIST CHURCH**

England & Wales - Charity number 1131767

---

# Accounts

---

Charity Registration No: 1131767

CHIPPING CAMPDEN BAPTIST CHURCH

REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2020



Daniel Colwell & Co  
Chartered Certified Accountants & Chartered Tax Advisors  
The Old Bull Pens  
Sezincote  
Moreton-in-Marsh  
Gloucestershire  
GL56 9AW



**TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020**

The Trustees present their report and the accounts for the year ended 31 December 2020.

**CONTACT**

Gloucestershire. GL55 6AL

Further contact details can also be found on our website: [www.campdenbaptist.org.uk](http://www.campdenbaptist.org.uk)

**OBJECT**

The vision of Chipping Campden Baptist Church (the Church) is:

- to Proclaim Jesus Christ to people today
- to Make Disciples
- to Build God's Kingdom
- to Serve our Community
- to See Revival
- to Plant new Churches
- to Reach the Nations

The original Foundation Deed states that the Church was established to promulgate the Christian Gospel, maintaining the doctrines usually denominated "evangelical" and particularly as set out in the Constitution of the Church

The Trustees believe that the vision of the Church is in keeping with this original object. In pursuit of these objects the trustees expend the charity's resources on:

- (a) Employing ministers and paying their expenses. (Ministry)
- (b) Paying for the organisation and hosting of events and projects that provide an opportunity for people to find out about Jesus. (Mission)
- (c) Maintaining and hiring premises that provide a meeting place for members and visitors. (Upkeep of church premises / hire of school building)
- (d) Necessary administration incurred in the running of the church. (Administration)

The Church operates an unrestricted general fund which serves the objects as described above

In addition and in line with Biblical principles and in agreement with the wishes of the church membership the trustees grant at least 10% of the Church's income in each year to bodies with similar objectives. The bodies and individuals selected by the trustees are chosen mainly from needs known to the membership of the Church. (Tithe)

**CHURCH GROWTH**

Chipping Campden Baptist Church (CCBC) was established under the terms of a Foundation Deed dated 28th April 1724 held by the Baptist Union Corporation Limited as Custodian Trustee. CCBC is affiliated to the Baptist Union of Great Britain.

Stour Valley Baptist Church (SVBC) was planted from CCBC in July 1999.

Bidford on Avon Baptist Church (BABC) was planted from CCBC in September 2005. Chipping Campden Baptist Church moved its morning service to Chipping Campden School in September 2009 to accommodate increasing numbers of attendees and facilitate Children and Youth work and continues to see an increase in service attendance, with new families and individuals being welcomed.

Both of the planted churches are now established in their own right and are recognised as such by the Baptist Union of Great Britain, to which they are both affiliated.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020 continued**

**CONSTITUTION**

In line with current legislation under Charity Commission rules, CCBC was registered as a Charity and was entered in the Register of Charities with effect from 23rd September 2009.

The current Approved Governing Document (Constitution) was already in place, having being approved by the membership at a church meeting in November 2008.

The Church is run on a day to day basis by a leadership team that normally includes a majority of Trustees (formerly Deacons) who act as trustees to the Church.

During the year ended 31 December 2020 the following people formed the Leadership Team at CCBC

Rev Philip M Deller - Team Leader, Senior Minister and Trustee

Rev Edward Ibberson – Minister and Trustee

Mrs Kate Irvine - Children's Ministry Leader (Appointed September 2012 but not a Trustee)  
(Resigned from post on 20th March 2020)

Mr Tim Crummack - Youth Ministry Leader (appointed August 2016 - not a Trustee)

Mr Alan Slough - Secretary and Trustee (re-appointed as Trustee and Secretary April 2020)

Mr Martyn Jackson - Treasurer and Trustee (Re-Appointed as Trustee and Treasurer April 2020)

Mrs Maralyn Harvey - Trustee (Appointed as a Trustee 25th April 2018)

Mrs Jan Mitchell - Trustee (Appointed as a Trustee 25th April 2018)

Mr Pete Dean - Trustee (re-Appointed as a Trustee 1st May 2019)

Revd David Silvester - Trustee (Appointed as Trustee 1st May 2019)

Mrs Verity Booker - Children's Ministry Leader (Appointed 8th June 2020)

Trustees are elected by the church members, at the Annual General Meeting (AGM) or a normal members meeting for a term of three years after which they may offer themselves for re-election.

