

WOODLEY BAPTIST CHURCH

England & Wales · Charity number 1133010

Details

Status Registered

Legal form Previously excepted

Registered 2009-11-30

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

Contact

Address Woodley Baptist Church
Hurricane Way
Woodley
Reading
RG5 4UX

Phone 01189699956

Email office@woodleybc.org

Website woodleybc.org

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: Public worship, prayer, Bible study, preaching and teaching; believers' baptism; celebrating the Lord's Supper; evangelism and mission; nurture and growth of Christian disciples, including young people; education and training for Christian and community service; pastoral care; supporting and encouraging charitable social action; encouraging relationships with Baptists and other Christians.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNITED KINGDOM AND/OR OTHER PARTS OF THE WORLD.
- Reading
- Wokingham

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£221,440	£209,032	-	-
2023-12-31	£266,516	£214,410	-	-
2022-12-31	£209,827	£237,790	-	-
2021-12-31	£255,475	£262,848	-	-
2020-12-31	£272,261	£361,390	-	-

Trustees

Name	Role	Appointed
Dr JANE CHRISTINE VAN ES	Chair	2015-10-04
Andrew Butler		2018-09-30
GRAHAM SUMBLER		2015-03-29
Grace Paulette Hope		2019-09-08

WOODLEY BAPTIST CHURCH

England & Wales - Charity number 1133010

Accounts

WOODLEY BAPTIST CHURCH

Accounts – 31st December 2024

WOODLEY BAPTIST CHURCH

Charity number: 1133010

Accounts –31st December 2024

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**REPORT OF THE TRUSTEES
for the year ended 31st December 2024**

The Trustees are pleased to present their annual report and financial statements of the charity for the year ended 31st December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS102.

Reference and Administration Details

The charity's name is Woodley Baptist Church.

Charity Registration Number: 1133010

Registered Address: Hurricane Way
Woodley
Berkshire
RG5 4UX

Trustees

The Trustees and officers who served during the year and since the year end were as follows:

Mr A Butler (Church Treasurer)
Mrs G Hope
Mr G Sumbler (Children and Youth Team Leader)
Mrs J van Es (Church Secretary and Chair of Trustees)

Bankers: Lloyds TSB plc
53 Crockhamwell Road
Woodley
Berkshire
RG5 3JR

Accountants: A J Carter & Co
22b High Street
WITNEY
OX28 6RB

Objectives and Activities

The main objectives of the charity are:

The Mission of the Church (its charitable object) is to be: "United in knowing Jesus and making Him known".

The responsibility for ensuring that Woodley Baptist Church fulfils its mission falls on every Church Member, encouraged and guided by the Church Leadership Team.

Achievements and Performance

Woodley Baptist Church continued to fulfil its purposes during 2024, with opportunities for members to grow in their faith and for those who don't yet know Jesus to find out about him. This is despite the fact that we did not have a paid minister during that time. After creating a church profile, we started advertising with the Baptist Union recruitment process around Easter. We have been disappointed that there has been minimal interest in the role, with only one person applying during the subsequent months.

REPORT OF THE TRUSTEES
for the year ended 31st December 2024 (Continued)

Achievements and Performance (continued)

In the meantime, we continue to rely on a small but gifted group of members to preach and a slightly larger group who take turns in leading our services. We began the year by looking in our Sunday morning services at a number of practical issues, asking how we should live in the light of what we believe. We had a series around Easter, and another leading up to Pentecost in which we looked at the work of the Holy Spirit. Returning in the Summer to the theme of how we should live, we worked through the letters from the Apostle Paul to Timothy and Titus. Then, from the Autumn, we began a longer series looking at the Old Testament books, studying the Bible that Jesus used and finding evidence of Him there. We've appreciated having a number of visiting speakers over the months and visits by some of those we support in mission.

We now hold our café services monthly, giving opportunity for interaction as we explore faith together. The services are deliberately accessible to those who don't yet believe. On Sunday evenings we have twice monthly informal services, with an online prayer meeting the other weeks.

Our church building continues to be used throughout the week, with individuals and groups hiring out rooms. Income from this source has increased significantly since COVID. Church members also run a number of mid-week activities, including groups for older folks and for children and young people. We hold drop in sessions on Wednesday and Friday mornings, with a short devotional time during the latter. Discipleship groups continue on a weekly or fortnightly basis, with many church members making the most of the opportunity to meet together to study the Bible and share life together. A more recent addition is a monthly Bible journaling group which is proving really helpful to those who attend. They study a small section of the Bible in depth together, sharing their insights.

In the Autumn of 2023 there was a large group of children who had become too old for our kids' club but were keen to continue to meet. Graham decided to run a separate club for them which continued throughout 2024, although staffing wasn't easy such that the group was only able to run fortnightly. Nevertheless, it was appreciated by the young people.

On the social side, we had several fun events, many of which attracted significant numbers of people. On these occasions it has been good to be able to have conversations with people who are part of our mid-week groups. Socialising together also strengthens relationships within the church family.

Although the number of members has fallen a little further, we are encouraged that we continue to have new people visiting, particularly if they are people who are exploring faith. Current membership is 74 (81 at the end of 2023).

Financially we finished the year in a good position, with savings due to judicious spending, not paying the salary of a minister and renting out the manse. Our bank balance has increased which will be useful when we do take on a minister. In the meantime, we have been able to undertake a number of medium-sized projects on the church building, including working through a programme of replacing old light bulbs with new LED ones, replacing some of the older windows with UPVC double glazing and updating our projector system. Further projects are planned as funds allow.

Structure and Management

The Church is governed by its Constitution, adopted 16 June 2009. The Church is a member of the Baptist Union of Great Britain and Northern Ireland. It is also a member of the Southern Counties Baptist Association, being a regional association within the Baptist Union.

The Trustees of the Church, as shown in section 1.2, are appointed by secret ballot at a Special Church Members' meeting in accordance with the Church Constitution. They oversee and coordinate the vision and ministry of the church. The Trustees are referred to as the Church Leadership Team in the Church Constitution. The Ministers and designated staff who are Trustees remain on the Leadership Team for the duration of their appointment subject to their good standing within the Church both spiritually and morally.

REPORT OF THE TRUSTEES
for the year ended 31st December 2024 (Continued)

Structure and Management (continued)

Elders (when appointed) share with the Minister in the overall spiritual oversight of the Church and in particular in the roles of pastoral care, teaching and discipleship. They are appointed for an initial three year period, after which re-affirmation is necessary every three years.

Trustees, other than the Ministers, Elders and designated staff, are appointed for a period of 3 years after which the person is eligible for a further 3 year period. After two consecutive terms of 3 years they shall normally stand down for a minimum period of one year unless the Church Meeting agrees an extension.

Some aspects of church life are headed up by individual members who are known as Ministry Team Leaders. They aren't themselves Trustees but regular meetings take place between the Trustees and the Ministry Team Leaders, allowing sharing of ideas and, where appropriate, joint decision-making.

Church Membership is open to those who profess repentance before God and faith in Jesus Christ as Saviour and Lord; whose lives bear evidence of the presence of the Holy Spirit; and who publicly assent to the Statement of Belief with application for membership being made to the Minister or the Church Secretary.

Governance

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the Church Leadership Team and the Church Members.

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Church Members;
- regular consideration by the Church Leadership Team and Church Members of financial results, variances from budgets, and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks.

Leaders have certain delegated responsibility for the smooth running of their ministries but are accountable to the Trustees and Church Members for all decisions taken. Financially, they can only approve budgeted expenditure up to £1500. The Trustees can approve expenditure up to £5,000, and the Church members must agree any commitment or expenditure above this figure. The limits are reviewed from time to time.

If any conflict of interest arises, the concerned Trustee declares it and takes no part in the related decision.

Risk Management

The Trustees have examined the principal areas of the Church's operations and considered what major risks may arise in each of these areas. In the opinion of the Trustees, the Church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations. Procedures have been established for reporting failings immediately to the Trustees.

Vision

Our corporate vision is to be:-

A vibrant worshipping community (with a focus on shared Christian worship and the encouragement of personal devotional life).

A community of effective disciples of Jesus (by teaching and applying the message of the Bible to the whole of life throughout all age groups in the Church).

REPORT OF THE TRUSTEES
for the year ended 31st December 2024 (Continued)

Vision (continued)

A missionary community, sharing Christ in word and action (by the practical expression of our faith in loving service to others and the sharing of our faith as we have the opportunity).

A loving, welcoming and supportive community (by opening our activities to all, giving appropriate care, acceptance and affirmation within the corporate life of our Church family)

A serving community, where all participate (by helping each person to find their role in relation to their journey of faith and their service to others as Christians in the areas of church, work and home)

Strategy and Activities

When planning the activities for the year the Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities for the advancement of religion. We have sought to achieve our vision as follows:

Worship

Sunday services, prayer meetings, regular meetings for various age groups, prayer links.

Discipleship

Regular discipleship groups, Bible teaching, Sunday groups for children and young people.

Mission

Many community groups and activities based in our building. Regular activities include toddlers, groups for seniors, Coffee Mornings and Arts and Craft sessions, children's and youth clubs and food bank. On a more occasional basis we have been involved in running Alpha courses. Involvement with other Christian churches and agencies locally and worldwide.

Belonging

Pastoral care, visiting, social events, meals.

Serving

Giving opportunities to serve within the church and beyond it, running courses, training, mentoring, identifying and developing gifts and skills. Running and servicing the Church Centre for the benefit of all

Financial Review

During the 12 months to 31st December 2024 the Church had a total income of £221,440 (2023: £266,516). Offerings and donations together with the Income Tax refunds were higher than last year which was largely due to a large legacy.

Charitable expenditure was £209,032 (2023: £214,410).

Grant Making Policy

Grants from the Pastoral Fund

The Pastoral Fund exists to help the needy and to emulate the early church in the way it cared for its poorer members. Requests are considered by the Trustees and any authorised gift is made by the Church Treasurer.

Other Grants

The Church actively supports the wider work of Mission through the setting aside of a significant part of its annual income for the support of individuals and organisations engaged in Mission. The amount given to support mission is agreed annually by Church Members.

REPORT OF THE TRUSTEES
for the year ended 31st December 2024 (Continued)

Reserves Policy

All assets are held for the work of the Church, and the Trustees consider the amounts shown in the Balance Sheet to be a fair reflection of their value.

The Church believes in the grace of God to provide for its financial needs as they arise through the giving of its members and others. In principle, the Church believes that monies given should be utilised for the furtherance of the work of the Church as soon as is practical and is consistent with an orderly and responsible stewardship of the funds and the work of the Church. The reserves policy for Woodley Baptist Church is to hold the equivalent of three months of all expenditure; plus a further three months staff costs to allow the church to adapt to any changes in the level of income and expenditure of the church.

Employees

An Annual Performance Review system is in place where all staff have their performance from the previous year reviewed, new objectives set and training needs identified for the forthcoming year.

Pensions

When relevant, Woodley Baptist Church contributed towards pension provision for the Minister (via compulsory membership of the Baptist Union Pension Scheme). In addition, Woodley Baptist Church has chosen the Standard Life Stakeholder Pension Scheme to be the designated scheme, and it is made available to all other salaried employees. The scheme is registered with the Occupational Pensions Regulatory Authority and meets all the standards required. Employees have the option of making additional payments into the scheme on a personal basis.

Future Plans

Having been disappointed by the relative lack of interest through the Baptist Union recruitment process, we plan to look into the possibility of advertising on alternative platforms, hoping that this will increase the reach of our advert. In the meantime, we will continue to run our services, praying that the Lord will use Woodley Baptist Church to build our faith and the impact that we have in our community.

We are looking forward to a fund-raising visit by the African Children's Choir in early May. Groups from the charity have come in the past but not recently because of COVID. We plan to invite people from other churches to join us for an evening concert and have invited one of the local schools to send children to a workshop which the choir members will run.

An interesting development that has arisen is an opportunity to rent our worship area to a Romanian Baptist congregation on a Sunday afternoon. This group of believers have been meeting in homes but they have a vision to reach others in the Reading area and are looking for a bigger space. We have enjoyed getting to know the leaders and hope that the relationship will be more than just a financial arrangement, building as it does on the long-term partnership we have with our sister church in Romania.

Governing Document

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

This report was approved by the trustees on 24th June 2025 and signed on its behalf by:

Mrs J van Es

.....
Chair of the Trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the trustees on my examination of the accounts of Woodley Baptist Church for the year ended 31st December 2024.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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 respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

A P Williams FCCA CTA
A J Carter & Co Limited
Chartered Certified Accountants

22b High Street
Witney
Oxon
OX28 6RB

7th July 2025

STATEMENT OF FINANCIAL ACTIVITIES
(including an income and expenditure account)
for the year ended 31st December 2024

	Note	General Funds	Designated Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£	£
Income from:						
Incoming resources from generated funds:						
Voluntary income						
Offerings and donations including Gift Aid Tax recoverable		166,468	-	-	166,468	162,244
Specific giving for mission		-	-	2,281	2,281	7,840
Investment income						
Bank interest received		4,624	-	-	4,624	688
Incoming resources from charitable activities:						
Fees for associated organisations		-	12,196	-	12,196	9,040
Other incoming resources:						
Rental income and room lettings		35,656	-	-	35,656	26,461
Miscellaneous		215	-	-	215	60,243
Total incoming resources		206,963	12,196	2,281	221,440	266,516
Expenditure on:						
Charitable activities:						
Mission	3	31,538	-	2,461	33,999	41,998
Ministry	4	40,820	-	-	40,820	36,929
Evangelism	5	37,028	-	-	37,028	33,871
Children and youth	6	86,312	10,490	-	96,802	97,097
Pastoral gifts		383	-	-	383	4,515
BU pension scheme deficit revaluation	12	-	-	-	-	-
Total expenditure		196,081	10,490	2,461	209,032	214,410
Net income/(expenditure) and net movement in funds for the year		10,882	1,706	(180)	12,408	52,106
Transfer between funds		-	-	-	-	-
Net movement in funds		10,882	1,706	(180)	12,408	52,106
Reconciliation of funds						
Total Funds brought forward		1,079,359	7,042	2,111	1,088,512	1,036,406
Total funds carried forward		£1,090,241	£8,748	£1,931	£1,100,920	£1,088,512

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

The notes on pages 9 to 15 form part of these financial statements

WOODLEY BAPTIST CHURCH

8.

**BALANCE SHEET
as at 31st December 2024**

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets	8	963,818	961,580
Total fixed assets		<u>963,818</u>	<u>961,580</u>
Current assets			
Debtors	9	8,361	3,385
Cash at bank and in hand		<u>197,745</u>	<u>184,589</u>
Total current assets		<u>206,106</u>	<u>187,974</u>
Liabilities			
Creditors falling due within one year	10	<u>24,004</u>	<u>16,042</u>
Net current assets		<u>182,102</u>	<u>171,932</u>
Total assets less current liabilities	17	<u>£1,145,920</u>	<u>£1,133,512</u>
Creditors: falling due after more than 1 year			
Borrowings	11	45,000	45,000
Provisions for liabilities			
Deferred pension scheme liability	12	-	-
Total net assets		<u>£1,100,920</u>	<u>£1,088,512</u>
The funds of the charity:			
Restricted income funds	15	1,931	2,111
Unrestricted income funds			
General	13	1,090,241	1,079,359
Designated	14	<u>8,748</u>	<u>7,042</u>
Total charity funds		<u>£1,100,920</u>	<u>£1,088,512</u>

These accounts were approved by the trustees and authorised for issue on: 24th June 2025 and are signed on their behalf by:

Mr A Butler

Mrs J van Es

.....
Treasurer

.....
Church Secretary

The notes on pages 9 to 15 form part of these financial statements

NOTES TO THE ACCOUNTS
for the year ended 31st December 2024

1. Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of Preparation

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

These financial statements combine the accounts of all funds that are governed by the Church's Constitution. They include the following Associated Organisations of the church: Shout, Toddlers, Youth and Cameo.

All incoming resources are included in the financial statements when the church is legally entitled to the income and the amount can be quantified with reasonable accuracy. All expenditure is accounted for inclusive of VAT, which cannot be recovered, on an accruals basis and has been classified under headings that aggregate all costs related to the category. If costs cannot be allocated to a particular category, they will be allocated on a basis consistent with the use of resources.

b) Public Benefit Entity

Woodley Baptist Church meets the definition of a public benefit entity under FRS 102.

c) Going Concern

The Church has cash resources and has no requirement for external funding. The Trustees have a reasonable expectation that the Church has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

d) Offerings and Donations

Offerings and Donations are recognised when received.

e) Income Tax Recovery

Income tax recovered from the Inland Revenue under Gift Aid Declarations is recognised at the time of receipt of relevant gifts, and recovered from the Inland Revenue on a monthly basis.

f) Unrestricted Funds

General unrestricted funds represent funds which are expendable at the discretion of the Members in the furtherance of the objects of the Church. Such funds may be held in order to finance both working capital and capital investment. They include designated funds set aside by the members for specific purposes or projects.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2024 (continued)

g) **Restricted Funds**

Restricted funds are funds that can only be used for particular purposes within the objectives of the Church. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

h) **Fixed Assets**

The Fixed Assets shown on the Balance Sheet represent purchases since 1 January 1994. Prior to this date Fixed Assets were written off in the year of acquisition. Only equipment with a purchase price per unit in excess of £1,000 is capitalised. The Church Centre premises are valued at their insured value as at March 1999, plus the cost of additions since. The Church Manse (2 Fitzroy Crescent) is shown at cost.

i) **Depreciation**

Fixtures, fittings and equipment are depreciated on a straight line basis over 3 years. The lift is depreciated over its estimated useful life of 15 years. The costs of subsequent additions to the buildings are depreciated over the remaining useful life of the buildings. Following the provisions of Financial Reporting Standard 15, the valued freehold buildings are depreciated on a straight line basis over a period of 50 years. Freehold land is not depreciated. The Church Manse is depreciated over 50 years only to the extent that the cost of the building materially exceeds residual value.

j) **Pension Costs**

The Church contributes to pension provision for the Minister via compulsory membership of the Baptist Union Pension scheme. In addition, it contributes to the personal pension scheme of one employee plus a stakeholder pension facility for eligible staff. Contributions made to pensions schemes are charged as they arise.

