SLOUGH BAPTIST CHURCH

England & Wales · Charity number 1133760

Details

Status	Registered
Legal form	Previously excepted
Registered	2010-01-26
Register	View on the Charity Commission register

Contact

Address	Slough Baptist Church Church Office Windsor Road Slough SL1 2EJ
Phone	01753 523058
Email	office@sloughbaptistchurch.org.uk
Website	www.sloughbaptistchurch.org.uk

Activities

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

Activities: RELIGIOUS ACTIVITIES

Classification

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

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Geography

- **Area of benefit:** UNITED KINGDOM AND/OR OTHER PARTS OF THE WORLD
- Bulgaria
- Nepal
- Tajikistan
- Uganda
- Venezuela
- Slough
- Windsor And Maidenhead

Finances

Period end	Income	Expenditure	Assets	Employees
2024-09-30	£252,885	£325,259	-	-
2023-09-30	£350,138	£290,882	-	-
2022-09-30	£259,738	£273,520	-	-
2021-09-30	£245,699	£270,860	-	-
2020-09-30	£279,208	£294,672	-	-

Trustees

Name	Role	Appointed
JANE JONES		2017-01-01
Jonathan Tettelaar		2023-01-01
MATTHEW WARREN		2017-01-01
Olufunmilayo Ogundijo		2026-01-01
Oyinade Ogunsanya		2025-01-01
Rev DAVID HOWELL		2021-07-01
Rev Keith Wilson		2022-09-01
TONY TARRANT MBE		2017-05-01
WILLIAM JOHN SHEPHERD		

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SLOUGH BAPTIST CHURCH

England & Wales - Charity number 1133760

Accounts



Trustees' Report & Annual Accounts
for the year 1 October 2023 to 30 September 2024

CONTENTS

The Purpose of this Document

This document describes the activities and financial affairs of the church for the year.

It is intended to include all the information that the Charity Commission recommends be reported annually.

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REFERENCE AND ADMINISTRATIVE INFORMATION

Aims

The principal aim of Slough Baptist Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and other charitable purposes in the United Kingdom and / or other parts of the world. It is affiliated to the Baptist Union of Great Britain and is also a member of the Evangelical Alliance.

Charity Status

The charity was registered at the Charity Commission on 26 January 2010 with the charity registration number 1133760. Address & contact details:

34 Windsor Road
Slough
Berkshire, SL1 2EJ

http://www.sloughbaptistchurch.org.uk
01753 523058
mail to: office@sloughbaptistchurch.org.uk

Trustees

Mrs D Ayoma (until December 2023) Ms A Callum Mr D Curley (until June 2024) Mr J Edwins (until December 2024) Mrs E Fraser (until March 2025) Rev D Howell Mrs J Jones Ms L Longman (until December 2024) Mrs O Ogunsanya (from January 2025)	Mr M Ngwenya Mr J Shepherd Mr A Tarrant MBE Miss C Taylor (until December 2023) Mr M Taylor (until September 2024) Mr J Tettelaar Mr M Warren Mr J Wesley (from July 2024 to March 2025) Rev K Wilson

Custodian Trustee

Baptist Union Corporation Ltd
Baptist House, PO Box 44
129 Broadway, Didcot
Oxfordshire, OX11 8RT

Bankers

Lloyds Bank
High St,
Slough
Berkshire, SL1 1DH

Independent Examiner

Sarah Crispin A.C.A.
Stewardship
1 Lamb's Passage
London, EC1Y 8AB

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

The trustees are pleased to present their report together with the financial statements of the Church for the year ended 30th September 2024.

Structure, Governance and Management

The governing document is an Individual Deed of Trust dated 1896, supported by a Constitution adopted on 22 April 2009 and revised 10 April 2022.

The Church is a registered charity. The Church Members' Meeting is the governing body of the church, which appoints ministers, elders, deacons and church officers. The ministers, elders, deacons and officers form the Church Council and act as managing Trustees. The church's buildings are held by the Baptist Union Corporation as custodian trustees.

Objectives and Activities

Objectives

The mission we have for ourselves is unchanged:

> "*We aim to give glory to God*
> *by offering a Welcome for the whole world,*
> *being a Witness to the whole world,*
> *enabling Worship from the whole world.*"

Sometimes, a grand statement like this is easy to say but how do we actually do it? At Slough Baptist Church, we aim to offer a **welcome** to the whole world. We know we cannot welcome all eight billion people! But, just as Jesus positively welcomed anyone, whatever their race or background, we too want to be known as a welcoming people.