**REVIEW OF THE YEAR AND FUTURE DEVELOPMENTS**

It should be noted that the activities of the church have been restricted by the Covid-19 Pandemic, but that during a challenging year, new ways of communicating and meeting together virtually were investigated and used extensively. However, through this time the church has remained steady and has also been able to provide a large amount of practical support to members and the community in many different ways.

The membership of CCBC (known locally as "Campden Baptist Church") reduced slightly during the year but we also saw new individuals and families joining us. Despite the pandemic, we also witnessed baptisms indicating the number of people who made a decision to follow Jesus largely through Alpha courses.

Since the middle of March the church has been unable to meet physically but using the creativity of church members we have been able to produce a weekly service which has been distributed on You Tube, along with holding Leadership Team and Members meetings on Zoom.

The Church continued with it's Monday Connect Café initiative serving the community and providing a listening post and practical help to people in need from the local community, until being closed by the pandemic restrictions.

Similarly, Renew 55 was closed by the pandemic - but was able to provide a meeting place for wellbeing every Thursday with the aim of further connecting with locals, visitors and local health professionals to the town alike.

The church remains a member of The North Cotswolds Foodbank Scheme, with a huge increase in demand.

The Church continues support many individuals and organisations across the globe, with active links in Romania, India, Middle East, as well as supporting persecuted Christians worldwide.

The Church has partnered with Transforming Lives for Good to provide mentoring for pupils on a one to one basis in many local primary schools.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020 continued**

The church remains committed to the initiatives successfully started for children and young people in previous years. Mrs Kate Irvine was appointed Children's Ministry Leader in September 2012, and our Youth team were strengthened by the appointment of Mr Tim Crummack in August 2016. To continue the work after Kate Irvine resigned from post, Mrs Verity Booker was appointed in June 2020.

The church building and manse are owned a custodian trustees by the Baptist Union but the church is responsible for their maintenance. An inspection of the manse in 2020 indicated that considerable work is required to the manse to bring it up to an acceptable standard for a minister to live in. The full cost of the works is not known but could exceed £50,000. In February 2021 an appeal to members and friends was made for gifts towards the costs. By April 2021 nearly £40,000 had been raised towards the costs.

Most of the projects in respect of the Church continue as a result of the hard work of volunteers.

In September 2009 the church moved the morning service from the High Street premises to the local senior school in order to accommodate growing numbers of people. The High Street premises continue to be used on a Sunday evening and for an increased number of mid week activities for all ages.

In that same month a substantial refurbishment commenced to upgrade the facilities at the High Street premises so that it can meet the needs of existing and future users of the building.

**FINANCIAL REVIEW**

A deficit scenario was forecast for 2020 as the church invests in people to meet the vision of the Church. An unexpected legacy was received in 2020 that meant that there was a surplus in the year. The underlying financial position excluding pension liability accounting adjustments was a deficit of about £10,000. The Trustees have considered carefully the future expenditure of the Church for the next twelve months. They believe that the regular giving of friends and members of the Church will continue to at least their current levels.

**RISK REVIEW**

The leadership team has conducted its own review of its major risks to which the charity is exposed and systems have been established to mitigate those risks.

**RESPONSIBILITIES OF THE TRUSTEES**

Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Church as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure for the financial year. In preparing those financial statements the Trustees should follow best practice and act accordingly.

The Trustees are responsible for maintaining proper accounting records which disclose at any time the financial position of the Church and to enable them to ensure that the financial statements comply with charity legislation.

The Trustees are also responsible for safeguarding the assets of the Church and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 19th April 2021 and signed on their behalf



A Slough

Secretary and Trustee

I report on the accounts of the Trust for the year ended 31 December 2020, which are set out on pages 5 to 12.

**Respective responsibilities of deacons and independent examiners**

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:

examine the accounts under section 145 of the 2011 Act

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

to state whether particular matters have come to my attention.

**Basis of Independent examiners report**

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

**Independent examiners report**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep proper accounting records in accordance with section 130 of the 2011 Act and;
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Mrs Helen Cole MAAT**



.....

The Old Bull Pens  
Sezincote, Moreton-in-Marsh  
Gloucestershire. GL56 9AW.