2. **Legal Status of the Charity**

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

3. **Mission**

	General Funds £	Designated Funds £	Restricted Funds £	2024 £	2023 £
Baptist Union Home Mission	1,620	-	-	1,620	1,620
B.M.S	816	-	-	816	816
Core support to members involved in mission	24,540	-	2,461	27,001	34,900
International links	3,240	-	-	3,240	3,240
Locally based organisations	1,322	-	-	1,322	1,322
Other support	-	-	-	-	100
	<u>£31,538</u>	<u>£ -</u>	<u>£2,461</u>	<u>£33,999</u>	<u>£41,998</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2024 (continued)

4. Ministry expenses

	General Funds	Designated Funds	Restricted Funds	2024	2023
	£	£	£	£	£
Salaries and associated costs	5,975	-	-	5,975	5,022
Premises costs	12,319	-	-	12,319	12,444
Other costs	9,472	-	-	9,472	10,142
Depreciation	13,054	-	-	13,054	9,321
	<u>£40,820</u>	<u>£-</u>	<u>£-</u>	<u>£40,820</u>	<u>£36,929</u>

5. Evangelism

	General Funds	Designated Funds	Restricted Funds	2024	2023
	£	£	£	£	£
Salaries and associated costs	5,965	-	-	5,965	5,010
Premises costs	10,970	-	-	10,970	12,128
Other costs	7,039	-	-	7,039	7,412
Depreciation	13,054	-	-	13,054	9,321
	<u>£37,028</u>	<u>£ -</u>	<u>£ -</u>	<u>£37,028</u>	<u>£33,871</u>

6. Children and youth

	General Funds	Designated Funds	Restricted Funds	2024	2023
	£	£	£	£	£
Salaries and associated costs	50,065	-	-	50,065	45,833
Premises costs	10,970	-	-	10,970	12,127
Preschool costs excluding salaries	-	-	-	-	-
ViBE, The Venue and other costs	655	10,490	-	11,145	6,851
Other costs	11,568	-	-	11,568	22,965
Depreciation	13,054	-	-	13,054	9,321
	<u>£86,312</u>	<u>£10,490</u>	<u>£ -</u>	<u>£96,802</u>	<u>£97,097</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2024 (continued)

7. Salaries and associated costs

	2024	2023
	£	£
Salaries and wages	51,948	46,675
Social security costs	4,206	3,768
Pension contributions	5,850	5,423
	<u>£62,004</u>	<u>£55,866</u>

The average number of persons employed, both full and part-time, were:

Ministry	1	1
Evangelism	1	1
Children and youth	1	1
	<u>3</u>	<u>3</u>

Employment costs include related party transactions with Church Leadership members and their families. See note 18.

No employees had emoluments in excess of £60,000 (2023: Nil).

8. Tangible fixed assets

	Freehold Land & Buildings £	Lift £	Fixtures, Fittings & Equipment £	Total £
Cost:				
As at 1 January 2024	1,577,215	34,288	72,515	1,684,018
Additions	-	9,756	31,644	41,400
Disposals	-	-	-	-
As at 31 December 2024	<u>1,577,215</u>	<u>44,044</u>	<u>104,159</u>	<u>1,725,418</u>
Depreciation:				
As at 1 January 2024	615,635	34,288	72,515	722,438
Charge for year	27,963	650	10,549	39,162
On disposals	-	-	-	-
As at 31 December 2024	<u>643,598</u>	<u>34,938</u>	<u>83,064</u>	<u>761,600</u>
Net book value:				
As at 31 December 2024	<u>£933,617</u>	<u>£9,106</u>	<u>£21,095</u>	<u>£963,818</u>
As at 31 December 2023	<u>£961,580</u>	<u>£ -</u>	<u>£ -</u>	<u>£961,580</u>

The Church is the beneficial owner (subject to the restrictions contained in the relevant trusts) of the following assets, the legal title to which is held by the Church's custodian trustee, the Baptist Union Corporation Ltd:

- Church Centre (excluding land) premises at Hurricane Way, Woodley - valued at Sun Alliance Insurance in valuation dated March 1999 plus cost of additions since that valuation.
- Church Manse at 2 Fitzroy Crescent, Woodley shown at cost.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2024 (continued)

9. Debtors

	2024	2023
	£	£
Prepayments and sundry debtors	3,585	798
Gift Aid tax recoverable	4,776	2,587
	<u>£8,361</u>	<u>£3,385</u>

10. Creditors: amounts falling due within one year

	2024	2023
	£	£
Taxation and social security	517	634
Accruals and sundry creditors	23,487	15,408
	<u>£24,004</u>	<u>£16,042</u>

11. Loan repayments falling due after more than one year

	2024	2023
	£	£
Repayable after 5 years		
Baptist Union Strategy Fund	45,000	45,000
	<u>£45,000</u>	<u>£45,000</u>

The Baptist Union Strategy Fund loan of £45,000 is interest free and repayable only if the Church ceases to be a member of the Baptist Union of Great Britain and/or the local Baptist Association, or if the premises at Hurricane Way are sold.

12. Provisions for liabilities - defined benefit pension scheme liability

	2024	2023
	£	£
Balance at 1st January 2024	-	-
Deficiency contributions paid	-	-
Revaluation of pension scheme deficit	-	-
Balance at 31st December 2024	<u>£-</u>	<u>£-</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2024 (continued)

13. Analysis of net assets between funds

	Tangible Fixed Assets £	Current Assets £	Current Liabilities £	Amounts due after one year £	Total £
General Funds					
Church building net book value	727,063	-	-	-	727,063
2 Fitzroy Crescent	206,554	-	-	-	206,554
Plant & machinery net book value	9,106	-	-	-	9,106
Fixtures, fittings & equipment	21,095	-	-	-	21,095
Loans falling due in over one year	-	-	-	(45,000)	(45,000)
Provisions for liabilities	-	-	-	-	-
Funds available for general purposes	-	195,427	(24,004)	-	171,423
Total General Funds	963,818	195,427	(24,004)	(45,000)	1,090,241
Total Designated Funds (see Note 14)	-	8,748	-	-	8,748
Restricted Funds					
Preschool	-	-	-	-	-
Gifts for specific causes	-	1,931	-	-	1,931
Total Restricted Funds (see Note 15)	-	1,931	-	-	1,931
	<u>£963,818</u>	<u>£206,106</u>	<u>£(24,004)</u>	<u>£(45,000)</u>	<u>£1,100,920</u>

14. Designated funds

	Balance 1.1.2024 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2024 £
Associated Organisations:					
Toddlers	1,038	2,233	(2,160)	-	1,111
Shout	898	6,600	(5,161)	-	2,337
Cameo	1,696	3,363	(3,169)	-	1,890
Pastoral Fund	3,410	-	-	-	3,410
Total	£7,042	£12,196	£(10,490)	£ -	£8,748

15. Restricted funds

	Balance 1.1.2024 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2024 £
Associated Organisations:					
Gifts for specific causes	2,111	2,281	(2,461)	-	1,931
Total	£2,111	£2,281	£(2,461)	£ -	£1,931

NOTES TO THE ACCOUNTS
for the year ended 31st December 2024 (continued)

16. Pension provision for the Minister

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

The Church no longer has an employed Minister so at present does not make any contributions into the BPS.

The most recent correspondence from the Baptist Pension Scheme shows the Scheme to no longer be in a shortfall position and as such we have reduced the liability in the accounts to £nil. Deficiency contributions are still payable until June 2026 but these have been reduced to £1 per month.

17. Pensions (excluding the minister)

The church contributes to a Stakeholder pension scheme for all eligible staff. Pension contributions of £1,514 were paid in the year, plus administration fees of £1,200.

The church contributes to the personal pension scheme of one employee. Payments of £4,326 were made in the year.

18. Trustee Remuneration, benefits and other transactions with Trustees

Graham Sumbler is the Church's Youth and Children's Team Leader. During 2024 he received a salary of £36,054 in his capacity as Youth and Children's Team Leader. In addition, pension contributions of £4,009 in respect of a defined contribution pension scheme were paid.

The Trustees and members of their close family gave a total of £26,670 to the Church during the year ended 31st December 2024. This sum is included within unrestricted offerings and donations.

WOODLEY BAPTIST CHURCH

England & Wales - Charity number 1133010

Accounts

WOODLEY BAPTIST CHURCH

Accounts – 31st December 2023

WOODLEY BAPTIST CHURCH

Charity number: 1133010

Accounts –31st December 2023

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- 7. Independent Examiner's Report to the Trustees
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**REPORT OF THE TRUSTEES
for the year ended 31st December 2023**

The Trustees are pleased to present their annual report and financial statements of the charity for the year ended 31st December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS102.

Reference and Administration Details

The charity's name is Woodley Baptist Church.

Charity Registration Number: 1133010

Registered Address: Hurricane Way
Woodley
Berkshire
RG5 4UX

Trustees

The Trustees and officers who served during the year and since the year end were as follows:

Mr A Butler (Church Treasurer)
Mrs G Hope
Mr G Sumbler (Children and Youth Team Leader)
Mrs J van Es (Church Secretary and Chair of Trustees)

Bankers: Lloyds TSB plc
53 Crockhamwell Road
Woodley
Berkshire
RG5 3JR

Accountants: A J Carter & Co
22b High Street
WITNEY
OX28 6RB

Objectives and Activities

The main objectives of the charity are:

The Mission of the Church (its charitable object) is to be: "United in knowing Jesus and making Him known".

The responsibility for ensuring that Woodley Baptist Church fulfils its mission falls on every Church Member, encouraged and guided by the Church Leadership Team.

REPORT OF THE TRUSTEES
for the year ended 31st December 2023 (Continued)

Achievements and Performance

Our Minister left in 2022 so, throughout 2023, the leadership has fallen to church members. We've had a few visiting preachers but most of the preaching has been covered by members. At the beginning of the year we finished a series in the Epistles of Peter; leading up to Easter, we looked at the last week of the life of Jesus, as told in Mark's gospel; we worked through the book of Isaiah in the Summer and then spent several weeks consolidating our understanding of our faith by looking at 'What we Believe'. We continue to be encouraged by the people who have taken on the preaching, as well as by new people who have been willing to lead services.

Interspersed within the programme we have run regular café style services which people find helpful. As well as addressing some stand alone topics, we used the London Institute of Contemporary Christianity's Frontline resources for several café services. The material encouraged us to think through the opportunities that we have in our regular Monday to Saturday lives to be an influence for God on our frontlines.

About once a month, on Sunday evenings, we held informal services which gave the opportunity for a more relaxed and interactive time of worship and sharing. Again it has been encouraging to have different people leading these services. Regular prayer meetings are held, some on line and others in person.

Our day time activities continued to go well during the course of the year. In addition, around Easter, we started a new group on a Friday morning. Renew Wellbeing is a national charity which looks to invite people into quiet spaces where they can be themselves even if they are struggling. The strap line is that it's a place where 'It's OK not to be OK'. We have a small committed group who run Renew@Woodley and they appreciate the opportunity to take this time out together. Some church folks have joined and we've had other visitors but we'd love to see more people coming in spontaneously or as a result of our advertising within the local mental health services and GP Practices.

Throughout the year we have held a number of social events, most of which are open to those who aren't a regular part of our church. They have been spearheaded by a young couple who were appointed as Ministry Team Leaders in September. We've had a range of events, all providing an opportunity to get to know each other better and talk informally about our faith.

Graham Sumbler still heads up the work amongst children, young people and families and we have been encouraged to have a few more children attending on a Sunday morning. The Toddler group and Friday evening Shout, for junior school children, are both going well. In September, a new group began for Year 7 children who wanted to continue to attend but had outgrown Shout. The Family Fun group has met less frequently due to some of the regular families moving away or no longer being free to attend. Graham also runs a group for teenage girls on a Thursday evening.

We have continued to work with Jonathan Edwards, our Moderator. He helped us to consider what the focus should be for a new minister. Initially our thinking was that we would only be able to afford to take on someone part time but, following a generous legacy, pledges of additional gifts and increased giving from a number of members, we finished the year thinking that it might be possible to employ someone full time. By the end of the year we were preparing a church profile but hadn't started advertising.

In terms of the governance of the church, we functioned with four trustees throughout 2023. We continue to look to enlarge this group but some church members aren't eligible to be trustees and others don't feel that it fits with their gifting. We hoped to appoint a couple of Elders but neither reached the 80% endorsement that is required.

We have had a number of new people visiting on a Sunday morning, some of whom have become regular attendees and even members. In terms of membership, several of our older members have died and others have left. While this is disappointing, we are aware that not having a minister can be unsettling and that some loss of members is to be expected. We are glad when people find another church fellowship where they can get involved, use their gifting and grow in their faith. At the end of the year membership stood at 81 (98 at the end of 2022).

REPORT OF THE TRUSTEES
for the year ended 31st December 2023 (Continued)

Structure and Management

The Church is governed by its Constitution, adopted 16 June 2009. The Church is a member of the Baptist Union of Great Britain and Northern Ireland. It is also a member of the Southern Counties Baptist Association, being a regional association within the Baptist Union.

Members of the Church Leadership Team, as shown in section 1.2, are appointed by secret ballot at a Special Church Members' meeting in accordance with the Church Constitution. They oversee and coordinate the vision and ministry of the church.

The Ministers and designated staff who are members of the Church Leadership Team remain on the Church Leadership Team for the duration of their appointment subject to their good standing within the Church both spiritually and morally.

Elders share with the Ministers in the overall spiritual oversight of the Church and in particular in the roles of pastoral care, teaching and discipleship. They are appointed for an initial three year period, after which re-affirmation is necessary every three years.

Members of the Church Leadership Team, other than the Ministers, Elders and designated staff, are appointed for a period of 3 years after which the person is eligible for a further 3 year period. After two consecutive terms of 3 years they shall normally stand down for a minimum period of one year unless the Church Meeting agrees an extension.

Some ministries of the church are headed up by individual members who aren't themselves part of the Church Leadership Team but are answerable to a designated member of the Church Leadership Team. Regular contact is kept between these individuals and matters of importance are brought to the rest of the Church Leadership Team as necessary.

Church Membership is open to those who profess repentance before God and faith in Jesus Christ as Saviour and Lord; whose lives bear evidence of the presence of the Holy Spirit; and who publicly assent to the Statement of Belief with application for membership being made to a Minister, Church Secretary or Membership Secretary.

Governance

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the Church Leadership Team and the Church Members.

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Church Members;
- regular consideration by the Church Leadership Team and Church Members of financial results, variances from budgets, and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks.

Leaders have certain delegated responsibility for the smooth running of their ministries but are accountable to the Church Leadership Team and Church Members for all decisions taken. Financially, they can only approve budgeted expenditure up to £250. The Church Leadership Team can approve expenditure up to £2,000, and the Church members must agree any commitment or expenditure above this figure. The limits are reviewed from time to time.

If any conflict of interest arises, the concerned member of the Church Leadership Team declares it and takes no part in the related decision.

**REPORT OF THE TRUSTEES
for the year ended 31st December 2023 (Continued)**

Risk Management

The Church Leadership Team has examined the principal areas of the Church's operations and considered what major risks may arise in each of these areas. In the opinion of the Church Leadership Team, the Church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations. Procedures have been established for reporting failings immediately to Church Leadership Team.

Vision

Our corporate vision is to be:-

A vibrant worshipping community (with a focus on shared Christian worship and the encouragement of personal devotional life).

A community of effective disciples of Jesus (by teaching and applying the message of the Bible to the whole of life throughout all age groups in the Church).

A missionary community, sharing Christ in word and action (by the practical expression of our faith in loving service to others and the sharing of our faith as we have the opportunity).

A loving, welcoming and supportive community (by opening our activities to all, giving appropriate care, acceptance and affirmation within the corporate life of our Church family)

A serving community, where all participate (by helping each person to find their role in relation to their journey of faith and their service to others as Christians in the areas of church, work and home)

Strategy and Activities

When planning the activities for the year the trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities for the advancement of religion. We have sought to achieve our vision as follows:

Worship

Sunday and midweek services, prayer meetings, regular meetings for various age groups, prayer links.

Discipleship

Regular discipleship groups, Bible teaching, Sunday groups for children and young people.

Mission

Many community groups and activities based in our building and beyond. Regular activities include preschool, toddlers, groups for seniors, Coffee Mornings and Arts and Craft sessions, children's and youth clubs and food bank. On a more occasional basis we have been involved in running Alpha courses. Involvement with other Christian churches and agencies locally and worldwide.

Belonging

Pastoral care, counselling, visiting, social events, meals.

Serving

Giving opportunities to serve within the church and beyond it, running courses, training, mentoring, identifying and developing gifts and skills. Running and servicing the Church Centre for the benefit of all.

REPORT OF THE TRUSTEES
for the year ended 31st December 2023 (Continued)

Financial Review

During the 12 months to 31st December 2023 the Church had a total income of £266,516 (2022: £209,827). Offerings and donations together with the Income Tax refunds were higher than last year which was largely due to a large legacy.