We also aim to be a **witness** to the whole world. We see our responsibility to be both a local and international witness. In Slough, we have a unique privilege of having the world on our doorstep. A survey of attendees indicates that at Sunday morning worship people from over 40 different nations can be present.

We also desire to give glory to God by offering **worship** from the whole world. This means recognising and using the rich diversity of races, ages and experiences of the fellowship in deepening our worship of God.

Activities

The church programme includes Sunday Services, Sunday Club (for those under 15), home groups, prayer meetings, Friday Families (parent & toddler group), Guides, Brownies, Rainbows, youth activities, groups to explain the Christian faith, evangelism, social events, fund-raising events, educational and holiday activities for school children, and more.

Public Benefit

In planning the activities of the charity, we have considered the guidance on public benefit issued by the Charity Commission, including the specific guidance to charities for the advancement of religion.

Priorities for the Future

At the 2024 AGM, a new vision for the next five years was adopted by the membership.

Our Vision is to be a church that shares the love and power of Jesus to transform Slough and beyond.

To achieve this, we will adopt policies and practices that are aligned with our core values, being:

- Bible based
- Faithful
- Worshipping
- Encouraging
- Caring
- Collaborating
- Outward looking
- Welcoming

In 2025 the trustees will have a particular focus on the following areas:

i) Multicultural church – this will build on previous training held in 2024 and will include a trustees' away day, reflection and practical outcomes
ii) Discipleship – the trustees will oversee a process that seeks to engage the differing gifts and abilities of our church attendees. This will involve training and offering appropriate opportunities to serve.
iii) Staffing – the notified departure of our Pastoral Care Pastor in February 2025 presents an opportunity for trustees to review the current ministers of Slough Baptist Church and any resulting staffing requirements.

Achievements and Performance

Welcome

We have a dedicated team of volunteers that stand at the front door of the church to welcome regular, occasional and visiting worshippers to the Sunday morning service. On the first Sunday of each month, we hold a fellowship bring-and-share lunch to allow members of the congregation to get to know different people.

The number of members has remained steady over the last five years and currently stands at 116. Following the return to in-person services after Covid, we have welcomed a new cohort of members, whilst at the same time, a similar number of long-time members moved on to pastures new.

Our Members' Meetings are now generally held in hybrid format, with members present in the church building, but also able to join the meeting and contribute via Zoom. This allows greater involvement of senior members and those with younger children. Our attendance at Members' Meetings is now consistently above 50%.

Our Sunday morning services are livestreamed on YouTube, allowing greater access to participate for members of our fellowship that have restricted mobility, sickness or who are extremely clinically vulnerable.

Witness

As a Church we endeavour to spread the Good News of Jesus in a wide variety of ways.

We employ two full time ministerial staff, a **Lead Pastor** and a **Pastoral Care Pastor**, to oversee a range of existing activities and to support members in setting new mission activities.

Our witness within the community of Slough includes a 'live nativity' in the town centre prior to Christmas, a summer holiday club for 5–11-year-old children, and an Easter activities day that is open to people of all faiths and none.

Our **Friday Families** group for parents and toddlers meets each Friday morning during term time. This provides a meeting point for an ever-changing group of people drawn from the community around us, as some toddlers go off to nursery school and other babies are born and join in. **Church Open** on Wednesdays during term time offers a welcoming space, refreshments, board games and friendly conversation for anybody in the town to drop in.

The church hosts a local schools worker, who is employed by **Christian Connections in Schools**, and who meets with young people in the schools of Slough, Windsor and Maidenhead.

Together with many other churches our financial support to the **Baptist Home Mission** helps smaller churches, plants new churches and supports educational, commercial and hospital chaplaincies.

We have two church members involved in medium-term mission work in Uganda and France, and also a third member on a mission trip to Nepal. The church is supporting this and expects to continue to do so in the next few years. We have continued our links with **Varna Baptist Church** in Bulgaria and **Smile Charity Uganda.**

We also continue to sponsor a child through **Compassion**, and to provide financial support to **BMS World Mission** and **Christian Connections in Schools**.

Worship

Services

Attendance at our Sunday morning service continued to grow during the reporting period, reaching an average of 170 in the second half of the year. The downstairs section of the church is mostly full on most Sundays, and the upstairs section is becoming increasingly busy.

