

Garland Street Baptist Church

Report and Accounts
Year ended 31 March 2022

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 2022

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 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 - resigned March 22 Mrs Jane Jennison - appointed 8 July 2021 Mrs Joan Warnett - appointed May 22
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 2022

The Trustees have pleasure in submitting the Report and Accounts for the year to 31 March 2022.

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 5 December 2022 and signed on their behalf by:

Dr A S Terry

Dr A S 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 2022 on pages 10 to 13 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

Lisa Darby ACA

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

Date: 12 December 2022

GARLAND STREET BAPTIST CHURCH
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 £	2021 £
<i>Income receipts</i>					
Voluntary income	2	59,377	15,379	74,755	60,234
Income from charitable activities		400	-	400	-
Investment income		11	374	385	644
Rental income		3,000	-	3,000	3,000
Uniformed organisations		-	929	929	843
Ladies' Fellowship		-	-	-	20
Other		-	2,608	2,608	5,000
Total Receipts		62,788	19,289	82,077	69,741
<i>Payments</i>					
Payments in relation to charitable activities undertaken directly	3	63,320	49,564	112,884	66,408
Grants paid in relation to charitable activities undertaken by others	4	8,820	1,850	10,670	6,398
Total payments		72,140	51,414	123,555	72,807
Net of receipts / (payments) before transfers		(9,352)	(32,125)	(41,478)	(3,066)
Transfers between funds		172,000	(172,000)	-	-
Net movement in funds					
Cash funds as at last year end		47,328	263,953	311,281	314,346
Cash funds at this year end	A	209,975	59,828	269,803	311,281

The notes on pages 10 - 13 form part of these accounts.

GARLAND STREET BAPTIST CHURCH
STATEMENT OF ASSETS AND LIABILITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Unrestricted funds £	Restricted funds £	2022 £	2021 £
A Cash funds				
Cash at bank with immediate access	29,434	59,429	88,863	130,622
Notice deposits	180,542		180,542	180,168
Petty cash	-	399	399	491
	<u>209,975</u>	<u>59,828</u>	<u>269,803</u>	<u>311,281</u>

B Other monetary assets

Gift aid due to charity	12,703	565	13,268	7,757
Prepayments	3,656	-	3,656	3,864
	<u>16,359</u>	<u>565</u>	<u>16,924</u>	<u>11,621</u>

C Liabilities

Fee for Independent Examination	1,380	-	1,380	1,380
Agency funds (see below)	-	62	62	653
	<u>1,380</u>	<u>62</u>	<u>1,442</u>	<u>2,033</u>

Agency funds relating to 'Who Cares', the Farmers' Club and a leaving gift for the Minister who left in August 2021.

Opening balance		653
Additional amounts received		2,250
Amounts paid over		(2,841)
Closing balance		<u>62</u>

D Assets retained for charity's own use

	Current value £
Church Building	3,567,318
Church Contents	384,579
Hall Building	1,126,645
Hall Contents	162,473
Mission Hall	271,298
Mission Hall Contents	33,258
Manse	218,136
Manse Contents	5,000
	<u>5,768,707</u>

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

E Long term liability

		2022 £	2021 £
Pension scheme deficit	Note 6	17,900	38,000

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

by Dr A S Terry date 5 December 2022
Dr A S Terry

The notes on pages 10 - 13 form part of these accounts.

GARLAND STREET BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

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 2022 £	Total 2021 £
General donations	51,726	15,273	66,998	49,319
Tax recoverable	7,651	106	7,757	10,915
	<u>59,377</u>	<u>15,379</u>	<u>74,755</u>	<u>60,234</u>

3 Payments in relation to charitable activities undertaken directly

a Direct Charitable Costs

	£	£	£	£
Visiting speakers	484	-	484	-
Youth work	637	-	637	358
Uniformed organisations	-	1,012	1,012	299
Gas, electricity and water	4,846	-	4,846	2,120
Repairs & renewals	7,088	-	7,088	2,741
Cleaning	874	-	874	553
Subscriptions, fees and donations	1,902	-	1,902	1,425
Publicity and outreach	566	-	566	70
Other church costs	2,147	-	2,147	-
Discipleship and training	-	-	-	-
Manse - other costs	4,252	-	4,252	4,511
Ministerial expenses	-	-	-	-
Stipend	26,604	-	26,604	29,400
Pension scheme	6,363	-	6,363	7,026
Building works	-	42,484	42,484	9,847
Ladies' Fellowship	-	0	0	20
Support & Administration (see note 3(b))	7,557	5,000	12,557	8,039
Media Equipment	-	1,068	1,068	-
	<u>63,320</u>	<u>49,564</u>	<u>112,884</u>	<u>66,408</u>

