

WOODLEY BAPTIST CHURCH

Accounts – 31st December 2020

WOODLEY BAPTIST CHURCH

Charity number: 1133010

Accounts –31st December 2020

INDEX

- 1-6. Report of the Trustees and General Information
- 7. Independent Examiner's Report to the Trustees
- 8. Statement of Financial Activities
- 9. Balance Sheet
- 10 - 18. Notes to the Accounts

**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 Sumbler
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

J van Es

.....
Mr A Butler - Treasurer

.....
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	12,380	15,192
	<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	3	6
	<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	<u>1,047,752</u>	<u>85,047</u>	<u>(16,362)</u>	<u>(112,900)</u>	<u>1,003,537</u>
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)	<u>-</u>	<u>57,179</u>	<u>-</u>	<u>-</u>	<u>57,179</u>
	<u>£1,047,752</u>	<u>£153,252</u>	<u>£(16,362)</u>	<u>£(112,900)</u>	<u>£1,071,742</u>

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	<u>£45,647</u>	<u>£6,035</u>	<u>£(40,856)</u>	<u>£200</u>	<u>£11,026</u>

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 Sumblar 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.