On Sunday evenings, we hold **Discover** sessions, which are attended by about 20 people each week. This is an interactive worship event, where participants can ask questions and share their understanding of the Bible with one another. This session is particularly popular with young adults in their 20s and 30s. The session leadership also comes from this age group.

Prayer

Prayer is the foundation to all we do and we have many opportunities to pray. We encourage prayer in our worship services and in Home Groups but we also have additional occasions for prayer, including prayer days, weekly online prayer meetings on Tuesday lunchtimes and Church Prayers each month on Saturday mornings.

Home Groups

Home Groups are important, providing close fellowship, prayer and wide-ranging Bible study. We have six groups meeting regularly at present either in-person or using the church zoom account. Their main goals are to support members in fellowship, to pray together and to learn together.

Families, Youth & Children

Regular weekly activities at the church include five age-appropriate Sunday morning groups, the youth home group, Y@S (14 to 18-year-olds), Guides, Rangers, Brownies and Rainbows. We maintain close links with the Boys' Brigade that meets at St. Andrew's Methodist Church, providing leaders for some of the groups. The Boys' Brigade and Girl Guides join the congregation for Parade Services four times each year.

We have continued to host a variety of annual events, such as Easter Explored, a summer Holiday Club, a late autumn Light Party, and the 'Christmas Unwrapped' and 'Easter Cracked' primary school presentations by Christian Connections in Schools, We continue our regular work with mission to children, young people and families through a variety of activities including the Y@S weekend away, Satellites Summer Camp, weekly Sunday Club groups, events with local Christian young people, our nativity service and other all-age services

Financial Review

Total income in the year ended 30 September 2024 was lower than 2023 by £97,000. The main reason for this reduction in income was that no bequests were received in 2024 compared with £82,000 received in 2023. In 2023 there was also an additional special Winter Appeal which raised £19,000.

Total expenditure was higher in 2024 than the previous year by £34,000, due mainly to an increase of £32,000 in church repair costs to address an extensive dry rot issue.

No cost reductions were identified due to the higher expenditure in 2024, due to sufficient financial reserves available to absorb the cost of the increased expenditure.

Investment Policy

Generally, no investments are held, other than a £24,000 Baptist Union Loan Fund deposit. Any unrestricted donations received are used within a calendar year of being received, for church expenses or for church projects or given to others as described in the grants policy. However, any large donations over £10,000 are notified to the Church Members' Meeting, which may authorise sums to be invested with the Baptist Union Loan Corporation until a suitable project is identified.

Reserves Policy

Reserves are needed to manage any cash flow delays where income arrives later than expenditure. Cash in the bank at any one time is normally sufficient to cover such delays. However, if necessary, the treasurer is authorised to accumulate a sum equivalent to between one and four months of expenditure as reserves.

Running costs for the church are met from the unrestricted General Fund and the Church Fund, which is a restricted fund for church running costs. The trustees have determined that the charity should aim to hold total net current assets in those combined funds of no less than £20,000 (which equates to about one month of budgeted running costs) so that the charity could continue to operate should income and / or expenditure vary adversely.

At the year end, the reserves in those funds, excluding bequests of £82,000, were estimated at £80,000, which is the equivalent to slightly over four months' budgeted running costs. These reserves are expected to fall in the next financial year unless income from regular giving increases.

Grants Policy

As Slough Baptist Church we will give money away in accordance with these principles:

1. We give a fixed proportion of our general fund income by tithe to projects outside the fellowship. The amount is agreed at the Annual General Meeting. For 2024, the proportion was 10%. For 2023, the proportion was 20% until the end of April 2023 and 10% from the start of May 2023.
2. In addition to this, we encourage people in our fellowship to give to various charitable organisations both directly and through our Mission Fund.
3. Grants can be made locally, nationally and internationally.
4. Grants may be to individuals or organisations.
5. Grants must be in line with the purpose statement of the church. This is, "*As Slough Baptist Church we aim to give glory to God by offering a Welcome to the whole world, by Witnessing to the whole world and by bringing Worship from the whole world.*" All grants are to aid in the propagation of the Christian faith, either directly (e.g. grants to missionary societies), or indirectly (e.g. grants given in the name of the church for the improvement of the spiritual, physical, emotional or educational welfare of those in need).
6. Grants may be made to individuals linked to the fellowship from the Persons in Need (PIN) fund. These grants are administered confidentially by a panel appointed by the Church Members' Meeting. All PIN grants will be below £1,000 for any one person in any one year.
7. The Annual General Meeting for Members authorises an annual budget for grants, and the Church Council appoints committees to decide how the budget for grants is to be allocated. A report of expenditure is given at each quarterly Church Members' Meeting and in the Annual Report and Accounts.