Charitable expenditure was £214,410 (2022: £237,790).

Grant Making Policy**Grants from the Pastoral Fund**

The Pastoral Fund exists to help the needy and to emulate the early church in the way it cared for its poorer members. Requests are considered by the Trustees and any authorised gift is made by the Church Treasurer.

Other Grants

The Church actively supports the wider work of Mission through the setting aside of a significant part of its annual income for the support of individuals and organisations engaged in Mission. Prior to grants being made to individuals, a recommendation must be made by the Candidates Committee which will comprise the Minister or an Elder, Ministry Team Leader for Mission (if the candidate is anticipating working overseas) and at least two others to ensure that any grant will fulfil at least one of the objectives of the Church. The amount given to support mission is agreed annually by Church Members.

Reserves Policy

All assets are held for the work of the Church, and the Church Leadership Team considers the amounts shown in the Balance Sheet to be a fair reflection of their value. At 31 December 2023 unrestricted reserves stood at £1,079,359 (2022: £1,011,275), designated reserves were £7,042 (2022: £10,473) and restricted funds stood at £2,111 (2022: £14,658).

The Church believes in the grace of God to provide for its financial needs as they arise through the giving of its members and others. In principle, the Church believes that monies given should be utilised for the furtherance of the work of the Church as soon as is practical and is consistent with an orderly and responsible stewardship of the funds and the work of the Church. The reserves policy for Woodley Baptist Church is to hold the equivalent of three months of all expenditure; plus a further three months staff costs to allow the church to adapt to any changes in the level of income and expenditure of the church.

Employees

An Annual Performance Review system is in place where all staff have their performance from the previous year reviewed, new objectives set and training needs identified for the forthcoming year.

Pensions

Woodley Baptist Church contributed towards pension provision for the Minister (via compulsory membership of the Baptist Union Pension Scheme). In addition, Woodley Baptist Church has chosen the Standard Life Stakeholder Pension Scheme to be the designated scheme, and it is made available to all other salaried employees. The scheme is registered with the Occupational Pensions Regulatory Authority and meets all the standards required. Employees have the option of making additional payments into the scheme on a personal basis.

Future Plans

Our focus remains on being church together as we seek to follow the Lord. We want to encourage each other to use our gifts in order to build up those who are Christians and reach out to those who don't know the Lord. These are things that we can all be involved in but we're also starting to think about the role a new minister would have. We anticipate starting to advertise for a minister early in the year, whilst being aware that the process can take some time. While waiting, we are benefitting from income from the rental of the manse and we hope to have a healthy bank balance when we do reach the point of taking on a minister.

REPORT OF THE TRUSTEES
for the year ended 31st December 2023 (Continued)

Future Plans (continued)

From the beginning of 2024 we will be holding our café style services monthly and our Sunday evening informal worship services twice a month. We aren't planning any major changes in terms of the outreach activities but we regularly evaluate what we are doing and are open to making changes if we feel that is right. We need to be mindful that anything we begin needs to be sustainable. With a relatively small group of leaders it could be easy to be overstretched but we know that the Lord has promised to provide all we need as we follow Him.

Governing Document

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

This report was approved by the trustees on 14th August 2024 and signed on its behalf by:

Mrs J van Es

.....
Chair of the Trustees

Woodley, Berkshire

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the trustees on my examination of the accounts of Woodley Baptist Church for the year ended 31st December 2023.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants.

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 respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

22b High Street
Witney
Oxon
OX28 6RB

20th August 2024

A P Williams FCCA CTA
A J Carter & Co
Chartered Accountants

STATEMENT OF FINANCIAL ACTIVITIES
(including an income and expenditure account)
for the year ended 31st December 2023

	Note	General Funds	Designated Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£	£
Income from:						
Incoming resources from generated funds:						
Voluntary income						
Offerings and donations including Gift Aid Tax recoverable		162,244	-	-	162,244	168,443
Specific giving for mission		-	-	7,840	7,840	6,655
Investment income						
Bank interest received		688	-	-	688	36
Incoming resources from charitable activities:						
Fees for associated organisations		-	9,040	-	9,040	25,329
Other incoming resources:						
Rental income and room lettings		26,461	-	-	26,461	5,272
Miscellaneous		60,243	-	-	60,243	4,092
Total incoming resources		249,636	9,040	7,840	266,516	209,827
Expenditure on:						
Charitable activities:						
Mission	3	34,158	-	7,840	41,998	43,860
Ministry	4	36,929	-	-	36,929	69,364
Evangelism	5	33,739	132	-	33,871	28,958
Children and youth	6	78,229	6,321	12,547	97,097	134,203
Pastoral gifts		79	4,436	-	4,515	518
BU pension scheme deficit revaluation	12	-	-	-	-	(39,113)
Total expenditure		183,134	10,889	20,387	214,410	237,790
Net income/(expenditure) and net movement in funds for the year		66,502	(1,849)	(12,547)	52,106	(27,963)
Transfer between funds		1,582	(1,582)	-	-	-
Net movement in funds		68,084	(3,431)	(12,547)	52,106	(27,963)
Reconciliation of funds						
Total Funds brought forward		1,011,275	10,473	14,658	1,036,406	1,064,369
Total funds carried forward		£1,079,359	£7,042	£2,111	£1,088,512	£1,036,406

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

The notes on pages 10 to 17 form part of these financial statements

WOODLEY BAPTIST CHURCH

9.

BALANCE SHEET
as at 31st December 2023

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	8	961,580	989,543
Total fixed assets		<u>961,580</u>	<u>989,543</u>
Current assets			
Debtors	9	3,385	4,749
Cash at bank and in hand		<u>184,589</u>	<u>103,485</u>
Total current assets		187,974	108,234
Liabilities			
Creditors falling due within one year	10	<u>16,042</u>	<u>16,371</u>
Net current assets		<u>171,932</u>	<u>91,863</u>
Total assets less current liabilities	17	<u>£1,133,512</u>	<u>£1,081,406</u>
Creditors: falling due after more than 1 year			
Borrowings	11	45,000	45,000
Provisions for liabilities			
Deferred pension scheme liability	12	-	-
Total net assets		<u>£1,088,512</u>	<u>£1,036,406</u>
The funds of the charity:			
Restricted income funds	15	2,111	14,658
Unrestricted income funds			
General	13	1,079,359	1,011,275
Designated	14	<u>7,042</u>	<u>10,473</u>
Total charity funds		<u>£1,088,512</u>	<u>£1,036,406</u>

These accounts were approved by the trustees and authorised for issue on: 14th August 2024 and are signed on their behalf by:

Mr A Butler

.....
Treasurer

Mrs J van Es

.....
Church Secretary

The notes on pages 10 to 17 form part of these financial statements

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023

1. Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of Preparation

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

These financial statements combine the accounts of all funds that are governed by the Church's Constitution. They include the following Associated Organisations of the church: Shout, Toddlers, Youth and Cameo.

All incoming resources are included in the financial statements when the church is legally entitled to the income and the amount can be quantified with reasonable accuracy. All expenditure is accounted for inclusive of VAT, which cannot be recovered, on an accruals basis and has been classified under headings that aggregate all costs related to the category. If costs cannot be allocated to a particular category, they will be allocated on a basis consistent with the use of resources.

b) Public Benefit Entity

Woodley Baptist Church meets the definition of a public benefit entity under FRS 102.

c) Going Concern

The Church has cash resources and has no requirement for external funding. The Trustees have a reasonable expectation that the Church has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

d) Offerings and Donations

Offerings and Donations are recognised when received.

e) Income Tax Recovery

Income tax recovered from the Inland Revenue under Gift Aid Declarations is recognised at the time of receipt of relevant gifts, and recovered from the Inland Revenue on a monthly basis.

f) Unrestricted Funds

General unrestricted funds represent funds which are expendable at the discretion of the Members in the furtherance of the objects of the Church. Such funds may be held in order to finance both working capital and capital investment. They include designated funds set aside by the members for specific purposes or projects.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023 (continued)

g) **Restricted Funds**

Restricted funds are funds that can only be used for particular purposes within the objectives of the Church. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

h) **Fixed Assets**

The Fixed Assets shown on the Balance Sheet represent purchases since 1 January 1994. Prior to this date Fixed Assets were written off in the year of acquisition. Only equipment with a purchase price per unit in excess of £1,000 is capitalised. The Church Centre premises are valued at their insured value as at March 1999, plus the cost of additions since. The Church Manse (2 Fitzroy Crescent) is shown at cost.

i) **Depreciation**

Fixtures, fittings and equipment are depreciated on a straight line basis over 3 years. The lift is depreciated over its estimated useful life of 15 years. The costs of subsequent additions to the buildings are depreciated over the remaining useful life of the buildings. Following the provisions of Financial Reporting Standard 15, the valued freehold buildings are depreciated on a straight line basis over a period of 50 years. Freehold land is not depreciated. The Church Manse is depreciated over 50 years only to the extent that the cost of the building materially exceeds residual value.

j) **Pension Costs**

The Church contributes to pension provision for the Minister via compulsory membership of the Baptist Union Pension scheme. In addition, it contributes to the personal pension scheme of one employee plus a stakeholder pension facility for eligible staff. Contributions made to pensions schemes are charged as they arise.

2. **Legal Status of the Charity**

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

3. **Mission**

	General Funds	Designated Funds	Restricted Funds	2023	2022
	£	£	£	£	£
Baptist Union Home Mission	1,620	-	-	1,620	1,800
B.M.S	816	-	-	816	900
Core support to members involved in mission	27,060	-	7,840	34,900	35,820
International links	3,240	-	-	3,240	3,900
Locally based organisations	1,322	-	-	1,322	1,440
Other support	100	-	-	100	-
	<u>£34,158</u>	<u>£-</u>	<u>£7,840</u>	<u>£41,998</u>	<u>£43,860</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023 (continued)

4. Ministry expenses

	General Funds £	Designated Funds £	Restricted Funds £	2023 £	2022 £
Salaries and associated costs	5,022	-	-	5,022	30,930
Premises costs	12,444	-	-	12,444	19,600
Other costs	10,142	-	-	10,142	9,513
Depreciation	9,321	-	-	9,321	9,321
	<u>£36,929</u>	<u>£-</u>	<u>£-</u>	<u>£36,929</u>	<u>£69,364</u>

5. Evangelism

	General Funds £	Designated Funds £	Restricted Funds £	2023 £	2022 £
Salaries and associated costs	5,010	-	-	5,010	4,457
Premises costs	12,128	-	-	12,128	8,548
Other costs	7,280	132	-	7,412	6,632
Depreciation	9,321	-	-	9,321	9,321
	<u>£33,739</u>	<u>£132</u>	<u>£-</u>	<u>£33,871</u>	<u>£28,958</u>

6. Children and youth

	General Funds £	Designated Funds £	Restricted Funds £	2023 £	2022 £
Salaries and associated costs	45,833	-	-	45,833	97,029
Premises costs	12,127	-	-	12,127	8,548
Preschool costs excluding salaries	-	-	-	-	6,711
ViBE, The Venue and other costs	530	6,321	-	6,851	4,558
Other costs	10,418	-	12,547	22,965	8,036
Depreciation	9,321	-	-	9,321	9,321
	<u>£78,229</u>	<u>£6,321</u>	<u>£12,547</u>	<u>£97,097</u>	<u>£134,203</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023 (continued)

7. Salaries and associated costs

	2023	2022
	£	£
Salaries and wages	46,675	63,829
Social security costs	3,768	5,673
Pension contributions	5,423	9,930
	<u>£55,866</u>	<u>£79,432</u>

The average number of persons employed, both full and part-time, were:

Ministry	1	1
Evangelism	1	1
Children and youth	1	1
	<u>3</u>	<u>3</u>

Employment costs include related party transactions with Church Leadership members and their families. See note 18.

No employees had emoluments in excess of £60,000 (2022: Nil).

8. Tangible fixed assets

	Freehold Land & Buildings £	Lift £	Fixtures, Fittings & Equipment £	Total £
Cost:				
As at 1 January 2023	1,577,215	34,288	72,515	1,684,018
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 December 2023	<u>1,577,215</u>	<u>34,288</u>	<u>72,515</u>	<u>1,684,018</u>
Depreciation:				
As at 1 January 2023	587,672	34,288	72,515	694,475
Charge for year	27,963	-	-	27,963
On disposals	-	-	-	-
As at 31 December 2023	<u>615,635</u>	<u>34,288</u>	<u>72,515</u>	<u>722,438</u>
Net book value:				
As at 31 December 2023	<u>£961,580</u>	<u>£-</u>	<u>£-</u>	<u>£961,580</u>
As at 31 December 2022	<u>£989,543</u>	<u>£-</u>	<u>£-</u>	<u>£989,543</u>

The Church is the beneficial owner (subject to the restrictions contained in the relevant trusts) of the following assets, the legal title to which is held by the Church's custodian trustee, the Baptist Union Corporation Ltd:

- Church Centre (excluding land) premises at Hurricane Way, Woodley - valued at Sun Alliance Insurance in valuation dated March 1999 plus cost of additions since that valuation.
- Church Manse at 2 Fitzroy Crescent, Woodley shown at cost.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023 (continued)

9. Debtors

	2023	2022
	£	£
Prepayments and sundry debtors	798	2,121
Gift Aid tax recoverable	2,587	2,628
	<u>£3,385</u>	<u>£4,749</u>

10. Creditors: amounts falling due within one year

	2023	2022
	£	£
Taxation and social security	634	598
Accruals and sundry creditors	15,408	15,773
	<u>£16,042</u>	<u>£16,371</u>

11. Loan repayments falling due after more than one year

	2023	2022
	£	£
Repayable after 5 years		
Baptist Union Strategy Fund	45,000	45,000
	<u>£45,000</u>	<u>£45,000</u>

The Baptist Union Strategy Fund loan of £45,000 is interest free and repayable only if the Church ceases to be a member of the Baptist Union of Great Britain and/or the local Baptist Association, or if the premises at Hurricane Way are sold.

12. Provisions for liabilities - defined benefit pension scheme liability

	2023	2022
	£	£
Balance at 1 January 2023	-	41,900
Deficiency contributions paid	-	(2,787)
Revaluation of pension scheme deficit	-	(39,113)
Balance at 31 December 2023	<u>£-</u>	<u>£-</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023 (continued)

13. Analysis of net assets between funds

	Tangible Fixed Assets £	Current Assets £	Current Liabilities £	Amounts due after one year £	Total £
General Funds					
Church building net book value	755,026	-	-	-	755,026
2 Fitzroy Crescent	206,554	-	-	-	206,554
Lift net book value	-	-	-	-	-
Fixtures, fittings & equipment	-	-	-	-	-
Loans falling due in over one year	-	-	-	(45,000)	(45,000)
Provisions for liabilities	-	-	-	-	-
Funds available for general purposes	-	178,821	(16,042)	-	162,779
Total General Funds	<u>961,580</u>	<u>178,821</u>	<u>(16,042)</u>	<u>(45,000)</u>	<u>1,079,359</u>
Total Designated Funds (see Note 14)	-	7,042	-	-	7,042
Restricted Funds					
Preschool	-	-	-	-	-
Gifts for specific causes	-	2,111	-	-	2,111
Total Restricted Funds (see Note 15)	<u>-</u>	<u>2,111</u>	<u>-</u>	<u>-</u>	<u>2,111</u>
	<u>£961,580</u>	<u>£187,974</u>	<u>£(16,042)</u>	<u>£(45,000)</u>	<u>£1,088,512</u>

14. Designated funds

	Balance 1.1.2023 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2023 £
Associated Organisations:					
Toddlers	985	1,750	(1,697)	-	1,038
Shout	378	3,771	(3,251)	-	898
Cameo	455	2,614	(1,373)	-	1,696
Gentle Exercise	210	-	-	(210)	-
Coffee Morning	800	704	(132)	(1,372)	-
Pastoral Fund	7,645	201	(4,436)	-	3,410
Total	<u>£10,473</u>	<u>£9,040</u>	<u>£(10,889)</u>	<u>£(1,582)</u>	<u>£7,042</u>

15. Restricted funds

	Balance 1.1.2023 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2023 £
Associated Organisations:					
Preschool	12,547	-	(12,547)	-	-
Gifts for specific causes	2,111	7,840	(7,840)	-	2,111
Total	<u>£14,658</u>	<u>£7,840</u>	<u>£(20,387)</u>	<u>£-</u>	<u>£2,111</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023 (continued)

16. Pension provision for the Minister

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

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

The BPS 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 BPS's assets and liabilities to specific employers and means that contributions are accounted for as if the BPS were a defined contribution scheme. The pension costs charged to the Statement of Financial Activities in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister is eligible to join the scheme.

From January 2012, pension provision for the Minister is being made through the Defined Contribution (DC) Plan within the BPS. As a member, the minister pays 8% and the church pays 6% of the minister's pensionable income into an individual pension account, which is operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the Church 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 BPS members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc.

The charge to the Statement of Financial Activities in respect of the DC plan for the Minister was £2,592.

Benefits in respect of service prior to 1st January 2012 are provided through the Defined Benefit (DB) Plan within the BPS. 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 BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925 and was closed to future accrual of defined benefits on 31 December 2011.

The most recent correspondence from the Baptist Pension Scheme shows the Scheme to no longer be in a shortfall position and as such we have reduced the liability in the accounts to £nil. Deficiency contributions are still payable until June 2026 but these have been reduced to £1 per month.

17. Pensions (excluding the minister)

The church contributes to a Stakeholder pension scheme for all eligible staff. Pension contributions of £1,402 were paid in the year, plus administration fees of £1200.

