

Garland Street Baptist Church

Report and Accounts
Year ended 31 March 2021

Stewardship 
Active generosity

1 Lamb's Passage, London EC1Y 8AB
www.stewardship.org.uk

GARLAND STREET BAPTIST CHURCH
LEGAL & ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2021

ADDRESS FOR CORRESPONDENCE	Garland Street Bury St Edmunds Suffolk, IP33 1EZ
GOVERNING DOCUMENT	Constitution adopted 3 September 2009
CHARITY REGISTRATION NUMBER	1131966 A registered charity affiliated to the Baptist Union of Great Britain
TRUSTEES RESPONSIBLE FOR MANAGING THE CHARITY	Rev'd Robert Green - Minister - resigned August 21 Rev'd Gavin Walter - Minister - appointed September 21 Rosemary Hills - resigned August 2020 Ms Claire McMillan Mr Adrian Mundell Mr Thomas Mundell Mr Paul Seymour - Church Treasurer - resigned April 21 Dr Adrian Terry - Church Treasurer - appointed June 21 Mrs Helene Terry Mr Terry Tyrrell Mrs Jane Jennison - appointed 8 July 2021
CUSTODIAN TRUSTEES	The Baptist Union Corporation Limited Baptist House 129 Broadway, Didcot Oxfordshire, OX11 8RT
BANKERS	National Westminster Bank Plc 7 Cornhill Bury St Edmunds Suffolk, IP33 1BQ
INDEPENDENT EXAMINER	Lisa Darby ACA Stewardship 1 Lamb's Passage London, EC1Y 8AB

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GARLAND STREET BAPTIST CHURCH

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees have pleasure in submitting the Report and Accounts for the year to 31 March 2021.

Charitable objects

An Approved Governing Document (based on the model constitution provided by the Baptist Union), has been adopted by the charity. This document states that the principal purpose of the charity 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'*.

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

Organisation Structure and Decision-making Process

Members of the Church are accepted in accordance with the Constitution, which normally requires them to be or to have been publicly baptised on the profession of faith in Jesus Christ, or following other modes of baptism to renew their public profession of faith in Jesus Christ.

The Church Members' Meeting normally takes place six times per year (of which two will be open to the whole congregation, following a decision at the Church meeting of 15-3-12) Members, under the guidance of the Holy Spirit, have responsibility for the overall policy of the church. In accordance with the Constitution, the members appoint Trustees, who include the Minister, Church Secretary, Treasurer, Deacons and Elders (if there are any). The Church Secretary and Treasurer are normally also elected Deacons, and the Minister and Deacons (collectively known as the Diaconate), are responsible for the overall day-to-day running of the Church's work, and the financial and legal aspects of the charity. All members are encouraged to take an appropriate part in the spiritual and practical tasks involved in the furtherance of the charitable objective.

Relevant matters may be submitted to the Church meeting by the Trustees for guidance, or may be raised by members in Church meetings for further consideration by the Trustees. Though the Constitution permits decisions to be made at Church meetings by appropriate majorities, the Church seeks to work by consensus wherever possible.

Throughout the past year, due to the Coronavirus pandemic, it has not been possible to hold properly constituted Church meetings and accordingly the Diaconate have delayed decisions on major items until such time as a meeting can be properly held. Additionally it has not been possible to vote on the re-appointment of trustees during this period and accordingly the trustees in place immediately prior to the pandemic restrictions being imposed, have continued to serve, in accordance with Baptist Union guidance, pending the ability to hold a properly constituted Church meeting to vote on their re-appointment.

Objectives and Activities

Our current Vision Statement is:

‘By 2023, in God's strength, we will be united by a vibrant faith and deepening knowledge of Christ. We will be a multigenerational church, committed to sharing the love and message of Jesus with our community.’

Our mission statement is:

‘To follow Jesus and to make Him known’

This sums up our objective to be a Missionary Congregation.