27 April 2021

## STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 DECEMBER 2020

|  | Note | General<br>Fund<br>£ | Renew 55<br>£ | Housing<br>Fund<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|--|------|----------------------|---------------|----------------------|--------------------|--------------------|
| <b>INCOMING RESOURCES ON GENERATED FUNDS</b>   |      |                      |               |                      |                    |                    |
| Gifts and donations                            |      | 160,798              | 2,000         |                      | 162,798            | 172,455            |
| Income tax recovered on gifts                  |      | 34,844               |               |                      | 34,844             | 35,795             |
| Other income                                   |      | 1,549                |               |                      | 1,549              | 1,255              |
| Legacy   |      | 30,000               |               |                      | 30,000             | -                  |
| Contributions towards Community Listener       |      | 18,500               |               |                      | 18,500             | 3,500              |
| Interest received                              |      | 27                   |               | 3                    | 30                 | 42                 |
| <b>Total incoming resources</b>                |      | <b>245,718</b>       | <b>2,000</b>  | <b>3</b>             | <b>247,721</b>     | <b>213,047</b>     |
| <b>RESOURCES EXPENDED</b>                      |      |                      |               |                      |                    |                    |
| Charitable activities                          |      |                      |               |                      |                    |                    |
| Ministry                                       | 2.   | 142,837              |               |                      | 142,837            | 132,555            |
| Community Listener expenses                    | 2.1  | 21,958               |               |                      | 21,958             | 7,140              |
| Mission  | 3.   | 5,394                |               |                      | 5,394              | 13,626             |
| Upkeep of church premises                      | 4.   | 18,815               |               |                      | 18,815             | 18,843             |
| Administration                                 | 5.   | 7,695                |               |                      | 7,695              | 10,159             |
| Tithe  | 6.   | 22,669               |               |                      | 22,669             | 22,860             |
| Depreciation                                   |      | 6,871                |               |                      | 6,871              | 14,033             |
| Recognition of pension liability               | 8.   | (25,362)             |               |                      | (25,362)           | 3,287              |
|  |      | <b>200,876</b>       | <b>0</b>      | <b>-</b>             | <b>200,876</b>     | <b>222,503</b>     |
| <b>Total resources expended</b>                |      | <b>200,876</b>       | <b>0</b>      | <b>-</b>             | <b>200,876</b>     | <b>222,503</b>     |
| <b>NET INCOMING RESOURCES</b>                  |      | <b>44,841</b>        | <b>2,000</b>  | <b>3</b>             | <b>46,845</b>      | <b>(9,456)</b>     |
| <b>OTHER INCOMING RESOURCES</b>                |      |                      |               |                      |                    |                    |
| Change in the value of fixed asset investments |      |                      |               | (2,530)              | (2,530)            | 1,986              |
| Fund balance at 31 December 2019               |      | 19,206               |               | 28,325               | 47,531             | 55,001             |
| <b>Fund balance at 31 December 2020</b>        |      | <b>64,048</b>        | <b>2,000</b>  | <b>25,798</b>        | <b>91,846</b>      | <b>47,531</b>      |

## BALANCE SHEET AS AT 31 DECEMBER 2020

|                                      | Note | Unrestricted Funds   |               |                      | Total<br>2020<br>£ | 2019<br>£ |
|--------------------------------------|------|----------------------|---------------|----------------------|--------------------|-----------|
|                                      |      | General<br>Fund<br>£ | Renew 55<br>£ | Housing<br>Fund<br>£ |                    |           |
| Tangible fixed assets                | 7    | -                    | -             | -                    | 6,871              |           |
| Investments                          |      |                      |               | 16,239               | 18,769             |           |
| Total Fixed Assets                   |      | -                    | -             | 16,239               | 25,640             |           |
| <b>CURRENT ASSETS</b>                |      |                      |               |                      |                    |           |
| Debtors and prepayments              |      | 1,477                |               | 1,477                | 477                |           |
| Income tax recoverable on gifts      |      | 7,046                |               | 7,046                | 7,404              |           |
| Lloyds current accounts              |      | 47,669               | 2,000         | 49,669               | 28,862             |           |
| Lloyds savings account               |      | 73,823               |               | 9,559                | 83,351             |           |
|                                      |      | 130,015              | 2,000         | 9,559                | 141,574            | 120,095   |
| <b>CREDITORS due within one year</b> |      |                      |               |                      |                    |           |
| Accruals                             |      | 2,459                |               | -                    | 2,459              | 2,563     |
|                                      |      | 2,459                | -             | -                    | 2,459              | 2,563     |
| <b>NET CURRENT ASSETS</b>            |      | 127,556              | 2,000         | 9,559                | 139,115            | 117,532   |
| <b>NET ASSETS BEFORE PROVISIONS</b>  |      | 127,556              | 2,000         | 25,798               | 155,354            | 143,172   |
| <b>PROVISIONS FOR LIABILITIES</b>    | 8    | 63,509               | -             | -                    | 63,509             | 95,641    |
| <b>NET ASSETS AFTER PROVISIONS</b>   |      | 64,048               | 2,000         | 25,798               | 91,846             | 47,531    |
| <b>FUNDS OF THE CHARITY</b>          |      |                      |               |                      |                    |           |
| Unrestricted general fund            |      | 64,048               | 2,000         | -                    | 66,048             | 19,206    |
| Unrestricted designated housing fund |      | -                    |               | 25,798               | 25,798             | 28,325    |
|                                      |      | 64,048               | 2,000         | 25,798               | 91,846             | 47,531    |