The church contributes to the personal pension scheme of one employee. Payments of £4,009 were made in the year.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2023 (continued)

18. Trustee Remuneration, benefits and other transactions with Trustees

Graham Sumbler is the Church's Youth and Children's Team Leader. During 2023 he received a salary of £33,408 in his capacity as Youth and Children's Team Leader. In addition, pension contributions of £4,009 in respect of a defined contribution pension scheme were paid.

The Trustees and members of their close family gave a total of £25,230 to the Church during the year ended 31 December 2023. This sum is included within unrestricted offerings and donations.

WOODLEY BAPTIST CHURCH

England & Wales - Charity number 1133010

Accounts

WOODLEY BAPTIST CHURCH

Accounts – 31st December 2022

WOODLEY BAPTIST CHURCH

Charity number: 1133010

Accounts –31st December 2022

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- 7. Independent Examiner's Report to the Trustees
- 8. Statement of Financial Activities
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**REPORT OF THE TRUSTEES
for the year ended 31st December 2022**

The Trustees are pleased to present their annual report and financial statements of the charity for the year ended 31st December 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS102.

Reference and Administration Details

The charity's name is Woodley Baptist Church.

Charity Registration Number: 1133010

Registered Address: Hurricane Way
Woodley
Berkshire
RG5 4UX

Trustees

The Trustees and officers who served during the year and since the year end were as follows:

Rev A Baker (Minister & Chair until 01/05/22)
Mr A Butler (Church Treasurer)
Mrs G Hope
Mr G Sumbler (Children and Youth Team Leader)
Mrs J van Es (Church Secretary and Chair of Trustees from 01/05/2022)
Miss R Willis (until 13/09/2022)

Bankers: Lloyds TSB plc
53 Crockhamwell Road
Woodley
Berkshire
RG5 3JR

Accountants: A J Carter & Co
22b High Street
WITNEY
OX28 6RB

Objectives and Activities

The main objectives of the charity are:

The Mission of the Church (its charitable object) is to be: "United in knowing Jesus and making Him known".

The responsibility for ensuring that Woodley Baptist Church fulfils its mission falls on every Church Member, encouraged and guided by the Church Leadership Team.

REPORT OF THE TRUSTEES
for the year ended 31st December 2022 (Continued)

Achievements and Performance

One of the most significant events in early 2022 was the decision of our Minister, Andy Baker that he would be moving on. Andy completed his sabbatical during the first two months of 2022. He didn't have any particular plans in mind for this time but took the opportunity to review his situation and seek guidance from the Lord for his future ministry. By the time Andy returned at the end of February he had already secured the position of Minister at the Baptist Church where he and his wife, Julie grew up in South Wales. The new role wasn't due to begin until September 2022 so Andy offered to continue with us until then. The Leadership Team felt, however, that this would not help the people at Woodley to move on so his role with us effectively finished at the beginning of May but the church continued to pay him until the end of August 2022.

Andy's absence during his sabbatical and then his departure in the Spring left church members needing to step up and take on extra responsibility, particularly in terms of leading services and preaching. A few members already had experience of serving in these ways but others have also joined in and we have been really encouraged to have so many people contributing in one way or another. We still have the occasional visiting preacher but most of the preaching has been done by our own members.

Throughout 2022 we have held our services in person on a Sunday morning, although we continue to live stream via Facebook. We are glad that people have now returned to worship with us so that the streamed service is really just helpful to people who are unable to attend for health or other reasons. In our Sunday morning services we worked through John's Gospel, fitting in with Easter and then reaching the end just before Pentecost. We focused particularly on the teaching of Jesus. We then studied the first 12 chapters of Acts, during which we were challenged by the boldness of the early church as they obeyed the Great Commission of Jesus to go and make disciples. Our final sermon series was on the 1 Peter.

Throughout the year we have been holding regular Café Church services, using a less formal and more interactive approach to our Sunday morning worship. Sometimes the theme fits with our sermon series but we have also looked at some stand-alone topics. The format has been reviewed over the months and people find the services helpful, appreciating the opportunity to share our faith together. As well as the Sunday morning service, we have been holding a monthly informal worship service on a Sunday evening. This tends to be participatory, with different people taking the lead. Regular prayer meetings continue, some on line and others in person.

Last year we were starting to open up the church café area for weekday events. Initially this was just for an Arts and Crafts Café on a Monday afternoon and a Coffee Morning on a Wednesday. These two groups continue to function and have a regular attendance. In particular the Arts and Crafts group is going strong and they needed to move into a larger space in the church building. More creative use of the building has been possible since the church run Pre-School closed in at the end of the Summer term. The Pre-School had been running successfully for 35 years so it was disappointing when the leaders made the decision to close it. However, we now have the option of using parts of the building which had been unavailable for general church activities due to the needs of the Pre-school. The long-running CAMEO club also continues to thrive.

Graham Sumbler continues in his role, heading up the work amongst children, young people and families. We do have a small number of church children but much of Graham's time is spent in outward focused activities. The weekly Toddler group is well subscribed, as is the Friday evening club for junior school children. Graham is assisted by a team of church volunteers and also a number of others, such as regulars at the Toddler group. The Family Fun group has continued to meet on a monthly basis on a Sunday afternoon, with opportunities for chatting with the parents and children during craft and other activities. There is always a theme to these sessions. We were particularly encouraged when a couple who had been part of this group attended an Alpha Course in the Autumn. The family continue to meet with the Alpha leaders and come along to our church services occasionally. Graham also meets weekly with a group of teenage girls, known as Hotspot.

Once Andy moved away to take up his new role, the manse became vacant. Andrew and Dot Butler, assisted by a number of church members, did a remarkable job in redecorating the manse and getting some structural and other issues sorted. The plan is to rent out the manse until we need it for a new Minister. For two reasons we have not rushed into looking to appoint a new Minister this year. Firstly, we felt that the church needed to regroup after the challenges that we had been through over the preceding few years. And secondly our income hasn't been at

REPORT OF THE TRUSTEES
for the year ended 31st December 2022 (Continued)

Achievements and Performance (continued)

a level which would allow us to take on a full time Minister while continuing with Graham in his role. In the absence of a Minister the church appointed Jonathan Edwards as our Moderator. Jonathan is well known to the church which we felt would be an advantage. We anticipate that he will help us to think through the issues related to appointing a Minister, as well as being available to give advice as and when situations arise.

In terms of the leadership of the church, we have functioned with only five trustees, falling to four in mid-2022 when Rachel Willis chose not to stand for re-election after her three year term. We realise that this isn't ideal and are looking to expand the group and, when appropriate, to appoint Elders. In order to share the responsibilities of leadership and vision setting, we appointed three members to Ministry Team Leader roles. These appointments were an acknowledgement of roles that these individuals were already fulfilling, with responsibility for mission, worship, prayer and pastoral care. The Ministry Team Leaders meet with the trustees every four to six weeks and they are usually part of our meetings with Jonathan.

We have continued to see new people coming along to our services. As before, some have stayed but others just visit for a week or two. To help introduce new people to Woodley Baptist Church we have held a couple of Welcome Tea events. Sadly our actual membership has continued to fall, although this is largely through the loss of people who had already stopped attending or had not returned after lockdown. By the end of 2022 membership stood at 98 (125 at the end of 2021).

Structure and Management

The Church is governed by its Constitution, adopted 16 June 2009. The Church is a member of the Baptist Union of Great Britain and Northern Ireland. It is also a member of the Southern Counties Baptist Association, being a regional association within the Baptist Union.

Members of the Church Leadership Team, as shown in section 1.2, are appointed by secret ballot at a Special Church Members' meeting in accordance with the Church Constitution. They oversee and coordinate the vision and ministry of the church.

The Ministers and designated staff who are members of the Church Leadership Team remain on the Church Leadership Team for the duration of their appointment subject to their good standing within the Church both spiritually and morally.

Elders share with the Ministers in the overall spiritual oversight of the Church and in particular in the roles of pastoral care, teaching and discipleship. They are appointed for an initial three year period, after which re-affirmation is necessary every three years.

Members of the Church Leadership Team, other than the Ministers, Elders and designated staff, are appointed for a period of 3 years after which the person is eligible for a further 3 year period. After two consecutive terms of 3 years they shall normally stand down for a minimum period of one year unless the Church Meeting agrees an extension.

Some ministries of the church are headed up by individual members who aren't themselves part of the Church Leadership Team but are answerable to a designated member of the Church Leadership Team. Regular contact is kept between these individuals and matters of importance are brought to the rest of the Church Leadership Team as necessary.

Church Membership is open to those who profess repentance before God and faith in Jesus Christ as Saviour and Lord; whose lives bear evidence of the presence of the Holy Spirit; and who publicly assent to the Statement of Belief with application for membership being made to a Minister, Church Secretary or Membership Secretary.

**REPORT OF THE TRUSTEES
for the year ended 31st December 2022 (Continued)**

Governance

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the Church Leadership Team and the Church Members.

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Church Members;
- regular consideration by the Church Leadership Team and Church Members of financial results, variances from budgets, and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks.

Leaders have certain delegated responsibility for the smooth running of their ministries but are accountable to the Church Leadership Team and Church Members for all decisions taken. Financially, they can only approve budgeted expenditure up to £250. The Church Leadership Team can approve expenditure up to £2,000, and the Church members must agree any commitment or expenditure above this figure. The limits are reviewed from time to time.

If any conflict of interest arises, the concerned member of the Church Leadership Team declares it and takes no part in the related decision.

Risk Management

The Church Leadership Team has examined the principal areas of the Church's operations and considered what major risks may arise in each of these areas. In the opinion of the Church Leadership Team, the Church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations. Procedures have been established for reporting failings immediately to Church Leadership Team.

Vision

Our corporate vision is to be:-

A vibrant worshipping community (with a focus on shared Christian worship and the encouragement of personal devotional life).

A community of effective disciples of Jesus (by teaching and applying the message of the Bible to the whole of life throughout all age groups in the Church).

A missionary community, sharing Christ in word and action (by the practical expression of our faith in loving service to others and the sharing of our faith as we have the opportunity).

A loving, welcoming and supportive community (by opening our activities to all, giving appropriate care, acceptance and affirmation within the corporate life of our Church family)

A serving community, where all participate (by helping each person to find their role in relation to their journey of faith and their service to others as Christians in the areas of church, work and home)

Strategy and Activities

When planning the activities for the year the trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities for the advancement of religion. We have sought to achieve our vision as follows:

**REPORT OF THE TRUSTEES
for the year ended 31st December 2022 (Continued)**

Worship

Sunday and midweek services, prayer meetings, regular meetings for various age groups, prayer links.

Discipleship

Regular discipleship groups, Bible teaching, Sunday groups for children and young people.

Mission

Many community groups and activities based in our building and beyond. Regular activities include preschool, toddlers, groups for seniors, Coffee Mornings and Arts and Craft sessions, children's and youth clubs and food bank. On a more occasional basis we have been involved in running Alpha courses. Involvement with other Christian churches and agencies locally and worldwide.

Belonging

Pastoral care, counselling, visiting, social events, meals.

Serving

Giving opportunities to serve within the church and beyond it, running courses, training, mentoring, identifying and developing gifts and skills. Running and servicing the Church Centre for the benefit of all.

Financial Review

During the 12 months to 31 December 2022 the Church had a total income of £209,827 (2021: £255,475). Offerings and donations together with the Income Tax refunds at £182,866 were slightly down on last year which was expected given a fall in the number of members.

Charitable expenditure was £237,790 (2021: £262,848).

Grant Making Policy

Grants from the Pastoral Fund

The Pastoral Fund exists to help the needy and to emulate the early church in the way it cared for its poorer members. Requests are considered by the Trustees and any authorised gift is made by the Church Treasurer.

Other Grants

The Church actively supports the wider work of Mission through the setting aside of a significant part of its annual income for the support of individuals and organisations engaged in Mission. Prior to grants being made to individuals, a recommendation must be made by the Candidates Committee which will comprise the Minister or an Elder, Ministry Team Leader for Mission (if the candidate is anticipating working overseas) and at least two others to ensure that any grant will fulfil at least one of the objectives of the Church. The amount given to support mission is agreed annually by Church Members.

Reserves Policy

All assets are held for the work of the Church, and the Church Leadership Team considers the amounts shown in the Balance Sheet to be a fair reflection of their value. At 31 December 2022 unrestricted reserves stood at £1,011,275 (2021: £999,242), designated reserves were £10,473 (2021: £10,103) and restricted funds stood at £14,658 (2021: £55,024).

REPORT OF THE TRUSTEES
for the year ended 31st December 2022 (Continued)

Reserves Policy (continued)

The Church believes in the grace of God to provide for its financial needs as they arise through the giving of its members and others. In principle, the Church believes that monies given should be utilised for the furtherance of the work of the Church as soon as is practical and is consistent with an orderly and responsible stewardship of the funds and the work of the Church. The reserves policy for Woodley Baptist Church is to hold the equivalent of three months of all expenditure; plus a further three months staff costs to allow the church to adapt to any changes in the level of income and expenditure of the church.

Employees

An Annual Performance Review system is in place where all staff have their performance from the previous year reviewed, new objectives set and training needs identified for the forthcoming year.

Pensions

Woodley Baptist Church contributed towards pension provision for the Minister (via compulsory membership of the Baptist Union Pension Scheme). In addition, Woodley Baptist Church has chosen the Standard Life Stakeholder Pension Scheme to be the designated scheme, and it is made available to all other salaried employees. The scheme is registered with the Occupational Pensions Regulatory Authority and meets all the standards required. Employees have the option of making additional payments into the scheme on a personal basis.

Future Plans

Our focus going into 2023 is to continue to follow the Lord, seeking his presence and guidance as we look to shepherd the people in our care and reach out to the many people around us who aren't aware of God's love for them. We regularly ask ourselves how we can encourage greater integration between the Sunday worshipping community and those who attend our various weekday events. One initiative which we have begun and plan to continue, is to hold regular social events to which everyone is invited. In 2022 we held a pancake party on Shrove Tuesday and a Jubilee party, both of which were well attended. We will be looking for similar opportunities in the coming year.

There has been discussion about starting up a new group on a Friday morning, in conjunction with Renew Wellbeing, a national charity which is seeing success in opening spaces for people who have low grade mental health challenges, like loneliness and anxiety. This opportunity fits in with our desire to make use of the facilities that are available now that the church café and the Pre-School are no longer functioning in order to reach out to the people of Woodley.

We continue to work with Jonathan Edwards to discuss our future needs in terms of a new Minister. The whole process can be quite lengthy and we don't anticipate having anyone in post before the end of 2023. This will allow us to use some of the income from the manse for necessary upkeep on the church building but hopefully also to build up our financial reserves.

Governing Document

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

This report was approved by the trustees on 25th July 2023 and signed on its behalf by:

Jane Coates
Chair of the Trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the trustees on my examination of the accounts of Woodley Baptist Church for the year ended 31st December 2022.

Responsibilities and Basis of Report

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

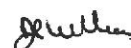
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

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 respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



A P Williams FCCA CTA
A J Carter & Co
Chartered Accountants

22b High Street
Witney
Oxon
OX28 6RB

9th August 2023

WOODLEY BAPTIST CHURCH

8.

STATEMENT OF FINANCIAL ACTIVITIES
(including an income and expenditure account)
for the year ended 31st December 2022

	Note	General Funds	Designated Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£	£
Income from:						
Incoming resources from generated funds:						
Voluntary income						
Offerings and donations including Gift Aid Tax recoverable		168,043	400	-	168,443	181,960
Specific giving for mission		-	-	6,655	6,655	906
Investment income						
Bank interest received		36	-	-	36	8
Incoming resources from charitable activities:						
Fees for associated organisations		-	4,719	20,610	25,329	65,084
Café Piazza outreach		-	-	-	-	-
Other incoming resources:						
Room lettings		5,272	-	-	5,272	3,049
Miscellaneous		4,092	-	-	4,092	4,468
Total incoming resources		<u>177,443</u>	<u>5,119</u>	<u>27,265</u>	<u>209,827</u>	<u>255,475</u>
Expenditure on:						
Charitable activities:						
Mission	3	38,710	-	5,150	43,860	42,642
Ministry	4	69,565	(201)	-	69,364	73,852
Evangelism	5	28,448	510	-	28,958	30,279
Children and youth	6	67,800	3,922	62,481	134,203	136,124
Pastoral gifts		-	518	-	518	1,496
BU pension scheme deficit revaluation	12	(39,113)	-	-	(39,113)	(21,545)
Total expenditure		<u>165,410</u>	<u>4,749</u>	<u>67,631</u>	<u>237,790</u>	<u>262,848</u>
Net income/(expenditure) and net movement in funds for the year		<u>12,033</u>	<u>370</u>	<u>(40,366)</u>	<u>(27,963)</u>	<u>(7,373)</u>
Transfer between funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>12,033</u>	<u>370</u>	<u>(40,366)</u>	<u>(27,963)</u>	<u>(7,373)</u>
Reconciliation of funds						
Total Funds brought forward		999,242	10,103	55,024	1,064,369	1,071,742
Total funds carried forward		<u>£1,011,275</u>	<u>£10,473</u>	<u>£14,658</u>	<u>£1,036,406</u>	<u>£1,064,369</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

The notes on pages 10 to 17 form part of these financial statements

WOODLEY BAPTIST CHURCH

9.