In order to achieve the principal objective set out above, the Church engages in a variety of activities (either on its own, or with others) both to its membership and to the community generally. The aim is to show the love of Jesus Christ in both word and deed and to bring people into a closer relationship with Him as living Lord. Our activities include local community work, evangelism and financial support of national and international evangelism, teaching and encouragement of existing and new Christians, pastoral care and supporting charitable social action locally and abroad.

Achievements and Performance

The Church does not measure its success only in numbers, including financial numbers, but also in less tangible areas like fellowship, encouragement, community outreach and being obedient to the will of God, and the Trustees recognise that these are difficult to measure. The actual membership as at March 2021 is 67.

During the year four members of the church family sadly died plus five other people who were part of the wider Church family.

As with other Churches across the country, in March 2020 church activities were forced to cease due to the Covid-19 pandemic.

Although we couldn't meet physically, the family of the church has continued as we have learned to sustain church in new ways. We have seen worship moved online along with some of the other church activities. We were able to hold Christmas and Easter services in person, albeit with a reduced capacity and complying with the government guidelines. During the time of the pandemic we have also conducted six funerals of members of our fellowship in a socially distanced way.

The church has learned a lot over the last year, having been thrust into using technology for worship, meetings, bible studies and prayer. We will doubtless continue using online platforms as part of church life alongside our physical meetings.

We have done our best to include all the church family – those who are online and those who are not – in worship, prayer and information. Messages have been posted in The Outlook, River of Prayer days have been accessible online and at home enabling us to pray together. Without personal visits, the phone has been a valuable tool in pastoral care. Boys' Brigade and Aspire has been able to keep vital links with families with online activities for children and young people.

As we have tentatively resumed in-person worship we have started meeting in the afternoon as an interim plan so we can make the most of musical skills. As we move forward, we expect to meet weekly (by June).

The deacons and church leadership team have continued to work, both in terms of the day to day running of church life and thinking ahead to the Vision, financial planning and resuming church life in more recognisable ways, including in-person worship, meeting for prayer and bible study and the mission/outreach of the church. It is inevitable that, as we resume using the buildings, things will be different to how they were a year ago. Some groups will cease, others will continue and we hope to develop new initiatives as opportunity and volunteers enable.

During 2020 Rev. Robert Green announced that he would step down as minister of GSBC at the end of August 2021. This led to the early search for a minister to continue leading the church family with the advice and guidance of the regional minister and National Settlement Team in starting the process of seeking a new minister. The due process was followed and on 5th May 2021 Rev. Gavin Walter was called by the church to be the next Minister of the Church, which he has accepted.

Work has been ongoing discussing the refurbishment of the Elven Centre and the quinquennial review maintenance work on all the buildings. During 2020 'Czechers' and the stairs were redecorated and the sash windows refurbished.

A major challenge has been the inability to hold properly constituted Church Meetings during 2020/21. Some churches have had church meetings online but with around half the GSBC church family being contacted by post/phone, it would be very difficult to justify making decisions based on the views of half the church (or less?) being present at an online meeting.

The Charity Commission have encouraged charities to take a 'flexible and pragmatic' approach which enables us to continue in unprecedented circumstances. This has been why the current deacons have served beyond their period of office and deacons elections will be held in the coming months to confirm appointments.

Any big decisions that might have been made would have to be ratified at a later church meeting. Accordingly the deacons have avoided making big decisions outside a church meeting, and have reluctantly delayed those decisions until we can hold properly constituted church meetings. This has delayed the AGM, Deacons' elections and crucial decisions about the Vision and building refurbishment and maintenance.

During 2020, Rosemary Hills stood down as Church Secretary (having served beyond her term of office) which is why the deacons agreed to Adrian Mundell serving as Church Secretary with other jobs being shared out. Christine Mundell has been fulfilling some administrative tasks which has been really helpful. This appointment will be ratified at the Annual General Meeting.