b Support & Administration

Printing, postage and stationery	1,303	-	1,303	1,507
Insurance	4,875	-	4,875	5,152
Accounts and examination	1,380	-	1,380	1,380
Manse Excess	-	5,000	5,000	-
	<u>7,557</u>	<u>5,000</u>	<u>12,557</u>	<u>8,039</u>

4 Grants paid in relation to charitable activities undertaken by others

Grants for:				
Home and Overseas Mission	<u>8,820</u>	<u>1,850</u>	<u>10,670</u>	<u>6,398</u>

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

BUGB Home Mission	3,120
BMS	3,734
BCY - Bury St Edmunds and District Christian Youth	1,500

GARLAND STREET BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

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 £11,759 (2021: £29,400) 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.

Rev'd Gavin Walter was paid a stipend of £14,354 (2021: £nil) and a pension contribution of £1,021 £ (2021: £nil) 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.

In addition the charity provided accommodation (which is customary for ministers) to Robert Green and Gavin Walter, trustees, so that they could better perform their duties.

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 01.04.21	Receipts	Payments	Transfers	Balance at 31.03.22
<i>Restricted Income Funds</i>	£	£	£	£	£
Building Fund - for repairs and renovations	229,820	2,035	(42,484)	(172,000)	17,372
Vision 2024	7,460	8,040	-	-	15,500
Fellowship Fund - assistance for those in need	326	-	-	-	326
Mission Appeals	20	725	(702)	-	43
Uniformed Organisations	17,238	929	(1,012)	-	17,154
Ministry & Training Fund for the new Youth & Family Worker (when appointed)	3,500	2,471	-	-	5,971
Manse Insurance tenant deposit	5,000	-	(5,000)	-	-
Toddler Group	589	-	-	-	589
Wellbeing Group	-	2,608	(1,148)	-	1,460
Youth Group	-	42	-	-	42
Lunch Club Donations	-	440	-	-	440
Media Equipment	-	2,000	(1,068)	-	932
	<u>263,954</u>	<u>19,289</u>	<u>(51,414)</u>	<u>(172,000)</u>	<u>59,829</u>
<i>General Funds</i>	47,328	62,788	(72,140)	165,000	202,976
<i>Designated Building Fund</i>	-	-	-	7,000.00	7,000
Total Funds	<u>311,282</u>	<u>82,077</u>	<u>(123,554)</u>	<u>-</u>	<u>269,805</u>

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

The transfer of £165,000 from the Building Fund to the General Fund was made following advice taken from the Baptist Union. In previous years these funds had either been transferred from the General fund or allocated from gift days held or gift aid claims received. As such these funds were Designated Funds and not Restricted funds and the Charity was therefore able to transfer back to the General Fund. No funds that were specifically given, or raised, for the Building Fund have been transferred back. The transfer did not reflect the full amount of Designated Funds that could have been transferred to the General Fund; the balance is shown as a Designated Fund.

GARLAND STREET BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

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 2022

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

	2022	2021
	£	£
Defined Contribution Plan:		
Employee contributions	491	1,275
Employer contributions	<u>1,365</u>	<u>3,685</u>
Deficiency contributions to Defined Benefit Plan	<u>3,773</u>	<u>3,341</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 the charity would be required to pay should the charity decide to settle the debt immediately; the Baptist Pension Scheme (the 'BPS') have provided this estimate. The BPS is collecting deficit contributions monthly however these deficit contributions have not been calculated by reference to the charity's share of the pension deficit and, based on the current schedule of contributions, it is possible that the sum of all future annual deficit contributions will be significantly less than the liability disclosed in the Statement of Assets and Liabilities. The charity does not foresee any circumstances that could result in immediate payment of the whole debt however the trustees believe that the BPS may ask the church to increase its contributions towards the deficit and therefore, to be prudent, they have chosen to disclose a liability for the employer debt in the Statement of Assets and Liabilities.