Risk Management

The church council has appointed people to manage the following specific areas of risk:

- Security and fire safety
- Health and safety
- Finance and legislation
- Safeguarding

Policies and procedures are reviewed regularly and are published on the church website.

Statement of Trustees' Responsibilities

The Charities Act 2011 requires the trustees to prepare a statement of accounts for each financial year, which comply with the regulations made under that act.

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Charity law in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

1. select suitable accounting policies and apply them consistently,
2. observe the methods and principles in the Charities SORP,
3. make judgements and estimates that are reasonable and prudent,
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This report was approved by the trustees and signed on their behalf by Jonathan Tettelaar (Treasurer)

Jonathan Tettelaar
Jonathan Tettelaar (May 28, 2025 22:09 GMT+1)

May 28, 2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SLOUGH BAPTIST CHURCH

I report to the charity trustees on my examination of the accounts of the Slough Baptist Church (the Trust) for the year ended 30 September 2024 on pages 11 to 21 following, which have been prepared on the basis of the accounting policies set out on pages 13 to 14.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust'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 Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 Trust 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 in order to enable a proper understanding of the accounts to be reached.

Sarah Crispin
Sarah Crispin (Jun 9, 2025 16:18 GMT+1)

Date: Jun 9, 2025

Sarah Crispin ACA

Institute of Chartered Accountants in England and Wales

Stewardship

1 Lamb's Passage
London
EC1Y 8AB

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2024

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	-- Unrestricted Funds -- General	Designated	-- Restricted Funds -- Endowment	Income	Total funds 2024 £	Total funds 2023 £
INCOME AND ENDOWMENTS FROM:							
Donations and legacies	2	200,269			39,443	239,712	337,474
Investments		2,894				2,894	1,687
Charitable activities	3				373	373	396
Other income and endowments	4	9,907				9,907	10,581
Total income and endowments		213,070	-	-	39,816	252,885	350,138
EXPENDITURE ON							
Charitable activities	5	190,277	25,179	30,914	75,119	321,489	290,882
Other	6				3,770	3,770	-
Total expenditure		190,277	25,179	30,914	78,889	325,259	290,882
Net income/(expenditure)		22,793	(25,179)	(30,914)	(39,074)	(72,374)	59,256
Transfers between funds		(22,323)	21,307		1,016	-	-
Net movement in funds		470	(3,872)	(30,914)	(38,058)	(72,374)	59,256
Reconciliation of funds							
Total funds brought forward		101,545	5,955	736,914	153,307	997,721	938,465
Total funds carried forward		102,015	2,083	706,000	115,249	925,347	997,721

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing operations.
Movements on reserves and all recognised gains and losses are shown above.
The notes on pages 13 to 21 form part of these accounts.
An analysis of the SOFA including comparative amounts for each type of fund is included in Note 17.

BALANCE SHEET

AS AT 30 SEPTEMBER 2024

	Note		2024 £		2023 £
FIXED ASSETS					
Tangible assets	10		727,597		763,337
CURRENT ASSETS					
Debtors and prepayments	11	19,804		18,646	
Investments	12	24,864		24,270	
Bank and cash balances		157,997		196,766	
		202,665		239,682	
CURRENT LIABILITIES					
Amounts falling due within one year	13	4,915		5,299	
NET CURRENT ASSETS			197,750		234,383
TOTAL NET ASSETS			925,347		997,720
FUND BALANCES					
Restricted funds	14				
Endowment funds		706,000		736,914	
Income funds		115,249		153,307	
			821,249		890,221
Unrestricted funds	15				
Designated funds		2,083		5,955	
General funds		102,015		101,545	
			104,098		107,500
TOTAL FUND BALANCES			925,347		997,721

The notes on pages 13 to 21 form part of these accounts.
An analysis of the net assets by type of fund is included in Note 16.

Approval
This report was approved by the trustees and signed on their behalf by Jonathan Tettelaar (Treasurer)

Jonathan Tettelaar
Jonathan Tettelaar (May 28, 2025 22:09 GMT+1)

May 28, 2025

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

These financial statements have been prepared on a going concern basis, under the historical cost convention. Based on the adequacy of the charity's reserves as at the balance sheet date, along with their knowledge of the charity's ability to meet bills, payments and other liabilities as they fall due, the trustees have a reasonable expectation that the charity has sufficient resources to continue in operational existence for the foreseeable future.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102") and with the Charities Act 2011. THe charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') require charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005', but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed necessary for these financial statements to give a 'true and fair view'.