These are all necessary interim measures that have been taken to enable the work of the Church to continue and will be addressed by the church meeting in coming weeks. Throughout, we have consulted with the Regional Minister (Rev. Graeme Ross) to ensure that anything we have done (or not done!) has been appropriate in the less-than-ideal circumstances.

The last year or so has been very disruptive to church life and we have all experienced that disruption in different ways. For some it's been fearful and lonely while for others it's been very busy. For all of us it has been frustrating! As we look ahead, trusting in the grace of God, we will need to continue to be patient, understanding and forgiving of one another and most of all prayerful and watchful as to what the Spirit is saying to the church.

Safeguarding

The Church operates systems to ensure that all people working with children, young people and vulnerable adults are appropriately equipped with regard to Safeguarding and checked through the Disclosure and Barring Service. A majority of volunteers received training on 13th October 2018. Level 1 training (BU Training video) was done on Sept 22nd 2019 with the whole congregation. Ongoing training is now being restarted now that the pandemic restrictions are being lifted.

GDPR

The church has implemented a GDPR policy with Adrian Terry as the GDPR Trustee. Appropriate permissions are now required for the distribution of emails (e.g. weekly newssheet by email and entries to the church directory)

In planning the activities the Trustees have applied the guidance on public benefit issued by the Charity Commission.

Financial review

The Church continues to raise the funds that it needs to carry on its activities from within its own membership and congregation. No wider public appeal was made for funds during the year. Work continues to seek grant support for the refurbishment of the Elven Centre.

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

Reserves Policy

The Trustees have established a Reserves Policy (equivalent to 6 months' direct running costs), and are satisfied that they have sufficient reserves at the year-end, together with on-going income anticipated, to enable the church to function effectively in the coming year.

Risk Statement

The Trustees have conducted a risk assessment on the current activities of the church. The child protection policy has been reaffirmed and those working with children and young people have received and signed for a copy. Courses have been held for Food Hygiene and First Aid for the relevant people.

Trustees' Responsibilities

Charity law requires us as Trustees to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year.

We are required to:

1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

We are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable us to ensure that the financial statements comply with the Charities Act 2011.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

Approval

This report was approved by the Trustees on 21 November 2021 and signed on their behalf by:

Dr A R Terry

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF GARLAND STREET BAPTIST CHURCH

I report to the trustees on my examination of the accounts of Garland Street Baptist Church (the charity) for the year ended 31 March 2021 on pages 10 to 12 following.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 130 of the 2011 Act; or
2. the accounts do not accord with those records.

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

Lisa Darby ACA

For and on behalf of:
Stewardship
1 Lamb's Passage
London, EC1Y 8AB

Date: 22 November 2021

GARLAND STREET BAPTIST CHURCH
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 £	2020 £
<i>Income receipts</i>					
Voluntary income	2	53,743	6,491	60,234	80,287
Income from charitable activities		-	-	-	885
Investment income		50	594	644	1,826
Rental income		3,000	-	3,000	3,000
Uniformed organisations		-	843	843	2,005
Ladies' Fellowship		-	20	20	911
Other		-	5,000	5,000	-
Total Receipts		56,793	12,948	69,741	88,913
<i>Payments</i>					
Payments in relation to charitable activities undertaken directly	3	56,243	10,165	66,408	124,090
Grants paid in relation to charitable activities undertaken by others	4	6,318	80	6,398	10,560
Total payments		62,561	10,245	72,807	134,650
Net of receipts / (payments) before transfers		(5,768)	2,703	(3,066)	(45,737)
Transfers between funds		-	-	-	-
Net movement in funds					
Cash funds as at last year end		53,096	261,250	314,346	360,083
Cash funds at this year end	A	47,328	263,953	311,281	314,346

The notes on pages 10 - 12 form part of these accounts.