Approved by the trustees on 19th April 2021 and signed on their behalf.



Martyn Jackson  
Trustee

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

## 1 ACCOUNTING POLICIES

The accounts have been prepared under the historical cost convention (except that investments are shown 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 (FRS102) issued on 16 July 2014 and with the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102.

The principal accounting policies adopted in the preparation of the financial statements have been reviewed in light of adopting FRS102 as opposed to the previously adopted FRSSE.

No change in accounting policies was seen to be needed and no restatement of comparative figures was required.

*Incoming resources*

Income received from donations and grants is included in incoming resources when these become receivable.

Income tax recovered is included in the period in which the donation that gave rise to it occurred.

Interest is included when receivable by the Church.

In order to perform its charitable activities the Church is dependant upon voluntary help provided by members and friends of the Church. The value of such help is impossible to quantify and is not included in the accounts.

*Tangible fixed assets*

The legal title to the freehold property of the Church building and Manse are held by the Church's custodian trustee, the Baptist Union Corporation Limited. The cost of the freehold property has been included at historical cost value.

Upon the sale of the building with prior approval of the Baptist Union the Church would be obligated to hand over any such proceeds to the Baptist Union and apply for the further use of those funds. The church would have to pay the

|   |       |
|---|-------|
| 0 | 47531 |
|---|-------|

However, the Trustees note that the Church has access to such premises that would otherwise cost considerable amounts in rental payments. The properties comprising high street church and manse are nineteenth century buildings premises.

All other costs in respect of fixed assets incurred since 1 January 1998 and held for the future benefit of the Church have been included at cost and depreciated over their expected useful lives as follows:

|                       |             |
|-----------------------|-------------|
| Property improvements | 10-25 years |
| Equipment             | 5 years     |

*Investments*

The Church has invested amounts in lower risk equities with the assistance of broker Hargreaves Lansdown. The Church keeps these investments under review by receiving and discussing regular reports from the broker. The investments are stated at the best estimate of current market value.

*Fund accounting*

Funds held by the Church are unrestricted funds that include:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects of the Church

Designated housing fund - the minister's of the Church are provided with housing accommodation close to the fellowship for the necessary performance of their duties. However, the Trustees are aware that the ministers are not on high salaries and that they are not on the "housing ladder" which could leave them with difficulties in finding affordable accommodation once they leave the Church. To this end the Trustees for several years have set aside cash and investments in the hope that the Church will be in a position to help in those circumstances. This policy was recognised in the accounts to 31 December 2013 via the creation of a new unrestricted designated fund by the transfer of the cash and investments previously set aside at 31 December 2012 into the fund and the restatement to current market values of the investments at 31 December 2013. The fund will carry on at the discretion of the Trustees who will add to the fund as resources allow. The Trustees may distribute the fund to meet the objectives of the fund or transfer back to general funds should circumstances including the financial stability of the Church change.

*Grants made*

The Charity makes grants to organisations and individuals working in the uk and overseas having similar objects to the charity. Grants are made at the discretion of the Trustees and are usually to organisations or individuals with whom the church body has an historic or active working relationship.

*Pensions*

The Charity 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 Ministers employed during the accounting period were eligible for and decided to continue in membership of the Scheme, which is not contracted out of the State Second Pension.

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 Limited. 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.

Actuarial valuation as at 31 December 2019

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2019 by a professionally qualified actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £298 million. The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £18million (equivalent to a past service funding level (equivalent to a past service funding level of 94%). The Charity and the other employers supporting the DB Plan are collectively responsible for funding this deficit.