The charity has taken advantage of the exemption conferred by the SORP (FRS 102) from the requirement to produce a cash flow statement on the grounds of its size.

The following are the accounting policies which have been applied in dealing with material items:

(a) Donated and grant income

Voluntary income received by way of donations and gifts is included in full in the Statement of Financial Activities when received, including gifts in kind that are capable of valuation.

Donations under Gift Aid, together with the tax recoverable thereon, are accounted for when received. Provision is made for unclaimed tax at the year-end. For legacies, entitlement is the earlier of the church being notified of an impending distribution or the legacy being received.

The church has relied significantly on volunteers in carrying out its activities during the year. However, in accordance with the SORP, the value of these services has not been recognised as income as they cannot be reliably measured.

(b) Expenditure

Items of expenditure are charged in the accounts in the period in which they are incurred. These are allocated to the following headings and include attributable VAT which cannot be recovered:

-Charitable activities comprises all expenditure that directly related to the objects of the church.

-Costs of generating funds are those costs incurred in fundraising activities.

-Grants payable are taken into account at the earlier of the date when they are paid or the date when they become constructive obligations

-Governance costs include those incurred in the governance of its assets and are primarily associated with constitutional and statutory requirements.

Transfers between funds are made by the trustees as appropriate.

(c) Fund structure

Expenditure which meets certain criteria is identified to the relevant fund.

General unrestricted funds represent donations and other income received or generated for the objects of the Church without further specified purpose and are available as general funds.

The following funds are classed as *General*:

The *General Fund* - for church running costs and allocation to designated funds

Designated unrestricted funds are those which have been allocated by the Trustees for identifiable future expenditure.

The following funds are classed as *Designated*:

The *Tithe Fund* - for planned giving, budgeted annually as a proportion of income

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

Restricted funds are to be used for specified purposes as laid down by the donor.

The following funds are classed as *Restricted*:

The *Building Fund* - for building projects

The *Mission Funds* - various funds for handling donations for mission purposes

The *Church Fund* - for Slough Baptist Church running costs

The *Cause for the Month Fund* - for gifts to causes promoted in a specific month

The Y@S *Fund* - for church youth activities

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

The *Friday Families* Fund - for activities at the mothers' and toddlers' meetings held in church on Fridays

The *Community Cafe Fund* - for activities of the church related to the Open Church events

The *Ladies' Recharge Fund* - for activities of the church related to Ladies' Recharge events

Endowment funds are to be held as capital.

The *Property Endowment Fund* holds all the properties owned by the church.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(d) Tangible fixed assets and depreciation

Tangible assets are included in the balance sheet at cost or at market value at the date of the gift.

Depreciation on fixed assets is provided at rates considered appropriate to reduce book values to estimated residual values over the useful lives of the assets concerned:

Buildings	- Straight line over 50 years
Building improvements	- Straight line over 20 to 50 years
Computer equipment	- Straight line over 3 years
Other equipment	- Straight line over 5 to 20 years

Assets in the course of construction are not depreciated until they are completed.

Depreciation commences in the quarter following acquisition or capitalisation.

Small items of equipment (valued at £1,000 or less) are written off on purchase.

Freehold land is not depreciated.

(e) Financial instruments

The Charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined in FRS 102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive).

(f) Pensions

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

The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011. Prior to this date the main benefit provided through the defined Benefit (DB) Plan was a 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.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members if they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva Limited. Furthermore, members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

In October 2024, the insurance company Just Group completed a buy out of the liabilities of the closed defined benefit scheme. From that date any remaining liability of the participating scheme members to defined benefit scheme ceased and the £1 per month deficit contributions payable by the participating employers which were agreed in the recovery plan approved in August 2022 also ceased from that date. Administration of the closed defined benefit scheme transferred from the pension trustees to Just Group from that date.

The Minister and some members of the church staff are eligible to join the Scheme.

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The present value of the agreed deficit contributions were immaterial at the beginning of the financial year and were fully extinguished once buy out was completed by Just Group in October 2024.