GARLAND STREET BAPTIST CHURCH
STATEMENT OF ASSETS AND LIABILITIES
FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted funds £	Restricted funds £	2021 £	2020 £
A Cash funds				
Cash at bank with immediate access	47,328	83,294	130,622	134,255
Notice deposits	-	180,168	180,168	179,575
Petty cash	-	491	491	416
	47,328	263,953	311,281	314,246
B Other monetary assets				
Gift aid due to charity	7,651	106	7,757	10,915
Prepayments	3,864	-	3,864	3,623
	11,515	106	11,621	14,538
C Liabilities				
Fee for Independent Examination	1,380	-	1,380	1,500
Agency funds (see below)	-	653	653	567
	1,380	653	2,033	2,067
<i>Agency funds relating to 'Who Cares' and the Farmers' Club</i>				
Opening balance				567
Additional amounts received				187
Amounts paid over				(102)
Closing balance				653
D Assets retained for charity's own use				
				Current value £
Church Building				3,365,394
Church Contents				427,861
Hall Building				1,062,872
Hall Contents				103,723
Mission Hall				255,941
Manse				211,783
				5,427,574

The trustees have used re-instatement insurance values as an approximation for current values.

E Long term liability			2021 £	2020 £
Pension scheme deficit	Note 6		38,000	51,500

The accounts were approved by the trustees and signed on their behalf

by date
Dr A R Terry 21 November 2021

The notes on pages 10 - 12 form part of these accounts.

GARLAND STREET BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies

The accounts have been prepared on a receipts and payments basis and comprise a statement that shows the charity's receipts and payments, a statement that summarises the charity's assets and liabilities and related notes. The accountancy profession have determined that only accounts prepared in accordance with applicable accounting standards present a 'true and fair' view and, as these receipts and payments accounts have not (and cannot) be prepared in accordance with accounting standards, these accounts do not present (and are not intended to present) a 'true and fair' view of the charity's financial activities and state of affairs.

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes; currently no such funds have been set aside. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

2 Voluntary income	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
General donations	43,005	6,314	49,319	67,485
Tax recoverable	10,738	177	10,915	12,802
	<u>53,743</u>	<u>6,491</u>	<u>60,234</u>	<u>80,287</u>

3 Payments in relation to charitable activities undertaken directly

a Direct Charitable Costs	£	£	£	£
Visiting speakers	-	-	-	735
Youth work	358	-	358	358
Uniformed organisations	-	299	299	2,777
Gas, electricity and water	2,120	-	2,120	4,494
Repairs & renewals	2,741	-	2,741	1,554
Cleaning	553	-	553	618
Subscriptions, fees and donations	1,425	-	1,425	1,329
Publicity and outreach	70	-	70	376
Other church costs	-	-	-	1,493
Discipleship and training	-	-	-	95
Manse - other costs	4,511	-	4,511	4,129
Ministerial expenses	-	-	-	180
Stipend	29,400	-	29,400	28,895
Pension scheme	7,026	-	7,026	8,021
Building works	-	9,847	9,847	60,910
Ladies' Fellowship	-	20	20	955
Support & Administration (see note 3(b))	8,039	-	8,039	7,171
	<u>56,243</u>	<u>10,165</u>	<u>66,408</u>	<u>124,090</u>

b Support & Administration

Printing, postage and stationery	1,507	-	1,507	1,017
Insurance	5,152	-	5,152	4,831
Accounts and examination	1,380	-	1,380	1,324
	<u>8,039</u>	<u>-</u>	<u>8,039</u>	<u>7,171</u>

4 Grants paid in relation to charitable activities undertaken by others

Grants for:				
Home and Overseas Mission	<u>6,318</u>	<u>80</u>	<u>6,398</u>	<u>10,560</u>

The grants to institutions amounting to more than £1,000 in the year were:

BUGB Home Mission	2,088
BMS	2,361
BCY - Bury St Edmunds and District Christian Youth	1,250

GARLAND STREET BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

4 Staff & Trustees

The charity has one full time equivalent employed staff. Its activities are generally carried out by volunteers. No staff received salaries at a rate of more than £60,000 per annum.