BALANCE SHEET
as at 31st December 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	8	989,543	1,017,506
Total fixed assets		<u>989,543</u>	<u>1,017,506</u>
Current assets			
Debtors	9	4,749	4,606
Cash at bank and in hand		<u>103,485</u>	<u>143,710</u>
Total current assets		<u>108,234</u>	<u>148,316</u>
Liabilities			
Creditors falling due within one year	10	<u>16,371</u>	<u>14,553</u>
Net current assets		<u>91,863</u>	<u>133,763</u>
Total assets less current liabilities	17	<u>£1,081,406</u>	<u>£1,151,269</u>
Creditors: falling due after more than 1 year			
Borrowings	11	45,000	45,000
Provisions for liabilities			
Deferred pension scheme liability	12	-	41,900
Total net assets		<u>£1,036,406</u>	<u>£1,064,369</u>
The funds of the charity:			
Restricted income funds	15	14,658	55,024
Unrestricted income funds			
General	13	1,011,275	999,242
Designated	14	<u>10,473</u>	<u>10,103</u>
Total charity funds		<u>£1,036,406</u>	<u>£1,064,369</u>

These accounts were approved by the trustees and authorised for issue on: 25th July 2023 and are signed on their behalf by:

Mr A Butler
Mr A Butler - Treasurer

Mrs J van Es
Mrs J van Es - Church Secretary

The notes on pages 10 to 17 form part of these financial statements

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022

1. Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of Preparation

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

These financial statements combine the accounts of all funds that are governed by the Church's Constitution. They include the following Associated Organisations of the church: Shout, Toddlers, Youth, Men's Breakfast Afternoon Break, Cameo, Preschool and Gentle Exercise.

All incoming resources are included in the financial statements when the church is legally entitled to the income and the amount can be quantified with reasonable accuracy. All expenditure is accounted for inclusive of VAT, which cannot be recovered, on an accruals basis and has been classified under headings that aggregate all costs related to the category. If costs cannot be allocated to a particular category, they will be allocated on a basis consistent with the use of resources.

b) Public Benefit Entity

Woodley Baptist Church meets the definition of a public benefit entity under FRS 102.

c) Going Concern

The Church has cash resources and has no requirement for external funding. The Trustees have a reasonable expectation that the Church has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

d) Offerings and Donations

Offerings and Donations are recognised when received.

e) Income Tax Recovery

Income tax recovered from the Inland Revenue under Gift Aid Declarations is recognised at the time of receipt of relevant gifts, and recovered from the Inland Revenue on a monthly basis.

f) Unrestricted Funds

General unrestricted funds represent funds which are expendable at the discretion of the Members in the furtherance of the objects of the Church. Such funds may be held in order to finance both working capital and capital investment. They include designated funds set aside by the members for specific purposes or projects.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022 (continued)

g) Restricted Funds

Restricted funds are funds that can only be used for particular purposes within the objectives of the Church. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

h) Fixed Assets

The Fixed Assets shown on the Balance Sheet represent purchases since 1 January 1994. Prior to this date Fixed Assets were written off in the year of acquisition. Only equipment with a purchase price per unit in excess of £1,000 is capitalised. The Church Centre premises are valued at their insured value as at March 1999, plus the cost of additions since. The Church Manse (2 Fitzroy Crescent) is shown at cost.

i) Depreciation

Fixtures, fittings and equipment are depreciated on a straight line basis over 3 years. The lift is depreciated over its estimated useful life of 15 years. The costs of subsequent additions to the buildings are depreciated over the remaining useful life of the buildings. Following the provisions of Financial Reporting Standard 15, the valued freehold buildings are depreciated on a straight line basis over a period of 50 years. Freehold land is not depreciated. The Church Manse is depreciated over 50 years only to the extent that the cost of the building materially exceeds residual value.

j) Pension Costs

The Church contributes to pension provision for the Minister via compulsory membership of the Baptist Union Pension scheme. In addition, it contributes to the personal pension scheme of one employee plus a stakeholder pension facility for eligible staff. Contributions made to pensions schemes are charged as they arise.

2. Legal Status of the Charity

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

3. Mission

	General Funds £	Designated Funds £	Restricted Funds £	2022 £	2021 £
Baptist Union Home Mission	1,800	-	-	1,800	2,000
B.M.S	900	-	-	900	1,000
Core support to members involved in mission	30,670	-	5,150	35,820	34,042
International links	3,900	-	-	3,900	4,000
Locally based organisations	1,440	-	-	1,440	1,600
Other support	-	-	-	-	-
	£38,710	£-	£5,150	£43,860	£42,642

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022 (continued)

4. Ministry expenses

	General Funds	Designated Funds	Restricted Funds	2022	2021
	£	£	£	£	£
Salaries and associated costs	30,930	-	-	30,930	44,508
Premises costs	19,801	(201)	-	19,600	9,885
Other costs	9,513	-	-	9,513	9,377
Depreciation	9,321	-	-	9,321	10,082
	<u>£69,565</u>	<u>£(201)</u>	<u>£-</u>	<u>£69,364</u>	<u>£73,852</u>

5. Evangelism

	General Funds	Designated Funds	Restricted Funds	2022	2021
	£	£	£	£	£
Salaries and associated costs	4,457	-	-	4,457	5,976
Premises costs	8,548	-	-	8,548	6,868
Other costs	6,122	510	-	6,632	7,353
Depreciation	9,321	-	-	9,321	10,082
	<u>£28,448</u>	<u>£510</u>	<u>£-</u>	<u>£28,958</u>	<u>£30,279</u>

6. Children and youth

	General Funds	Designated Funds	Restricted Funds	2022	2021
	£	£	£	£	£
Salaries and associated costs	41,259	-	55,770	97,029	96,528
Premises costs	8,548	-	-	8,548	6,868
Preschool costs excluding salaries	-	-	6,711	6,711	11,430
ViBE, The Venue and other costs	636	3,922	-	4,558	2,208
Other costs	8,036	-	-	8,036	9,008
Depreciation	9,321	-	-	9,321	10,082
	<u>£67,800</u>	<u>£3,922</u>	<u>£62,481</u>	<u>£134,203</u>	<u>£136,124</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022 (continued)

7. Salaries and associated costs

	2022	2021
	£	£
Salaries and wages	63,829	60,918
Social security costs	5,673	18,029
Pension contributions	9,930	18,101
	<u>£79,432</u>	<u>£97,048</u>

The average number of persons employed, both full and part-time, were:

Ministry	1	1
Evangelism	1	2
Children and youth	1	1
	<u>3</u>	<u>4</u>

Employment costs include related party transactions with Church Leadership members and their families. See note 18.

No employees had emoluments in excess of £60,000 (2021: Nil).

8. Tangible fixed assets

	Freehold Land & Buildings £	Lift £	Fixtures, Fittings & Equipment £	Total £
Cost:				
As at 1 January 2022	1,577,215	34,288	72,515	1,684,018
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 December 2022	<u>1,577,215</u>	<u>34,288</u>	<u>72,515</u>	<u>1,684,018</u>
Depreciation:				
As at 1 January 2022	559,709	34,288	72,515	666,512
Charge for year	27,963	-	-	27,963
On disposals	-	-	-	-
As at 31 December 2022	<u>587,672</u>	<u>34,288</u>	<u>72,515</u>	<u>694,475</u>
Net book value:				
As at 31 December 2022	<u>£989,543</u>	<u>£-</u>	<u>£-</u>	<u>£989,543</u>
As at 31 December 2021	<u>£1,017,506</u>	<u>£-</u>	<u>£-</u>	<u>£1,017,506</u>

The Church is the beneficial owner (subject to the restrictions contained in the relevant trusts) of the following assets, the legal title to which is held by the Church's custodian trustee, the Baptist Union Corporation Ltd:

- Church Centre (excluding land) premises at Hurricane Way, Woodley – valued at Sun Alliance Insurance Valuation dated March 1999 plus cost of additions since that valuation.
- Church Manse at 2 Fitzroy Crescent, Woodley shown at cost.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022 (continued)

9. Debtors

	2022	2021
	£	£
Prepayments and sundry debtors	2,121	2,757
Gift Aid tax recoverable	<u>2,628</u>	<u>1,849</u>
	<u><u>£4,749</u></u>	<u><u>£4,606</u></u>

10. Creditors: amounts falling due within one year

	2022	2021
	£	£
Taxation and social security	598	1,604
Accruals and sundry creditors	<u>15,773</u>	<u>12,949</u>
	<u><u>£16,371</u></u>	<u><u>£14,553</u></u>

11. Loan repayments falling due after more than one year

	2022	2021
	£	£
Repayable after 5 years		
Baptist Union Strategy Fund	<u>45,000</u>	<u>45,000</u>
	<u><u>£45,000</u></u>	<u><u>£45,000</u></u>

The Baptist Union Strategy Fund loan of £45,000 is interest free and repayable only if the Church ceases to be a member of the Baptist Union of Great Britain and/or the local Baptist Association, or if the premises at Hurricane Way are sold.

12. Provisions for liabilities - defined benefit pension scheme liability

	2022	2021
	£	£
Balance at 1 January 2022	41,900	67,900
Deficiency contributions paid	(2,787)	(4,455)
Revaluation of pension scheme deficit	<u>(39,113)</u>	<u>(21,545)</u>
Balance at 31 December 2022	<u><u>£-</u></u>	<u><u>£41,900</u></u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022 (continued)

13. Analysis of net assets between funds

	Tangible Fixed Assets £	Current Assets £	Current Liabilities £	Amounts due after one year £	Total £
General Funds					
Church building net book value	782,989	-	-	-	782,989
2 Fitzroy Crescent	206,554	-	-	-	206,554
Lift net book value	-	-	-	-	-
Fixtures, fittings & equipment	-	-	-	-	-
Loans falling due in over one year	-	-	-	(45,000)	(45,000)
Provisions for liabilities	-	-	-	-	-
Funds available for general purposes	-	83,103	(16,371)	-	66,732
Total General Funds	<u>989,543</u>	<u>83,103</u>	<u>(16,371)</u>	<u>(45,000)</u>	<u>1,011,275</u>
 Total Designated Funds (see Note 14)	 -	 10,473	 -	 -	 10,473
 Restricted Funds					
Preschool	-	12,547	-	-	12,547
Gifts for specific causes	-	2,111	-	-	2,111
Total Restricted Funds (see Note 15)	<u>-</u>	<u>14,658</u>	<u>-</u>	<u>-</u>	<u>14,658</u>
	<u>£989,543</u>	<u>£108,234</u>	<u>£(16,371)</u>	<u>£(45,000)</u>	<u>£1,036,406</u>

14. Designated funds

	Balance 1.1.2022 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2022 £
Associated Organisations:					
Toddlers	476	1,270	(761)	-	985
Shout	409	1,508	(1,539)	-	378
Cameo	1,439	638	(1,622)	-	455
Men's Breakfast	7	61	(68)	-	-
Gentle Exercise	210	272	(272)	-	210
Coffee Morning	-	970	(170)	-	800
Pastoral Fund	7,562	400	(317)	-	7,645
Total	<u>£10,103</u>	<u>£5,119</u>	<u>£(4,749)</u>	<u>£-</u>	<u>£10,473</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022 (continued)

15. Restricted funds

	Balance 1.1.2022 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2022 £
Associated Organisations:					
Preschool	54,418	20,610	(62,481)	-	12,547
Gifts for specific causes	606	6,655	(5,150)	-	2,111
Total	£55,024	£27,265	£(67,631)	£-	£14,658

16. Pension provision for the Minister

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

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

The BPS 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 BPS's assets and liabilities to specific employers and means that contributions are accounted for as if the BPS were a defined contribution scheme. The pension costs charged to the Statement of Financial Activities in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister is eligible to join the scheme.

From January 2012, pension provision for the Minister is being made through the Defined Contribution (DC) Plan within the BPS. As a member, the minister pays 8% and the church pays 6% of the minister's pensionable income into an individual pension account, which is operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the Church pays a further 4% of pensionable income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection from BPS members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc.

The charge to the Statement of Financial Activities in respect of the DC plan for the Minister was £2,592.

Benefits in respect of service prior to 1st January 2012 are provided through the Defined Benefit (DB) Plan within the BPS. 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 BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925 and was closed to future accrual of defined benefits on 31st December 2011.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2022 (continued)

16. Pension provision for the Minister continued

The most recent correspondence from the Baptist Pension Scheme shows the Scheme to no longer be in a shortfall position and as such we have reduced the liability in the accounts to £nil. Deficiency contributions are still payable until June 2026 but these have been reduced to £1 per month.

17. Pensions (excluding the minister)

The church contributes to a Stakeholder pension scheme for all eligible staff. Pension contributions of £3,744 were paid in the year, plus administration fees of £1,200.

The church contributes to the personal pension scheme of one employee. Payments of £4,573 were made in the year.

18. Trustee Remuneration, benefits and other transactions with Trustees

Rev Andy Baker was the Church's Minister and Chair of the Trustees until April 2022. During 2022 he received a salary of £21,602 in his capacity as Minister of the Church. In addition, pension contributions of £5,384 in respect of a defined contribution pension scheme were paid.

Graham Sumner is the Church's Youth and Children's Team Leader. During 2022 he received a salary of £30,421 in his capacity as Youth and Children's Team Leader. In addition, pension contributions of £4,573 in respect of a defined contribution pension scheme were paid.

The Trustees and members of their close family gave a total of £23,850 to the Church during the year ended 31st December 2022. This sum is included within unrestricted offerings and donations.

WOODLEY BAPTIST CHURCH

England & Wales - Charity number 1133010

Accounts

WOODLEY BAPTIST CHURCH

Accounts – 31st December 2021

WOODLEY BAPTIST CHURCH

Charity number: 1133010

Accounts –31st December 2021

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**REPORT OF THE TRUSTEES
for the year ended 31st December 2021**

The Trustees are pleased to present their annual report and financial statements of the charity for the year ended 31st December 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS102.

Reference and Administration Details

The charity's name is Woodley Baptist Church.

Charity Registration Number: 1133010

Registered Address: Hurricane Way
Woodley
Berkshire
RG5 4UX

Trustees

The Trustees and officers who served during the year and since the year end were as follows:

Rev A Baker (Minister & Chair until 01/05/22)
Mr A Butler (Church Treasurer)
Mrs G Hope
Mr D Robinson (Elder until 06/07/2021)
Mr J Saunders (Elder until 06/07/2021)
Mr G Sumbler (Children and Youth Team Leader)
Mrs J van Es (Church Secretary, Elder until 06/07/2021 and Acting Chair from 01/05/2022)
Miss R Willis

Bankers: Lloyds TSB plc
53 Crockhamwell Road
Woodley
Berkshire
RG5 3JR

Accountants: A J Carter & Co
22b High Street
WITNEY
OX28 6RB

Objectives and Activities

The main objectives of the charity are:

The Mission of the Church (its charitable object) is to be: "United in knowing Jesus and making Him known".

The responsibility for ensuring that Woodley Baptist Church fulfils its mission falls on every Church Member, encouraged and guided by the Church Leadership Team.

**REPORT OF THE TRUSTEES
for the year ended 31st December 2021 (Continued)**

Achievements and Performance

At the start of 2021 we were still in lockdown due to the COVID pandemic. Those activities which were taking place were all on-line, with very limited numbers of people being allowed to meet together outdoors. We began to meet again for in-person services from the Spring, initially just holding a small monthly mid-week service. On Easter Day we held a service in the church garden which was a special occasion of celebrating one of the central events of our faith. Then in late June we started holding our Sunday morning services in the building, although we continue to broadcast the services on Facebook for those who are unable to attend in person.

During the year, our Sunday morning sermon themes included the Sermon on the Mount, a series of studies on what the Bible teaches about the church and, once we were back in person, a series on rediscovering relationships: with God, with each other and with new people.

It was so encouraging to be together again to worship, even though we initially had to wear masks and were unable to sing aloud. Numbers were low at first but gradually increased as people became more confident about mixing in groups. Sadly a number of people didn't return to worship with us. Some are now attending other churches but others have drifted away. This seems to be in part due to the pandemic itself but we have continued to see repercussions of the issues that we had faced over the preceding couple of years. However, we have been encouraged by the arrival of several new people, including a couple of families who have continued to worship with us and are getting involved in church activities.

Some of our activities had continued and even flourished on-line. These included Hot Spot, a weekly group that Graham runs for our teenagers, Men's Breakfast and Family Fun. The latter two groups continued to meet monthly during lockdown, with a committed core of regular people attending, including some who don't come to other church services or events. As the months passed and restrictions were lifted, meetings and activities started up again or transitioned back into the church building. A priority was to reopen the Toddler group; mums had been quite isolated and young children had had limited opportunities to interact and learn social skills during lockdown. The CAMEO group for older folks returned, although numbers were low initially. In July Graham was able to reopen the Friday evening group for junior school children but the youth group hasn't been able to restart due to a shortage of volunteers.

Being back in the building gave us the opportunity to think creatively about how to use the space in the church where we had previously run a café. One on one conversations had been possible with our café customers but we felt that it would be good to run group activities that would hopefully allow for relationships to be established with the local community. So far two such activities have begun, a coffee morning on a Wednesday and an Arts and Crafts session on a Monday afternoon. We also tried running a low key event on a Sunday afternoon to "do church" with those who aren't familiar with church and therefore might be less comfortable with a normal Sunday morning service format. Initial attempts didn't seem to reach people but it is an option that could be explored again in the future.

We functioned with a smaller Leadership Team for the second half of the year. Our Assistant Minister left us towards the end of 2020 and no Elders were appointed at the Annual Church Meeting in the summer of 2021. Along with falling membership and giving, our finances were such that a further review was required. Various options were explored but the situation wasn't resolved by the end of the year.