(g) Taxation

The charity has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

NOTES TO THE FINANCIAL STATEMENTS

2. Donations and Legacies

	Total 2024 £	Total 2023 £
Gift Aided direct donations	197,097	194,060
Bequests	-	82,886
Other donations	42,615	60,528
	239,712	337,474

3. Incoming resources from charitable activities

	Total 2024 £	Total 2023 £
Friday Families group	373	396
		-
	373	396

4. Other incoming resources

	Total 2024 £	Total 2023 £
Gifts for use of premises	9,600	9,600
Sundry receipts	307	981
	9,907	10,581

Gifts for use of premises included £9,600 (FY23 £9,600) received from the tenant of No 34 Windsor Road, a property owned by the Charity. The Trustees note that this is a related party transaction as the tenant, Jon Edwins, is a Trustee. The other Trustees have discussed the matter and agree that any conflicts can be adequately managed and that it is in the best interests of Slough Baptist Church that Jon and his family remain tenants of No.34. In the interests of transparency, the Trustees have self-reported the potential conflict to the Charity Commission and have received agreement on this approach.

5. Expenditure on charitable activities

	Total 2024 £	Total 2023 £
Costs incurred directly on specific activities		
Ministry staff salaries and expenses	99,786	87,726
Telephone and utilities	14,524	15,469
Facilities and IT costs	56,692	24,157
Depreciation of tangible fixed assets	35,740	36,945
Miscellaneous expenses	9,000	9,473
Grants payable (note 7)	28,811	47,086
	244,553	220,856
Costs incurred on support and administration		
Governance costs (note 8)	2,000	1,980
Support staff costs and training	64,468	58,184
Printing, postage and stationery	1,880	1,802
Insurance	5,657	5,526
Bank charges	878	710
Other support and administration costs	2,053	1,824
	76,936	70,026
Total expenditure on charitable activities	321,489	290,882

6 Other Expenditure

	Total 2024 £	Total 2023 £
Advisory fees relating to the Building Fund	3,770	-

NOTES TO THE FINANCIAL STATEMENTS

7. Grants payable

	Total 2024 £	Total 2023 £
Christian Connections in Schools	11,655	11,411
Smile Uganda	5,354	3,960
Bulgarian Support Fund	4,164	3,960
WEC	3,123	-
People In Need Fund gifts	1,454	1,319
Baptist Missionary Society	1,235	6,435
Home Mission Fund	1,210	5,820
Compassion	352	680
Tearfund	264	1,165
Frontiers	-	3,960
London City Mission	-	3,720
Slough Foodbank	-	1,025
Bible Society	-	900
Christian Solidarity Worldwide	-	900
Operation Mobilisation	-	900
WATSAN	-	900
Others	-	31
	28,811	47,086

No grants to individuals were given to any trustees.

8. Governance Costs

	Total 2024 £	Total 2023 £
Independent examination fees	2,000	1,980

Fees payable to Stewardship, other than for the independent examination, for payroll bureau services, totalled £810 (2023: £745, including consultation fees).

NOTES TO THE FINANCIAL STATEMENTS

9. Employee and Related Party Information

2024	Ministry Staff	Support Staff	Total 2024
	£	£	£
Wages and salaries	69,153	49,048	118,201
Social security costs	4,059	2,484	6,542
Pension costs	19,910	12,792	32,702
	93,122	64,324	157,445
Reimbursed expenses	6,459	69	6,528
Training costs	205	75	280
Total staff costs	99,786	64,468	164,253

Prior Year (2023)	Ministry Staff	Support Staff	Total 2023
	£	£	£
Wages and salaries	63,960	44,910	108,870
Social security costs	2,300	1,550	3,850
Pension costs	18,387	11,712	30,099
	84,647	58,172	142,819
Reimbursed expenses	2,809	-	2,809
Training costs	270	12	282
Total staff costs	87,726	58,184	145,910

The average number of staff during the year was as follows:

	2024	2023
Full time	3	3
Part time	1	1
	4	4

There were no employees with emoluments above £60,000.
Most of the charity's activities are carried out by volunteers.
Ministry staff, Keith Wilson and Elsie Fraser, in their roles as Ministry staff and not as trustees, received combined salaries of £69,153, pension contributions of £19,910, and expense reimbursements of £6,459 during the year to 30 September 2024, as permitted by the governing document.
The aggregate amount of donations from individuals who were trustees at any time during the financial year or from their related parties, was £61,302 (2023: £64,944).