## 1 ACCOUNTING POLICIES (continued)

As a result of the valuation, in addition to the contributions to the DC plan set out above it was agreed that the standard rate of deficiency contributions from churches and other employers involved in the DB Plan will remain at previously agreed levels, increasing each year in line with increases in the Minimum Pensionable Income. The deficiency contributions are broadly based on 12% of Pensionable Income/Minimum Pensionable Income reflecting each employer's contributions in March 2015. Some employers that were involved in the DB Plan for a short period pay lower contributions.

The key financial assumptions underlying the valuation were as follows:

| TYPE OF ASSUMPTION                                      | % pa |
|---|------|
| RPI price inflation assumption                          | 3.20 |
| CPI price inflation assumption                          | 2.75 |
| Minimum Pensionable Income Increases (CPI plus 1.0% pa) | 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 |

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.

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

Should a cessation event occur whereby all Ministers of the Charity end their employment with the Charity and those Minister are not replaced by another employee that is eligible for and wishes to continue in membership of the Scheme then the Pension Trustee will ask the Charity to make a large one off contribution to cover any shortfall on previous employees who were members of the DB plan.

The charity is a going concern and intends to continue to employ people who are eligible for the DB plan.

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 FRS102. 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 pension costs charged in the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions.

In addition, pension contributions are paid to a Defined Contribution scheme on behalf of 3 employees. The total pension costs to the church for the Defined Contribution scheme was £1,802.

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

## 2. MINISTRY

|                                      | 2020    | 2019    |
|--------------------------------------|---------|---------|
|                                      | £       | £       |
| Ministers' salaries                  | 58,351  | 57,180  |
| Ministers' pension contributions     | 7,050   | 7,157   |
| Other pastoral salaries              | 43,587  | 47,493  |
| Other pastoral pension contributions | 1,203   | 1,321   |
| Employer's national insurance        | 4,827   | 6,232   |
| Ministers' & staff expenses          | 3,149   | 4,069   |
| Rent on minister's house             | 9,600   | 0       |
| Manse and housing expenses           | 8,789   | 9,104   |
| Sound & video engineers              | 6,280   | 403     |
|                                      | 142,837 | 132,958 |

Average number of employees 6  
 No employee received emoluments in excess of £60,000 6

Trustee remuneration and expenses

|            | 2020         | 2020                           | 2020                |
|------------|--------------|--------------------------------|---------------------|
|            | £            | £                              | £                   |
|            | Gross salary | Employer pension contributions | Reimbursed expenses |
| P Deller   | 31,867       | 3,848                          | 1,878               |
| E Ibberson | 26,483       | 3,203                          | 3,549               |
| M Harvey   | -            | -                              | 396                 |
| A Slough   | -            | -                              | 785                 |

One Trustee, who is also an employee, lived in housing owned by the church.

The reimbursed expenses disclosed are higher than the figure for ministers' and staff expenses as some reimbursed expenses are disclosed as to the type of expenditure (eg youth work, training costs, stationery etc)

## 2.1 MINISTRY - COMMUNITY LISTENER

|                               | 2020   | 2019  |
|-------------------------------|--------|-------|
|                               | £      | £     |
| Salary                        | 19,634 | 6,072 |
| Pension contributions         | 599    | 174   |
| Employer's national insurance | 1,547  | 501   |
| Staff expenses                | 178    | 394   |
|                               | 21,958 | 7,140 |

## 3. MISSION

|                             |       |        |
|-----------------------------|-------|--------|
| Children and youth ministry | 1,833 | 4,135  |
| Transforming Lives for Good | 978   | 1,116  |
| Renew 55                    | 504   | 487    |
| Anna Chaplaincy             | 387   | 0      |
| Training costs              | 643   | 2,041  |
| Turning Point Mission       | 0     | 2,676  |
| 2019 Church Weekend         | 0     | 972    |
| Other                       | 1,049 | 2,199  |
|                             | 5,394 | 13,626 |

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

## 4. UPKEEP OF CHURCH PREMISES

|                             | 2020          | 2019          |
|-----------------------------|---------------|---------------|
|                             | £             | £             |
| Insurance                   | 1,688         | 1,648         |
| Lighting, heating and water | 2,423         | 3,203         |
| Repairs and maintenance     | 11,695        | 3,552         |
| Hall rental                 | 1,578         | 6,550         |
| Cleaning                    | 1,331         | 2,589         |
| Equipment expensed          | 100           | 1,298         |
|                             | <u>18,815</u> | <u>18,841</u> |