We continued to meet on-line for prayer during lockdown. Since then we have had a mixture of on-line and in-person prayer meetings, including a new meeting on a Thursday evening when our focus has been to seek God's leading for the church. It has been encouraging to hear Him speak into our situation during a time of change and uncertainty.

Membership 125 (139 at the end of 2020)

REPORT OF THE TRUSTEES
for the year ended 31st December 2021 (Continued)

Structure and Management

The Church is governed by its Constitution, adopted 16 June 2009. The Church is a member of the Baptist Union of Great Britain and Northern Ireland. It is also a member of the Southern Counties Baptist Association, being a regional association within the Baptist Union.

Members of the Church Leadership Team, as shown in section 1.2, are appointed by secret ballot at a Special Church Members' meeting in accordance with the Church Constitution. They oversee and coordinate the vision and ministry of the church.

The Ministers and designated staff who are members of the Church Leadership Team remain on the Church Leadership Team for the duration of their appointment subject to their good standing within the Church both spiritually and morally.

Elders share with the Ministers in the overall spiritual oversight of the Church and in particular in the roles of pastoral care, teaching and discipleship. They are appointed for an initial three year period, after which re-affirmation is necessary every three years.

Members of the Church Leadership Team, other than the Ministers, Elders and designated staff, are appointed for a period of 3 years after which the person is eligible for a further 3 year period. After two consecutive terms of 3 years they shall normally stand down for a minimum period of one year unless the Church Meeting agrees an extension.

Some ministries of the church are headed up by individual members who aren't themselves part of the Church Leadership Team but are answerable to a designated member of the Church Leadership Team. Regular contact is kept between these individuals and matters of importance are brought to the rest of the Church Leadership Team as necessary.

Church Membership is open to those who profess repentance before God and faith in Jesus Christ as Saviour and Lord; whose lives bear evidence of the presence of the Holy Spirit; and who publicly assent to the Statement of Belief with application for membership being made to a Minister, Church Secretary or Membership Secretary.

Governance

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the Church Leadership Team and the Church Members.

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Church Members;
- regular consideration by the Church Leadership Team and Church Members of financial results, variances from budgets, and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks.

Leaders have certain delegated responsibility for the smooth running of their ministries but are accountable to the Church Leadership Team and Church Members for all decisions taken. Financially, they can only approve budgeted expenditure up to £250. The Church Leadership Team can approve expenditure up to £2,000, and the Church members must agree any commitment or expenditure above this figure. The limits are reviewed from time to time.

If any conflict of interest arises, the concerned member of the Church Leadership Team declares it and takes no part in the related decision.

REPORT OF THE TRUSTEES
for the year ended 31st December 2021 (Continued)

Risk Management

The Church Leadership Team has examined the principal areas of the Church's operations and considered what major risks may arise in each of these areas. In the opinion of the Church Leadership Team, the Church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations. Procedures have been established for reporting failings immediately to Church Leadership Team.

Vision

Our corporate vision is to be:-

A vibrant worshipping community (with a focus on shared Christian worship and the encouragement of personal devotional life).

A community of effective disciples of Jesus (by teaching and applying the message of the Bible to the whole of life throughout all age groups in the Church).

A missionary community, sharing Christ in word and action (by the practical expression of our faith in loving service to others and the sharing of our faith as we have the opportunity).

A loving, welcoming and supportive community (by opening our activities to all, giving appropriate care, acceptance and affirmation within the corporate life of our Church family)

A serving community, where all participate (by helping each person to find their role in relation to their journey of faith and their service to others as Christians in the areas of church, work and home)

Strategy and Activities

When planning the activities for the year the trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities for the advancement of religion. We have sought to achieve our vision as follows:

Worship

Sunday and midweek services, prayer meetings, regular meetings for various age groups, prayer links.

Discipleship

Regular discipleship groups, Bible teaching, Sunday groups for children and young people.

Mission

Many community groups and activities based in our building and beyond. Regular activities include preschool, toddlers, groups for seniors, Coffee Mornings and Arts and Craft sessions, children's and youth clubs and food bank. On a more occasional basis we have been involved in running Alpha courses. Involvement with other Christian churches and agencies locally and worldwide.

Belonging

Pastoral care, counselling, visiting, social events, meals.

Serving

Giving opportunities to serve within the church and beyond it, running courses, training, mentoring, identifying and developing gifts and skills. Running and servicing the Church Centre for the benefit of all.

REPORT OF THE TRUSTEES
for the year ended 31st December 2021 (Continued)

Financial Review

During the 12 months to 31 December 2021 the Church had a total income of £255,475 (2020: £272,261). Offerings and donations together with the Income Tax refunds at £182,866 were slightly down on last year which was expected given a fall in the number of members.

Charitable expenditure was £262,848 (2020: £361,390). Although we were only able to open the building for Corporate Worship from the summer onwards, we continued to pay our staff and support our missionaries throughout the year. The premises remained open during lockdown the local foodbank used the building in April and May and our Pre-School reopened in June so expenditure has remained at expected levels but income has dropped.

Grant Making Policy**Grants from the Pastoral Fund**

The Pastoral Fund exists to help the needy and to emulate the early church in the way it cared for its poorer members. In order that requests for the Pastoral Fund can be responded to rapidly, the Church Leadership Team have delegated decision-making on these requests to the Ministers and Elders. Any grant must be approved by two signatories.

Other Grants

The Church actively supports the wider work of Mission through the setting aside of a significant part of its annual income for the support of individuals and organisations engaged in Mission. Prior to grants being made to individuals, a recommendation must be made by the Candidates Committee which will comprise the Minister or an Elder, Ministry Team Leader for Mission (if the candidate is anticipating working overseas) and at least two others to ensure that any grant will fulfil at least one of the objectives of the Church. The amount given to support mission is agreed annually by Church Members.

Reserves Policy

All assets are held for the work of the Church, and the Church Leadership Team considers the amounts shown in the Balance Sheet to be a fair reflection of their value. At 31 December 2021 unrestricted reserves stood at £999,242 (2020: £1,003,537), designated reserves were £10,103 (2020: £11,026) and restricted funds stood at £55,024 (2020: £57,179).

The Church believes in the grace of God to provide for its financial needs as they arise through the giving of its members and others. In principle, the Church believes that monies given should be utilised for the furtherance of the work of the Church as soon as is practical and is consistent with an orderly and responsible stewardship of the funds and the work of the Church. The reserves policy for Woodley Baptist Church is to hold the equivalent of three months of all expenditure; plus a further three months staff costs to allow the church to adapt to any changes in the level of income and expenditure of the church.

Employees

An Annual Performance Review system is in place where all staff have their performance from the previous year reviewed, new objectives set and training needs identified for the forthcoming year. However, due to the Covid pandemic it was not possible for all staff to have their annual reviews; the scheme will be reintroduced once restrictions have been lifted.

Although the staff activities are very broad and wide ranging they do meet, normally on a monthly basis, to share their news, support and pray for one another and discuss issues relating to the church.

REPORT OF THE TRUSTEES
for the year ended 31st December 2021 (Continued)

Pensions

Woodley Baptist Church contributed towards pension provision for the Minister (via compulsory membership of the Baptist Union Pension Scheme). In addition, Woodley Baptist Church has chosen the Standard Life Stakeholder Pension Scheme to be the designated scheme, and it is made available to all other salaried employees. The scheme is registered with the Occupational Pensions Regulatory Authority and meets all the standards required. Employees have the option of making additional payments into the scheme on a personal basis.

Future Plans

As is stated above, we entered 2022 with concern about our financial situation and needing to make some significant decisions about the way forward. It was agreed that our Minister, Andy Baker would take January and February off, having been unable to complete his sabbatical due to the pandemic. His plan was to spend time in reflection and in seeking God about the future direction of his ministry.

In this context, it is difficult to make definite plans. Our focus going into 2022 is to re-establish relationships after so long apart and, together, to seek God for the direction of our church. How can we be truly "United in knowing Jesus and making Him known"? The Leadership Team will be carrying out a survey of the membership to seek to understand where everyone stands on some of the issues that we are facing, including what our priorities should be, both spiritually and financially, and what our leadership structure should look like. We are starting the year with a sermon series from John's Gospel, looking at the words of Jesus to challenge our discipleship and regain confidence to share the gospel.

Governing Document

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

This report was approved by the trustees on 30th August 2022 and signed on its behalf by:

Mrs J van Es

.....
Acting Chair of the Trustees

Woodley, Berkshire

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the trustees on my examination of the accounts of Woodley Baptist Church for the year ended 31st December 2021.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants.

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 respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

A P Williams FCCA CTA
A J Carter & Co
Chartered Accountants

22b High Street
Witney
Oxon
OX28 6RB

5th September 2022

STATEMENT OF FINANCIAL ACTIVITIES
(including an income and expenditure account)
for the year ended 31st December 2021

	Note	General Funds	Designated Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£	£
Income from:						
Incoming resources from generated funds:						
Voluntary income						
Offerings and donations including Gift Aid						
Tax recoverable		181,204	756	-	181,960	179,635
Specific giving for mission		-	-	906	906	7,010
Investment income						
Bank interest received		8	-	-	8	53
Incoming resources from charitable activities:						
Fees for associated organisations		-	1,996	63,088	65,084	73,819
Café Piazza outreach		-	-	-	-	2,725
Other incoming resources:						
Room lettings		3,049	-	-	3,049	2,697
Miscellaneous		4,468	-	-	4,468	6,322
Total incoming resources		188,729	2,752	63,994	255,475	272,261
Expenditure on:						
Charitable activities:						
Mission	3	42,342	-	300	42,642	51,890
Ministry	4	73,852	-	-	73,852	87,663
Evangelism	5	29,762	517	-	30,279	49,778
Children and youth	6	68,613	1,662	65,849	136,124	141,828
Pastoral gifts		-	1,496	-	1,496	1,795
BU pension scheme deficit revaluation	12	(21,545)	-	-	(21,545)	28,436
Total expenditure		193,024	3,675	66,149	262,848	361,390
Net income/(expenditure) and net movement in funds for the year		(4,295)	(923)	(2,155)	(7,373)	(89,129)
Transfer between funds		-	-	-	-	-
Net movement in funds		(4,295)	(923)	(2,155)	(7,373)	(89,129)
Reconciliation of funds						
Total Funds brought forward		1,003,537	11,026	57,179	1,071,742	1,160,871
Total funds carried forward		£999,242	£10,103	£55,024	£1,064,369	£1,071,742

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

The notes on pages 10 to 17 form part of these financial statements

WOODLEY BAPTIST CHURCH

9.

**BALANCE SHEET
as at 31st December 2021**

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	8	1,017,506	1,047,752
Total fixed assets		<u>1,017,506</u>	<u>1,047,752</u>
Current assets			
Debtors	9	4,606	5,503
Cash at bank and in hand		<u>143,710</u>	<u>147,749</u>
Total current assets		148,316	153,252
Liabilities			
Creditors falling due within one year	10	<u>14,553</u>	<u>16,362</u>
Net current assets		<u>133,763</u>	<u>136,890</u>
Total assets less current liabilities	17	<u>£1,151,269</u>	<u>£1,184,642</u>
Creditors: falling due after more than 1 year			
Borrowings	11	45,000	45,000
Provisions for liabilities			
Deferred pension scheme liability	12	41,900	67,900
Total net assets		<u>£1,064,369</u>	<u>£1,071,742</u>
The funds of the charity:			
Restricted income funds	15	55,024	57,179
Unrestricted income funds			
General	13	999,242	1,003,537
Designated	14	<u>10,103</u>	<u>11,026</u>
Total charity funds		<u>£1,064,369</u>	<u>£1,071,742</u>

These accounts were approved by the trustees and authorised for issue on: 30th August 2022 and are signed on their behalf by:

Mr A Butler

.....

Treasurer

Mrs J van Es

.....

Church Secretary

The notes on pages 10 to 17 form part of these financial statements

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021

1. Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of Preparation

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

These financial statements combine the accounts of all funds that are governed by the Church's Constitution. They include the following Associated Organisations of the church: Shout, Toddlers, Youth, Men's Breakfast Afternoon Break, Cameo, Preschool and Gentle Exercise.

All incoming resources are included in the financial statements when the church is legally entitled to the income and the amount can be quantified with reasonable accuracy. All expenditure is accounted for inclusive of VAT, which cannot be recovered, on an accruals basis and has been classified under headings that aggregate all costs related to the category. If costs cannot be allocated to a particular category, they will be allocated on a basis consistent with the use of resources.

b) Public Benefit Entity

Woodley Baptist Church meets the definition of a public benefit entity under FRS 102.

c) Going Concern

The Church has cash resources and has no requirement for external funding. The Trustees have a reasonable expectation that the Church has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

d) Offerings and Donations

Offerings and Donations are recognised when received.

e) Income Tax Recovery

Income tax recovered from the Inland Revenue under Gift Aid Declarations is recognised at the time of receipt of relevant gifts, and recovered from the Inland Revenue on a monthly basis.

f) Unrestricted Funds

General unrestricted funds represent funds which are expendable at the discretion of the Members in the furtherance of the objects of the Church. Such funds may be held in order to finance both working capital and capital investment. They include designated funds set aside by the members for specific purposes or projects.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021 (continued)

g) **Restricted Funds**

Restricted funds are funds that can only be used for particular purposes within the objectives of the Church. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

h) **Fixed Assets**

The Fixed Assets shown on the Balance Sheet represent purchases since 1 January 1994. Prior to this date Fixed Assets were written off in the year of acquisition. Only equipment with a purchase price per unit in excess of £1,000 is capitalised. The Church Centre premises are valued at their insured value as at March 1999, plus the cost of additions since. The Church Manse (2 Fitzroy Crescent) is shown at cost.

i) **Depreciation**

Fixtures, fittings and equipment are depreciated on a straight line basis over 3 years. The lift is depreciated over its estimated useful life of 15 years. The costs of subsequent additions to the buildings are depreciated over the remaining useful life of the buildings. Following the provisions of Financial Reporting Standard 15, the valued freehold buildings are depreciated on a straight line basis over a period of 50 years. Freehold land is not depreciated. The Church Manse is depreciated over 50 years only to the extent that the cost of the building materially exceeds residual value.

j) **Pension Costs**

The Church contributes to pension provision for the Minister via compulsory membership of the Baptist Union Pension scheme. In addition, it contributes to the personal pension scheme of one employee plus a stakeholder pension facility for eligible staff. Contributions made to pensions schemes are charged as they arise.

2. **Legal Status of the Charity**

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

3. **Mission**

	General Funds £	Designated Funds £	Restricted Funds £	2021 £	2020 £
Baptist Union Home Mission	2,000	-	-	2,000	2,000
B.M.S	1,000	-	-	1,000	1,000
Core support to members involved in mission	33,742	-	300	34,042	36,690
International links	4,000	-	-	4,000	10,450
Locally based organisations	1,600	-	-	1,600	1,750
Other support	-	-	-	-	-
	<u>£42,342</u>	<u>£-</u>	<u>£300</u>	<u>£42,642</u>	<u>£51,890</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021 (continued)

4. Ministry expenses

	General Funds £	Designated Funds £	Restricted Funds £	2021 £	2020 £
Salaries and associated costs	44,508	-	-	44,508	44,857
Premises costs	9,885	-	-	9,885	23,633
Other costs	9,377	-	-	9,377	9,090
Depreciation	10,082	-	-	10,082	10,083
	<u>£73,852</u>	<u>£-</u>	<u>£-</u>	<u>£73,852</u>	<u>£87,663</u>

5. Evangelism

	General Funds £	Designated Funds £	Restricted Funds £	2021 £	2020 £
Salaries and associated costs	5,976	-	-	5,976	10,744
Premises costs	6,868	-	-	6,868	20,387
Café Piazza food and consumables	-	-	-	-	1,681
Other costs	6,836	517	-	7,353	6,883
Depreciation	10,082	-	-	10,082	10,083
	<u>£29,762</u>	<u>£517</u>	<u>£-</u>	<u>£30,279</u>	<u>£49,778</u>

6. Children and youth

	General Funds £	Designated Funds £	Restricted Funds £	2021 £	2020 £
Salaries and associated costs	42,109	-	54,419	96,528	93,423
Premises costs	6,868	-	-	6,868	20,386
Preschool costs excluding salaries	-	-	11,430	11,430	6,252
ViBE, The Venue and other costs	546	1,662	-	2,208	4,734
Other costs	9,008	-	-	9,008	6,950
Depreciation	10,082	-	-	10,082	10,083
	<u>£68,613</u>	<u>£1,662</u>	<u>£65,849</u>	<u>£136,124</u>	<u>£141,828</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021 (continued)

7. Salaries and associated costs

	2021	2020
	£	£
Salaries and wages	60,918	83,156
Social security costs	18,029	6,711
Pension contributions	18,101	12,380
	<u>£97,048</u>	<u>£102,247</u>

The average number of persons employed, both full and part-time, were:

Ministry	1	2
Evangelism	2	3
Children and youth	1	3
	<u>4</u>	<u>8</u>

Employment costs include related party transactions with Church Leadership members and their families.
See note 18.

No employees had emoluments in excess of £60,000 (2020: Nil).