NOTES TO THE FINANCIAL STATEMENTS

10. Tangible Fixed Assets

	Freehold Properties	Computer Equipment	Other Equipment	Total
	£	£	£	£
Valuation, 1 October 2023	1,538,774	21,359	145,684	1,705,817
Additions during the year				-
Disposals during the year				-
Valuation, 30 September 2024	1,538,774	21,359	145,684	1,705,817
Accum. depreciation, 1 Oct. 2023	801,860	19,439	121,181	942,480
Charge for the year	30,914	1,045	3,781	35,740
Depreciation on disposals				-
Accum. depreciation, 30 Sep. 2024	832,774	20,484	124,962	978,220
Net book value, 30 September 2024	706,000	875	20,722	727,597
Net book value, 1 October 2023	736,914	1,920	24,503	763,337

The insurance reinstatement values of church properties in 1997 were:

Church building	1,087,000	
Manse	120,000	
34 Windsor Road	75,000	
		1,282,000
Additions since 1996:		256,774
		1,538,774

All properties are held in an Endowment Fund, to reflect the fact that the sales proceeds are to be spent on capital expenditure only.
The disposals recorded during the year are the result of a review carried out to identify fixed assets which are no longer in use.

11. Debtors and prepayments

	Total 2024	Total 2023
	£	£
Income tax recoverable (gift aid)	18,906	17,333
Prepayments	429	568
Other receivables	468	745
	19,804	18,646

12. Investments

	Total 2024	Total 2023
	£	£
Baptist Union Loan Fund	24,864	24,270

13. Creditors: amounts falling due within one year

	Total 2024	Total 2023
	£	£
Independent examination fees accrued	2,000	1,920
Mission and tithe payments due to be passed on	1,906	960
Rent received in advance	400	400
Accrued gas and electricity costs	117	1,023
Accrued repair and maintenance costs	299	693
Other creditors and accruals	193	303
	4,915	5,299

NOTES TO THE FINANCIAL STATEMENTS

14. Restricted Funds

2024

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
Endowment Fund	736,914		(30,914)		706,000
Building Fund	13,314		(3,770)		9,544
Mission Funds	20,932	3,191	(2,178)		21,945
Church Fund	116,836	35,741	(70,863)		81,714
Cause for the Month Fund	552	-	-		552
Friday Families (was Coffee Pot)	318	373	(395)		296
YaS Fund	553		(39)		514
Other restricted	802	510	(1,643)	1,016	685
	890,221	39,816	(109,803)	1,016	821,249

Prior Year (2023)

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
Endowment Fund	767,770		(30,856)		736,914
Building Fund	13,271	43	-		13,314
Mission Funds	20,484	1,202	(754)		20,932
Church Fund	4,625	147,037	(34,826)		116,836
Cause for the Month Fund	552	343	(343)		552
Friday Families (was Coffee Pot)	698	396	(776)		318
YaS Fund	-	1,674	(1,121)		553
Other restricted	836	701	(1,482)	747	802
	808,236	151,396	(70,158)	1,627	890,221

The Endowment Fund holds all the properties owned by the church.
The Mission Funds are used for collecting donations for missionary causes, either specified in advance or allocated as determined later by the church members.
The fund transfer in 2024 was from the General Fund to the PIN Fund.

15. Unrestricted Funds

2024

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
General fund	101,545	213,070	(190,277)	(22,323)	102,015
Designated Funds:					
Tithe Fund	5,955		(25,179)	21,307	2,083
	107,500	213,070	(215,456)	(1,016)	104,098

Prior Year (2023)

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
General fund	110,961	198,742	(176,179)	(31,979)	101,545
Designated Funds:					
Tithe Fund	19,268		(44,545)	31,232	5,955
	130,229	198,742	(220,724)	(747)	107,500

The Tithe Fund receives no donations. A set proportion of the budgeted income of the General Fund is spent on tithe gifts, with the occasional tithe gift coming out of the Mission Fund.
The amount transferred to the Tithe Fund in 2023 was calculated based on 20% of General Fund income to 30th April 2023 and 10% of General Fund income from 1 May 2023.
For the year ended 30 September 2024, the amount transferred from the General to the Tithe Fund was set at 10% of income.