## 5. ADMINISTRATION COSTS

|                            | 2020         | 2019          |
|----------------------------|--------------|---------------|
|                            | £            | £             |
| Printing and stationery    | 1,277        | 2,263         |
| Telephone and postage      | 1,847        | 1,958         |
| Catering                   | 471          | 1,917         |
| Subscriptions              | 1,723        | 1,859         |
| Independent Examiner's Fee | 600          | 580           |
| Payroll services           | 350          | 320           |
| Sundry                     | 1,426        | 1,263         |
|                            | <u>7,695</u> | <u>10,159</u> |

## 6. TITHE

|  | 2020          | 2019          |
|--|---------------|---------------|
|  | £             | £             |
| Romania                                | 4,015         | 4,015         |
| Home mission fund                      | 3,539         | 3,000         |
| Field workers                          | 1,020         | 1,020         |
| Baptist Missionary Society             | 1,800         | 1,800         |
| Open Doors                             | 3,000         | 4,750         |
| Agape Alive In India                   | 4,000         | 3,320         |
| North Cotswold Foodbank                | 1,500         | 500           |
| Evangelical Church of Papua New Guinea | 0             | 1,015         |
| Dave Sillence                          | 1,800         | 0             |
| Other external mission                 | 1,995         | 3,440         |
|  | <u>22,669</u> | <u>22,860</u> |

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

## 7 TANGIBLE FIXED ASSETS

|                     | Building<br>Improvements | Equipment     | Furnishings   | Total          |
|---------------------|--------------------------|---------------|---------------|----------------|
| COST                |                          |               |               |                |
| At 1 January 2020   | 207,819                  | 67,968        | 20,285        | 296,072        |
| Additions           | -                        | -             | -             | -              |
| At 31 December 2020 | <u>207,819</u>           | <u>67,968</u> | <u>20,285</u> | <u>296,072</u> |
| DEPRECIATION        |                          |               |               |                |
| At 1 January 2020   | 200,948                  | 67,968        | 20,285        | 289,201        |
| Charge for the year | 6,871                    | -             | -             | 6,871          |
| At 31 December 2020 | <u>207,819</u>           | <u>67,968</u> | <u>20,285</u> | <u>296,072</u> |
| NET BOOK VALUE      |                          |               |               |                |
| At 31 December 2020 | <u>0</u>                 | <u>-</u>      | <u>-</u>      | <u>0</u>       |
| At 31 December 2019 | <u>6,871</u>             | <u>-</u>      | <u>-</u>      | <u>6,871</u>   |

## 8. PROVISIONS FOR LIABILITIES

|  | 2020<br>£     | 2019<br>£     |
|--|---------------|---------------|
| Liability on eventual sale of freehold | 10,000        | 10,000        |
| Pension liability                      | <u>53,509</u> | <u>85,641</u> |
|  | <u>63,509</u> | <u>95,641</u> |

The pension liability represents the present value of the deficit contributions indicated as being attributable to the Charity by the pension trustees. It has been valued using the following assumptions set by reference to the duration of the deficit recovery payments

| Accounting date    | 31 Dec 2020 | 31 Dec 2019 | 31 Dec 2018 |
|--------------------|-------------|-------------|-------------|
| Discount rate      | 0.40%       | 1.70%       | 2.40%       |
| Pensionable income | 3.00%       | 3.20%       | 3.30%       |

The movement in the provision is set out below.

|  | 2020<br>£       | 2019<br>£     |
|--|-----------------|---------------|
| Balance sheet liability at year start                            | 85,641          | 91,186        |
| Minus deficiency contributions paid                              | (6,770)         | (8,832)       |
| Interest cost (recognised in SoFA)                               | 1,399           | 2,083         |
| Remaining change to balance sheet liability (recognised in SoFA) | <u>(26,761)</u> | <u>1,204</u>  |
| Balance sheet liability at year end                              | <u>53,509</u>   | <u>85,641</u> |

The income and expenditure charge comprises:

|                                     |                 |              |
|-------------------------------------|-----------------|--------------|
| Deficiency contributions paid       | 6,770           | 8,832        |
| Movement in balance sheet liability | (32,132)        | (5,545)      |
|                                     | <u>(25,362)</u> | <u>3,287</u> |

If the church buildings were to be sold, the Church would have a liability to the Baptist Union for the amount of the proceeds and the Church would have to apply to the Baptist Union for further use of the proceeds. The liability included is a notional amount which is the estimated historical cost of when the church building was constructed.