8. Tangible fixed assets

	Freehold Land & Buildings £	Lift £	Fixtures, Fittings & Equipment £	Total £
Cost:				
As at 1 January 2021	1,577,215	34,288	72,515	1,684,018
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 December 2021	<u>1,577,215</u>	<u>34,288</u>	<u>72,515</u>	<u>1,684,018</u>
Depreciation:				
As at 1 January 2021	531,746	32,005	72,515	636,266
Charge for year	27,963	2,283	-	30,246
On disposals	-	-	-	-
As at 31 December 2021	<u>559,709</u>	<u>34,288</u>	<u>72,515</u>	<u>666,512</u>
Net book value:				
As at 31 December 2021	<u>£1,017,506</u>	<u>£-</u>	<u>£-</u>	<u>£1,017,506</u>
As at 31 December 2020	<u>£1,045,469</u>	<u>£2,283</u>	<u>£-</u>	<u>£1,047,752</u>

The Church is the beneficial owner (subject to the restrictions contained in the relevant trusts) of the following assets, the legal title to which is held by the Church's custodian trustee, the Baptist Union Corporation Ltd:

- Church Centre (excluding land) premises at Hurricane Way, Woodley - valued at Sun Alliance Insurance valuation dated March 1999 plus cost of additions since that valuation.
- Church Manse at 2 Fitzroy Crescent, Woodley shown at cost.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021 (continued)

9. Debtors

	2021	2020
	£	£
Prepayments and sundry debtors	2,757	2,992
Gift Aid tax recoverable	1,849	2,511
	<u>£4,606</u>	<u>£5,503</u>

10. Creditors: amounts falling due within one year

	2021	2020
	£	£
Taxation and social security	1,604	1,620
Accruals and sundry creditors	12,949	14,742
	<u>£14,553</u>	<u>£16,362</u>

11. Loan repayments falling due after more than one year

	2021	2020
	£	£
Repayable after 5 years		
Baptist Union Strategy Fund	45,000	45,000
	<u>£45,000</u>	<u>£45,000</u>

The Baptist Union Strategy Fund loan of £45,000 is interest free and repayable only if the Church ceases to be a member of the Baptist Union of Great Britain and/or the local Baptist Association, or if the premises at Hurricane Way are sold.

12. Provisions for liabilities - defined benefit pension scheme liability

	2021	2020
	£	£
Balance at 1 January 2021	67,900	42,806
Deficiency contributions paid	(4,455)	(3,342)
Revaluation of pension scheme deficit	(21,545)	28,436
Balance at 31 December 2021	<u>£41,900</u>	<u>£67,900</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021 (continued)

13. Analysis of net assets between funds

	Tangible Fixed Assets £	Current Assets £	Current Liabilities £	Amounts due after one year £	Total £
General Funds					
Church building net book value	810,952	-	-	-	810,952
2 Fitzroy Crescent	206,554	-	-	-	206,554
Lift net book value	-	-	-	-	-
Fixtures, fittings & equipment	-	-	-	-	-
Loans falling due in over one year	-	-	-	(45,000)	(45,000)
Provisions for liabilities	-	-	-	(41,900)	(41,900)
Funds available for general purposes	-	83,189	(14,553)	-	68,636
Total General Funds	1,017,506	83,189	(14,553)	(86,900)	999,242
 Total Designated Funds (see Note 14)	 -	 10,103	 -	 -	 10,103
 Restricted Funds					
Preschool	-	54,418	-	-	54,418
Gifts for specific causes	-	606	-	-	606
Total Restricted Funds (see Note 15)	-	55,024	-	-	55,024
	£1,017,506	£148,316	£(14,553)	£(112,900)	£1,064,369

14. Designated funds

	Balance 1.1.2021 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2021 £
Associated Organisations:					
Toddlers	304	624	(452)	-	476
Shout	522	601	(714)	-	409
Cameo	1,339	596	(496)	-	1,439
Men's Breakfast	8	53	(54)	-	7
Gentle Exercise	551	122	(463)	-	210
Pastoral Fund	8,302	756	(1,496)	-	7,562
Total	£11,026	£2,752	£(3,675)	£-	£10,103

15. Restricted funds

	Balance 1.1.2020 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2020 £
Associated Organisations:					
Preschool	57,179	63,088	(65,849)	-	54,418
Gifts for specific causes	-	906	(300)	-	606
Total	£57,179	£63,994	£(66,149)	£-	£55,024

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021 (continued)

16. Pension provision for the Minister

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

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

The BPS 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 BPS's assets and liabilities to specific employers and means that contributions are accounted for as if the BPS were a defined contribution scheme. The pension costs charged to the Statement of Financial Activities in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister is eligible to join the scheme.

From January 2012, pension provision for the Minister is being made through the Defined Contribution (DC) Plan within the BPS. As a member, the minister pays 8% and the church pays 6% of the minister's pensionable income into an individual pension account, which is operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the Church 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 BPS members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc.

The charge to the Statement of Financial Activities in respect of the DC plan for the Minister was £3,086.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the BPS. 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 BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925 and was closed to future accrual of defined benefits on 31 December 2011.

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

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

NOTES TO THE ACCOUNTS
for the year ended 31st December 2021 (continued)

16. Pension provision for the Minister (continued)

The key assumptions underlying the valuation were as follows:

	%pa
RPI Price inflation	3.20
CPI price inflation	2.70
Minimum Pensionable income increases	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 scheme is due to take place not later than 31 December 2022.

In addition to the contributions to the DC plan set out above, where a valuation of the DB plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from the 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.

17. Pensions (excluding the minister)

The church contributes to a Stakeholder pension scheme for all eligible staff. Pension contributions of £3,112 were paid in the year, plus administration fees of £1,200.

The church contributes to the personal pension scheme of one employee. Payments of £3,744 were made in the year.

18. Trustee Remuneration, benefits and other transactions with Trustees

Rev Andy Baker was the Church's Minister and Chair of the Trustees throughout 2021. During 2021 he received a salary of £32,403 in his capacity as Minister of the Church. In addition, pension contributions of £3,867 in respect of a defined contribution pension scheme were paid.

Graham Sumbler is the Church's Youth and Children's Team Leader. During 2021 he received a salary of £31,202 in his capacity as Youth and Children's Team Leader. In addition, pension contributions of £1,957 in respect of a defined contribution pension scheme were paid.

The Trustees and members of their close family gave a total of £31,700 to the Church during the year ended 31 December 2021. This sum is included within unrestricted offerings and donations.

WOODLEY BAPTIST CHURCH

England & Wales - Charity number 1133010

Accounts

WOODLEY BAPTIST CHURCH

Accounts – 31st December 2020

WOODLEY BAPTIST CHURCH

Charity number: 1133010

Accounts –31st December 2020

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- 7. Independent Examiner's Report to the Trustees
- 8. Statement of Financial Activities
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**REPORT OF THE TRUSTEES
for the year ended 31st December 2020**

The Trustees are pleased to present their annual report and financial statements of the charity for the year ended 31st December 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16th July 2014.

Reference and Administration Details

The charity's name is Woodley Baptist Church.

Charity Registration Number: 1133010

Registered Address: Hurricane Way
Woodley
Berkshire
RG5 4UX

Trustees

The Trustees and officers who served during the year and since the year end were as follows:

Rev A Baker (Minister & Chair)	Mr J Saunders
Mr A Butler	Mr G Sumblar
Rev R Glover	Mrs J van Es
Mrs G Hope	Miss R Willis
Mr D Robinson	

Bankers: Lloyds TSB plc
53 Crockhamwell Road
Woodley
Berkshire
RG5 3JR

Accountants: A J Carter & Co
22b High Street
WITNEY
OX28 6RB

Objectives and Activities

The main objectives of the charity are:

The Mission of the Church (its charitable object) is to be: "United in knowing Jesus and making Him known".

The responsibility for ensuring that Woodley Baptist Church fulfils its mission falls on every Church Member, encouraged and guided by the Church Leadership Team.

REPORT OF THE TRUSTEES
for the year ended 31st December 2020 (Continued)

Achievements and Performance

2020 was a difficult year for everyone because of the COVID pandemic. We began the year expecting to be able to continue our usual activities and that was the case for the first two months. In mid-March the country went into lockdown, with minimal notice and therefore very little time to make alternative arrangements.

Our Sunday morning worship services were able to continue, thanks to a small team of technically able, committed individuals. We soon became accustomed to attending on-line. The services were broadcast live from people's homes, with pre-recorded worship songs that we have been able to sing along to. We've had contributions from experienced service leaders and preachers and have also benefitted from the involvement of new people. Being on-line has enabled us to include contributions from other churches and from "visiting" speakers. The experience hasn't been the same as attending church in person but it has allowed us to continue to meet together. We've had preaching series from the Psalms and Philippians, and on the life of King David. After a few weeks of on-line services we added in a post-service chat via Zoom which has allowed people to stay in touch and has been particularly beneficial for those who are isolated.

While some events have stopped altogether, others have been able to continue on-line or using other alternative means. Many of our small groups have met regularly throughout the lockdown and we have held our normal weekly and monthly prayer meetings on-line. Meeting on-line actually has some advantages, with it being possible for some people to attend who would usually have been prevented from doing so because of the travelling involved. The Family Fun events have also continued, with goody bags of craft activities and cakes being delivered in advance so that everyone can join in. It has also been possible to maintain contact with a small group of teenagers through regular on-line meetings.

The older members of the congregation have been more disadvantaged, particularly those who live alone and/or don't have access to the internet. Our weekly news sheet has been delivered to the homes of a number of such people, some of whom have been able to make use of a DVD or CD of the previous week's service. When allowed, the CAMEO folks have met outdoors and Andy has invited small groups of people into his garden.

One disadvantage of meeting on-line is that it has been difficult to know when people aren't engaging with us. Some new people have been "attending" our services but we suspect that there are others who have drifted away during this time. This was inevitable to some degree but we won't know the extent of the impact of the pandemic until we are all back together again. On a more positive note, most members of the congregation have remained well: we have lost a few older members but no-one has died as a result of contracting COVID.

The Woodley Food Bank, to which our members contribute, was in high demand early in the pandemic before government benefits kicked in. Their food store had to relocate with lockdown and was based for a few months in our church building.

Along with all the other changes, we had to stop our on-site youth groups but Graham has tried to stay in touch with those who previously attended. The Pre-school was closed down initially but has been functioning again since June. Inevitably this has been complicated, with additional cleaning and other precautions becoming necessary in order to try to keep the children and their families as safe as possible.

Another sad loss due to the pandemic was the closure of our cafe. Coincidentally one of the two part-time managers retired at the end of March 2020. The other manager was furloughed initially but, as the months went on, with no sign of being able to reopen, the decision was made to make the role redundant, effective from the end of February 2021. We don't currently have definite plans for how the cafe might function again in the future.

**REPORT OF THE TRUSTEES
for the year ended 31st December 2020 (Continued)****Achievements and Performance (continued)**

It has been difficult to hold business meetings this year, although the trustees have got used to meeting on Zoom. A combined on-line and postal ballot was used to get agreement to carry out the refurbishment of the toilets in the foyer of the church. Sadly, we haven't been able to benefit yet from this up-grade. We held one Zoom members' meeting in September as we were keen to bring to a conclusion discussions on our position on human sexuality. Attendance was good and we were able to reach a majority decision to continue with a traditional Biblical understanding of human sexuality. Some people had hoped for a more inclusive outcome, with the sad result that a number of members have since left. The loss and non-engagement of members has resulted in a significant reduction in donations to the church and we have also suffered due to a lack of bookings for groups using the building. We are aware that we will need to review our finances in the coming year.

Membership 139 (162 at the end of 2019)

Structure and Management

The Church is governed by its Constitution, adopted 16 June 2009. The Church is a member of the Baptist Union of Great Britain and Northern Ireland. It is also a member of the Southern Counties Baptist Association, being a regional association within the Baptist Union.

Members of the Church Leadership Team, as shown in section 1.2, are appointed by secret ballot at a Special Church Members' meeting in accordance with the Church Constitution. They oversee and coordinate the vision and ministry of the church.

The Ministers and designated staff who are members of the Church Leadership Team remain on the Church Leadership Team for the duration of their appointment subject to their good standing within the Church both spiritually and morally.

Elders share with the Ministers in the overall spiritual oversight of the Church and in particular in the roles of pastoral care, teaching and discipleship. They are appointed for an initial three year period, after which re-affirmation is necessary every three years.

Members of the Church Leadership Team, other than the Ministers, Elders and designated staff, are appointed for a period of 3 years after which the person is eligible for a further 3 year period. After two consecutive terms of 3 years they shall normally stand down for a minimum period of one year unless the Church Meeting agrees an extension.

Some ministries of the church are headed up by individual members who aren't themselves part of the Church Leadership Team but are answerable to a designated member of the Church Leadership Team. Regular contact is kept between these individuals and matters of importance are brought to the rest of the Church Leadership Team as necessary.

Church Membership is open to those who profess repentance before God and faith in Jesus Christ as Saviour and Lord; whose lives bear evidence of the presence of the Holy Spirit; and who publicly assent to the Statement of Belief with application for membership being made to a Minister, Church Secretary or Membership Secretary.

Governance

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the Church Leadership Team and the Church Members.

REPORT OF THE TRUSTEES
for the year ended 31st December 2020 (Continued)

Governance (continued)

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Church Members;
- regular consideration by the Church Leadership Team and Church Members of financial results, variances from budgets, and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks.

Leaders have certain delegated responsibility for the smooth running of their ministries but are accountable to the Church Leadership Team and Church Members for all decisions taken. Financially, they can only approve budgeted expenditure up to £250. The Church Leadership Team can approve expenditure up to £2,000, and the Church members must agree any commitment or expenditure above this figure. The limits are reviewed from time to time.

If any conflict of interest arises, the concerned member of the Church Leadership Team declares it and takes no part in the related decision.

Risk Management

The Church Leadership Team has examined the principal areas of the Church's operations and considered what major risks may arise in each of these areas. In the opinion of the Church Leadership Team, the Church has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations. Procedures have been established for reporting failings immediately to Church Leadership Team.

Vision

Our corporate vision is to be:-

A vibrant worshipping community (with a focus on shared Christian worship and the encouragement of personal devotional life).

A community of effective disciples of Jesus (by teaching and applying the message of the Bible to the whole of life throughout all age groups in the Church).

A missionary community, sharing Christ in word and action (by the practical expression of our faith in loving service to others and the sharing of our faith as we have the opportunity).

A loving, welcoming and supportive community (by opening our activities to all, giving appropriate care, acceptance and affirmation within the corporate life of our Church family)

A serving community, where all participate (by helping each person to find their role in relation to their journey of faith and their service to others as Christians in the areas of church, work and home)

Strategy and Activities

When planning the activities for the year the trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance for charities for the advancement of religion. We have sought to achieve our vision as follows:

Worship

Sunday and midweek services, prayer meetings, regular meetings for various age groups, prayer links.

Discipleship

Regular discipleship groups, Bible teaching, Sunday groups for children and young people.

REPORT OF THE TRUSTEES
for the year ended 31st December 2020 (Continued)

Strategy and Activities (continued)**Mission**

Many community groups and activities based in our building and beyond. Regular activities include preschool, toddlers, groups for seniors, Café Piazza, children's and youth clubs and food bank. On a more occasional basis we have been involved in running Christianity Explored and Alpha courses. Involvement with other Christian churches and agencies locally and worldwide.

Belonging

Pastoral care, counselling, visiting, social events, meals.

Serving

Giving opportunities to serve within the church and beyond it, running courses, training, mentoring, identifying and developing gifts and skills. Running and servicing the Church Centre for the benefit of all.

Financial Review

During the 12 months to 31 December 2020 the Church had a total income of £272,261 (2019: £321,344). Offerings and donations together with the Income Tax refunds at £186,645 were slightly down on last year which was expected given a fall in the number of members.

Charitable expenditure was £361,390 (2019: £320,127). Although we were unable to meet for corporate worship in the building, we continued to pay our staff and support our missionaries both at home and abroad. The premises remained open during lockdown the local foodbank used the building in April and May and our Pre-School reopened in June so expenditure has remained at expected levels but income has dropped.

The Church meets its commitments out of current income. We therefore believe that the funds as at 31 December 2020, together with future income, are sufficient to meet future commitments.

Grant Making Policy**Grants from the Pastoral Fund**

The Pastoral Fund exists to help the needy and to emulate the early church in the way it cared for its poorer members. In order that requests for the Pastoral Fund can be responded to rapidly, the Church Leadership Team have delegated decision-making on these requests to the Ministers and Elders. Any grant must be approved by two signatories.

Other Grants

The Church actively supports the wider work of Mission through the setting aside of a significant part of its annual income for the support of individuals and organisations engaged in Mission. Prior to grants being made to individuals, a recommendation must be made by the Candidates Committee which will comprise the Minister or an Elder, Ministry Team Leader for Mission (if the candidate is anticipating working overseas) and at least two others to ensure that any grant will fulfil at least one of the objectives of the Church. The amount given to support mission is agreed annually by Church Members.

Reserves Policy

All assets are held for the work of the Church, and the Church Leadership Team considers the amounts shown in the Balance Sheet to be a fair reflection of their value. At 31 December 2020 unrestricted reserves stood at £1,003,537 (2019: £1,069,360), designated reserves were £11,026 (2019: £45,647) and restricted funds stood at £57,179 (2019: £45,864).

The Church believes in the grace of God to provide for its financial needs as they arise through the giving of its members and others. In principle, the Church believes that monies given should be utilised for the furtherance of the work of the Church as soon as is practical and is consistent with an orderly and responsible stewardship of the funds and the work of the Church. In practice, in the view of the Church Leadership Team, free reserves (after setting aside funds earmarked for specific projects, invested in fixed assets, restricted for particular purposes or long-term loans) should be up to six months normal recurring unrestricted expenditure. At 31 December 2019 the Church had free reserves of approximately three months unrestricted expenditure.

REPORT OF THE TRUSTEES
for the year ended 31st December 2020 (Continued)

Employees

An Annual Performance Review system is in place where all staff have their performance from the previous year reviewed, new objectives set and training needs identified for the forthcoming year. However, due to the Covid pandemic it was not possible for all staff to have their annual reviews; the scheme will be reintroduced once restrictions have been lifted.