Rev'd Robert Green was paid a stipend of £29,400 (2020: £28,894) in his capacity of Minister, not as a Trustee, as permitted by the governing document. The related pension costs that were paid are detailed in note 6. No other remuneration was paid to any trustee during the year nor to any person connected to them and no trustee received any expenses other than reimbursements of expenditure incurred on behalf of the church.

5 Funds

The restricted and designated funds represent amounts received for specific purposes. Movements in the year across all funds are as follows:

	Balance shown at 01.04.20	Receipts	Payments	Transfers	Balance at 31.03.21
<i>Restricted Income Funds</i>	£	£	£	£	£
Building Fund - for repairs and renovations	236,172	3,495	(9,847)	-	229,820
Vision 2024	7,460	-	-	-	7,460
Fellowship Fund - assistance for those in need	326	-	-	-	326
Mission Appeals	10	90	(80)	-	20
Uniformed Organisations	16,693	843	(299)	-	17,238
Ladies' Fellowships	-	20	(20)	-	0
Ministry & Training Fund for the new Youth & Family Worker (when appointed)	-	3,500	-	-	3,500
Manse Insurance tenant deposit	-	5,000	-	-	5,000
Toddler Group	589	-	-	-	589
	<u>261,249</u>	<u>12,948</u>	<u>(10,245)</u>	<u>-</u>	<u>263,953</u>
<i>General Funds</i>	53,096	56,793	(62,561)	-	47,328
Total Funds	<u>314,346</u>	<u>69,741</u>	<u>(72,806)</u>	<u>-</u>	<u>311,281</u>

The **Mission Appeals Fund** is in support of the Baptist Missionary Society.

6 Pensions

Background to the disclosure

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

The pension cost shown in the Receipts and Payments Statement comprises contributions to the Defined Contribution Plan and deficiency contributions to the Defined Benefit Plan (see below).

The Minister is eligible to join the Scheme.

The Defined Contribution Plan

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 (or 3% if the employer is in the segregated DC section) 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. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

The Defined Benefit Plan

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.

GARLAND STREET BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

Actuarial valuation as at 31 December 2016

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2016 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £219 million. The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £93 million (equivalent to a past service funding level of 70%). The next actuarial valuation of the DB Plan is due to take place not later than as at 31 December 2019.

Recovery plan

A recovery plan has been agreed to make good the above deficit in assets. Therefore, in addition to the contributions to the DC Plan set out above, the Trustee and the Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan.

For the time being it has been 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 Recovery Plan envisages deficiency contributions continuing until 31 December 2028.

As part of the recovery plan, the Baptist Union of Great Britain paid £33m towards the deficit in December 2018 and is expected to make further contributions totalling £0.5m by 31 December 2023.

Key assumptions

The key assumptions underlying the actuarial valuation of the DB Plan were as follows:

<i>Type of financial assumption</i>	<i>% pa</i>
RPI price inflation assumption	3.5
CPI price inflation assumption	2.75
Minimum Pensionable Income increases (CPI plus 0.75% pa)	3.5
Assumed investment returns	
- Pre-retirement	3.5
- Post retirement	2.25
Deferred pension increases	
- Pre April 2009	3.50
- Post April 2009	2.50
Pension increases	
- Main Scheme pension Pre April 2006	2.70
- Main Scheme pension Post April 2006	2.00

Payments made in the year

	2021	2020
	£	£
Defined Contribution Plan:		
Employee contributions	2,948	2,948
Employer contributions	<u>3,685</u>	<u>3,663</u>
Deficiency contributions to Defined Benefit Plan	<u>3,341</u>	<u>4,357</u>

Basis for determining the DB plan pension liability

The pension liability disclosed in the Statement of Assets and Liabilities in respect of the DB Plan is based on an estimate of the amount that

7 Opening Balance Adjustment

A small adjustment of £100 has been made to the 'Uniformed Organisations' opening balance to correct an error in the 2020 Accounts 'Uniformed Organisations' closing balance.