Although the staff activities are very broad and wide ranging they do meet, normally on a monthly basis, to share their news, support and pray for one another and discuss issues relating to the church.

Pensions

Woodley Baptist Church contributed towards pension provision for the Minister (via compulsory membership of the Baptist Union Pension Scheme). In addition, Woodley Baptist Church has chosen the Standard Life Stakeholder Pension Scheme to be the designated scheme, and it is made available to all other salaried employees. The scheme is registered with the Occupational Pensions Regulatory Authority and meets all the standards required. Employees have the option of making additional payments into the scheme on a personal basis.

Future Plans

It is very difficult to make plans for 2021, given that large gatherings of people are still restricted, as is congregational singing and socialising before and after services. For a while restrictions did lift and some churches have returned to in-person services but, after polling our members, the trustees felt that the arrangement that we have with on-line services is preferable to meeting in the building while significant restrictions are in place. This decision will be reviewed regularly as church members start to be vaccinated, the infection rate falls and government guidelines are revised.

We've had some discussions about how to use the cafe and also about a possible alternative service to try to reach those who aren't familiar with the way that church is done but are interested in exploring faith together. We are aware that the disruption caused by the pandemic has raised spiritual questions for some people and that others have developed mental health and other problems as a consequence of the times that we've been living through. It would be good to be able to address some of these needs. We also hope that, in due course, it will be possible to re-start activities for the local young people and that our Team Leader for Youth and Children's Work will be able to get back into some of the Woodley schools.

Governing Document

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

This report was approved by the trustees on 13th July 2021 and signed on its behalf by:

A Baker

.....
Rev Andy Baker - Chair of the Trustees

Woodley, Berkshire

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the trustees on my examination of the accounts of Woodley Baptist Church for the year ended 31st December 2020.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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 respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

A P Williams FCCA CTA
A J Carter & Co
Chartered Accountants

22b High Street
Witney
Oxon
OX28 6RB

22nd July 2021

STATEMENT OF FINANCIAL ACTIVITIES
(including an income and expenditure account)
for the year ended 31st December 2020

	Note	General Funds	Designated Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
		£	£	£	£	£
Income from:						
Incoming resources from generated funds:						
Voluntary income						
Offerings and donations including Gift Aid Tax recoverable		176,862	2,773	-	179,635	211,244
Specific giving for mission		-	-	7,010	7,010	3,075
Investment income						
Bank interest received		37	-	16	53	82
Incoming resources from charitable activities:						
Fees for associated organisations		-	3,262	70,557	73,819	76,095
Café Piazza outreach		2,725	-	-	2,725	15,099
Other incoming resources:						
Room lettings		2,697	-	-	2,697	12,545
Miscellaneous		6,322	-	-	6,322	3,004
Total incoming resources		188,643	6,035	77,583	272,261	321,144
Expenditure on:						
Charitable activities:						
Mission	3	44,730	-	7,160	51,890	80,594
Ministry	4	75,686	11,977	-	87,663	80,613
Evangelism	5	37,654	12,124	-	49,778	57,580
Children and youth	6	69,710	14,960	57,158	141,828	131,812
Pastoral gifts		-	1,795	-	1,795	4,826
BU pension scheme deficit revaluation	12	28,436	-	-	28,436	(35,298)
Total expenditure		256,216	40,856	64,318	361,390	320,127
Net income/(expenditure) and net movement in funds for the year		(67,573)	(34,821)	13,265	(89,129)	1,017
Transfer between funds		1,750	200	(1,950)	-	-
Net movement in funds		(65,823)	(34,621)	11,315	(89,129)	1,017
Reconciliation of funds						
Total Funds brought forward		1,069,360	45,647	45,864	1,160,871	1,159,854
Total funds carried forward		£1,003,537	£11,026	£57,179	£1,071,742	£1,160,871

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

The notes on pages 10 to 18 form part of these financial statements

WOODLEY BAPTIST CHURCH

9.

BALANCE SHEET
as at 31st December 2020

	Notes	2020 £	2019 £
Fixed assets			
Tangible assets	8	1,047,752	1,078,001
Total fixed assets		<u>1,047,752</u>	<u>1,078,001</u>
Current assets			
Debtors	9	5,503	6,697
Cash at bank and in hand		<u>147,749</u>	<u>178,971</u>
Total current assets		153,252	185,668
Liabilities			
Creditors falling due within one year	10	<u>16,362</u>	<u>14,992</u>
Net current assets		<u>136,890</u>	<u>170,676</u>
Total assets less current liabilities	17	<u>£1,184,642</u>	<u>£1,248,677</u>
Creditors: falling due after more than 1 year			
Borrowings	11	45,000	45,000
Provisions for liabilities			
Deferred pension scheme liability	12	67,900	42,806
Total net assets		<u>£1,071,742</u>	<u>£1,160,871</u>
The funds of the charity:			
Restricted income funds	15	57,179	45,864
Unrestricted income funds			
General	13	1,003,537	1,069,360
Designated	14	<u>11,026</u>	<u>45,647</u>
Total charity funds		<u>£1,071,742</u>	<u>£1,160,871</u>

These accounts were approved by the trustees and authorised for issue on: 13th July 2021 and are signed on their behalf by:

A Butler

.....

Mr A Butler - Treasurer

J van Es

.....

Mrs J van Es - Acting Church Secretary

The notes on pages 10 to 18 form part of these financial statements

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020

1. Accounting Policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of Preparation

The financial reporting framework that has been applied in the preparation of these financial statements is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and the 2015 Charities Statement of Recommended Practice based thereon, the Charities SORP.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

These financial statements combine the accounts of all funds that are governed by the Church's Constitution. They include the following Associated Organisations of the church: Shout, Toddlers, Youth, Men's Breakfast Afternoon Break, Cameo, Preschool and Gentle Exercise.

All incoming resources are included in the financial statements when the church is legally entitled to the income and the amount can be quantified with reasonable accuracy. All expenditure is accounted for inclusive of VAT, which cannot be recovered, on an accruals basis and has been classified under headings that aggregate all costs related to the category. If costs cannot be allocated to a particular category they will be allocated on a basis consistent with the use of resources.

b) Public Benefit Entity

Woodley Baptist Church meets the definition of a public benefit entity under FRS 102.

c) Going Concern

The Church has cash resources and has no requirement for external funding. The Trustees have a reasonable expectation that the Church has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

d) Offerings and Donations

Offerings and Donations are recognised when received.

e) Income Tax Recovery

Income tax recovered from the Inland Revenue under Gift Aid Declarations is recognised at the time of receipt of relevant gifts, and recovered from the Inland Revenue on a monthly basis.

f) Unrestricted Funds

General unrestricted funds represent funds which are expendable at the discretion of the Members in the furtherance of the objects of the Church. Such funds may be held in order to finance both working capital and capital investment. They include designated funds set aside by the members for specific purposes or projects.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

g) **Restricted Funds**

Restricted funds are funds that can only be used for particular purposes within the objectives of the Church. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

h) **Fixed Assets**

The Fixed Assets shown on the Balance Sheet represent purchases since 1 January 1994. Prior to this date Fixed Assets were written off in the year of acquisition. Only equipment with a purchase price per unit in excess of £1,000 is capitalised. The Church Centre premises are valued at their insured value as at March 1999, plus the cost of additions since. The Church Manse (2 Fitzroy Crescent) is shown at cost.

i) **Depreciation**

Fixtures, fittings and equipment are depreciated on a straight line basis over 3 years. The lift is depreciated over its estimated useful life of 15 years. The costs of subsequent additions to the buildings are depreciated over the remaining useful life of the buildings. Following the provisions of Financial Reporting Standard 15, the valued freehold buildings are depreciated on a straight line basis over a period of 50 years. Freehold land is not depreciated. The Church Manse is depreciated over 50 years only to the extent that the cost of the building materially exceeds residual value.

j) **Pension Costs**

The Church contributes to pension provision for the Minister via compulsory membership of the Baptist Union Pension scheme. In addition, it contributes to the personal pension scheme of one employee plus a stakeholder pension facility for eligible staff. Contributions made to pensions schemes are charged as they arise.

2. **Legal Status of the Charity**

Woodley Baptist Church is a registered charity and was formed under a Deed of Trust dated 9th June 2016.

3. **Mission**

	General Funds	Designated Funds	Restricted Funds	2020	2019
	£	£	£	£	£
Baptist Union Home Mission	2,000	-	-	2,000	9,075
B.M.S	1,000	-	-	1,000	4,000
Core support to members involved in mission	36,130	-	560	36,690	53,184
International links	4,000	-	6,450	10,450	9,000
Locally based organisations	1,600	-	150	1,750	3,400
Other support	-	-	-	-	1,935
	<u>£44,730</u>	<u>£-</u>	<u>£7,160</u>	<u>£51,890</u>	<u>£80,594</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

4. Ministry expenses

	General Funds £	Designated Funds £	Restricted Funds £	2020 £	2019 £
Salaries and associated costs	44,857	-	-	44,857	44,337
Church weekend away	-	-	-	-	-
Premises costs	11,656	11,977	-	23,633	14,074
Other costs	9,090	-	-	9,090	12,119
Depreciation	10,083	-	-	10,083	10,083
	<u>75,686</u>	<u>11,977</u>	<u>-</u>	<u>87,663</u>	<u>£80,613</u>

5. Evangelism

	General Funds £	Designated Funds £	Restricted Funds £	2020 £	2019 £
Salaries and associated costs	10,744	-	-	10,744	14,307
Premises costs	8,410	11,977	-	20,387	10,647
Café Piazza food and consumables	1,681	-	-	1,681	10,115
Other costs	6,736	147	-	6,883	12,428
Depreciation	10,083	-	-	10,083	10,083
	<u>37,654</u>	<u>12,124</u>	<u>-</u>	<u>49,778</u>	<u>£57,580</u>

6. Children and youth

	General Funds £	Designated Funds £	Restricted Funds £	2020 £	2019 £
Salaries and associated costs	42,517	-	50,906	93,423	90,630
Premises costs	8,410	11,976	-	20,386	10,647
Preschool costs excluding salaries	-	-	6,252	6,252	6,840
ViBE, The Venue and other costs	1,750	2,984	-	4,734	6,255
Other costs	6,950	-	-	6,950	7,357
Depreciation	10,083	-	-	10,083	10,083
	<u>69,710</u>	<u>14,960</u>	<u>57,158</u>	<u>141,828</u>	<u>£131,812</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

7. Salaries and associated costs

	2020	2019
	£	£
Salaries and wages	83,156	131,066
Social security costs	6,711	7,471
Pension contributions	<u>12,380</u>	<u>15,192</u>
	<u>£102,247</u>	<u>£153,729</u>

The average number of persons employed, both full and part-time, were:

Ministry	2	2
Evangelism	3	3
Children and youth	<u>3</u>	<u>6</u>
	<u>8</u>	<u>11</u>

Employment costs include related party transactions with Church Leadership members and their families. See note 18.

No employees had emoluments in excess of £60,000 (2019: Nil).

8. Tangible fixed assets

	Freehold Land & Buildings £	Lift £	Fixtures, Fittings & Equipment £	Total £
Cost:				
As at 1 January 2020	1,577,215	34,288	72,515	1,684,018
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 December 2020	<u>1,577,215</u>	<u>34,288</u>	<u>72,515</u>	<u>1,684,018</u>
Depreciation:				
As at 1 January 2020	503,783	29,719	72,515	606,017
Charge for year	27,963	2,286	-	30,249
On disposals	-	-	-	-
As at 31 December 2020	<u>531,746</u>	<u>32,005</u>	<u>72,515</u>	<u>636,266</u>
Net book value:				
As at 31 December 2020	<u>£1,045,469</u>	<u>£2,283</u>	<u>£-</u>	<u>£1,047,752</u>
As at 31 December 2019	<u>£1,073,432</u>	<u>£4,569</u>	<u>£-</u>	<u>£1,078,001</u>

The Church is the beneficial owner (subject to the restrictions contained in the relevant trusts) of the following assets, the legal title to which is held by the Church's custodian trustee, the Baptist Union Corporation Ltd:

- Church Centre (excluding land) premises at Hurricane Way, Woodley - valued at Sun Alliance Insurance valuation dated March 1999 plus cost of additions since that valuation.
- Church Manse at 2 Fitzroy Crescent, Woodley shown at cost.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

9. Debtors

	2020	2019
	£	£
Prepayments and sundry debtors	2,992	1,932
Gift Aid tax recoverable	2,511	4,765
	<u>£5,503</u>	<u>£6,697</u>

10. Creditors: amounts falling due within one year

	2020	2019
	£	£
Taxation and social security	1,620	1,595
Accruals and sundry creditors	14,742	13,397
	<u>£16,362</u>	<u>£14,992</u>

11. Loan repayments falling due after more than one year

	2020	2019
	£	£
Repayable after 5 years		
Baptist Union Strategy Fund	45,000	45,000
	<u>£45,000</u>	<u>£45,000</u>

The Baptist Union Strategy Fund loan of £45,000 is interest free and repayable only if the Church ceases to be a member of the Baptist Union of Great Britain and/or the local Baptist Association, or if the premises at Hurricane Way are sold.

12. Provisions for liabilities - defined benefit pension scheme liability

	2020	2019
	£	£
Balance at 1 January 2020	42,806	82,559
Deficiency contributions paid	(3,342)	(4,455)
Revaluation of pension scheme deficit	28,436	(35,298)
Balance at 31 December 2020	<u>£67,900</u>	<u>£42,806</u>

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

13. Analysis of net assets between funds

	Tangible Fixed Assets £	Current Assets £	Current Liabilities £	Amounts due after one year £	Total £
General Funds					
Church building net book value	838,915	-	-	-	838,915
2 Fitzroy Crescent	206,553	-	-	-	206,553
Lift net book value	2,284	-	-	-	2,284
Fixtures, fittings & equipment	-	-	-	-	-
Loans falling due in over one year	-	-	-	(45,000)	(45,000)
Provisions for liabilities	-	-	-	(67,900)	(67,900)
Funds available for general purposes	-	85,047	(16,362)	-	68,685
Total General Funds	1,047,752	85,047	(16,362)	(112,900)	1,003,537
Total Designated Funds (see Note 14)	-	11,026	-	-	11,026
Restricted Funds					
Preschool	-	57,179	-	-	57,179
Gifts for specific causes	-	-	-	-	-
Total Restricted Funds (see Note 15)	-	57,179	-	-	57,179
	£1,047,752	£153,252	£(16,362)	£(112,900)	£1,071,742

14. Designated funds

	Balance 1.1.2020 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2020 £
Associated Organisations:					
Toddlers	249	964	(909)	-	304
Shout	460	1,111	(1,049)	-	522
Cameo	1,351	1,014	(1,026)	-	1,339
Men's Breakfast	52	99	(143)	-	8
Gentle Exercise	431	124	(4)	-	551
Capital Projects Fund	33,207	2,723	(35,930)	-	-
Pastoral Fund	9,897	-	(1,795)	200	8,302
Total	£45,647	£6,035	£(40,856)	£200	£11,026

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

15. Restricted funds

	Balance 1.1.2020 £	Incoming resources £	Resources expended £	Transfers £	Funds 31.12.2020 £
Associated Organisations:					
Preschool	45,864	70,573	(57,158)	(2,100)	57,179
Gifts for specific causes	-	7,010	(7,160)	150	-
Total	£45,864	£77,583	£(64,318)	£(1,950)	£57,179

16. Pension provision for the Minister

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

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

The BPS 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 BPS's assets and liabilities to specific employers and means that contributions are accounted for as if the BPS were a defined contribution scheme. The pension costs charged to the Statement of Financial Activities in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister is eligible to join the scheme.

From January 2012, pension provision for the Minister is being made through the Defined Contribution (DC) Plan within the BPS. As a member, the minister pays 8% and the church pays 6% of the minister's pensionable income into an individual pension account, which is operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the Church 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 BPS members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc.

The charge to the Statement of Financial Activities in respect of the DC plan for the Minister was £3,086.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the BPS. 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.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

16. Pension provision for the Minister (continued)

The BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925 and was closed to future accrual of defined benefits on 31 December 2011.

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

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

The key assumptions underlying the valuation were as follows:

	%pa
RPI Price inflation	3.20
CPI price inflation	2.70
Minimum Pensionable income increases	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 scheme is due to take place not later than 31 December 2022.

In addition to the contributions to the DC plan set out above, where a valuation of the DB plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from the 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.

17. Pensions (excluding the minister)

The church contributes to a Stakeholder pension scheme for all eligible staff. Pension contributions of £3,112 were paid in the year, plus administration fees of £1,200.

The church contributes to the personal pension scheme of one employee. Payments of £3,744 were made in the year.

NOTES TO THE ACCOUNTS
for the year ended 31st December 2020 (continued)

18. Trustee Remuneration, benefits and other transactions with Trustees

Rev Andy Baker is the Church's Minister and Chair of the Trustees. During 2020 he received a salary of £32,403 in his capacity as Minister of the Church. In addition, pension contributions of £3,865 in respect of a defined contribution pension scheme were paid.

Graham Sumbler is the Church's Youth and Children's Team Leader. During 2020 he received a salary of £31,202 in his capacity as Youth and Children's Team Leader. In addition, pension contributions of £1,957 in respect of a defined contribution pension scheme were paid.

The Trustees and members of their close family gave a total of £36,670 to the Church during the year ended 31 December 2020. This sum is included within unrestricted offerings and donations.