NOTES TO THE FINANCIAL STATEMENTS

16. Analysis of Net Assets between Funds

2024	Tangible fixed assets	Bank balances	Other net current assets	Total
	£	£	£	£
General Funds (unrestricted)	21,597	46,599	33,819	102,015
Tithe Fund (designated)		2,083		2,083
Total Unrestricted	21,597	48,682	33,819	104,098
Restricted Funds:				
Endowment Fund	706,000			706,000
Church Fund		77,778	3,935	81,713
Mission Funds		19,851	2,094	21,945
Cause for the Month Fund		557	(5)	552
Building Fund		9,543		9,543
Friday Families Fund		296		296
YaS Fund		514		514
Other restricted		777	(91)	686
Total Restricted	706,000	109,316	5,933	821,249
Total Funds	727,597	157,998	39,752	925,347

Prior Year (2023)	Tangible fixed assets	Bank balances	Other net current assets	Total
	£	£	£	£
General Funds (unrestricted)	26,423	40,359	34,763	101,545
Tithe Fund (designated)		6,835	(880)	5,955
Total Unrestricted	26,423	47,194	33,883	107,500
Restricted Funds:				
Endowment Fund	736,914			736,914
Church Fund		116,877	(41)	116,836
Mission Funds		17,154	3,778	20,932
Cause for the Month Fund		557	(5)	552
Building Funds		13,314		13,314
Friday Families Fund		318		318
Other restricted		1,352	3	1,355
Total Restricted	736,914	149,572	3,735	890,221
Total Funds	763,337	196,766	37,618	997,721

NOTES TO THE FINANCIAL STATEMENTS

17. Detailed Statement of Financial Activities by Fund Type with Comparatives

STATEMENT OF FINANCIAL ACTIVITIES

	-- Unrestricted Funds --				-- Restricted Funds --				Total	Total
	General		Designated		Endowment		Income			
	£ 2024	£ 2023	£ 2024	£ 2023	£ 2024	£ 2023	£ 2024	£ 2023	£ 2024	£ 2023
Incoming Resources										
Incoming resources from generated funds:										
Voluntary income	200,269	187,416					39,443	150,058	239,712	337,474
Investment income	2,894	1,687							2,894	1,687
Incoming resources from charitable activities							373	396	373	396
Other incoming resources	9,907	9,639					-	942	9,907	10,581
Total Incoming Resources	213,070	198,742	-	-	-	-	39,816	151,396	252,885	350,138
Resources expended										
Cost of generating funds										
Charitable activities	190,277	176,179	25,179	44,545	30,914	30,856	75,119	39,302	321,489	290,882
Other expenditure							3,770	-	3,770	-
Total resources expended	190,277	176,179	25,179	44,545	30,914	30,856	78,889	39,302	325,259	290,882
Net Incoming/(outgoing) resources before transfers between funds	22,793	22,563	(25,179)	(44,545)	(30,914)	(30,856)	(39,074)	112,094	(72,374)	59,256
Transfers										
Gross transfers between funds	(22,323)	(31,979)	21,307	31,232	-	-	1,016	747	-	-
Net Movement of Funds	470	(9,416)	(3,872)	(13,313)	(30,914)	(30,856)	(38,058)	112,841	(72,374)	59,256
Reconciliation of Funds										
Total funds brought forward	101,545	110,961	5,955	19,268	736,914	767,770	153,307	40,466	997,721	938,465
Total funds carried forward	102,015	101,545	2,083	5,955	706,000	736,914	115,249	153,307	925,347	997,721

Slough Baptist Church (AES No : 1133760) Final Accounts 2024 for signing from Stewardship

Final Audit Report 2025-06-09

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SLOUGH BAPTIST CHURCH

England & Wales - Charity number 1133760

Accounts



Trustees' Report & Annual Accounts
for the year 1 October 2022 to 30 September 2023

CONTENTS

The Purpose of this Document

This document describes the activities and financial affairs of the church for the year.

It is intended to include all the information that the Charity Commission recommends be reported annually.

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Reference and Administrative Information	3
Report of the Trustees for the Year Ended 30 Sep 2023	4
Independent Examiner's Report to the Trustees of Slough Baptist Church	11
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REFERENCE AND ADMINISTRATIVE INFORMATION

Aims

The principal aim of Slough Baptist Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and other charitable purposes in the United Kingdom and / or other parts of the world. It is affiliated to the Baptist Union of Great Britain and is also a member of the Evangelical Alliance.

Charity Status

The charity was registered at the Charity Commission on 26 January 2010 with the charity registration number 1133760. Address & contact details:

34 Windsor Road
Slough
Berkshire, SL1 2EJ

http://www.sloughbaptistchurch.org.uk
01753 523058
mail to: office@sloughbaptistchurch.org.uk

Trustees

Mrs D Ayoma (until December 2023) Ms A Callum (from January 2023) Mr D Curley Mr J Edwins Mrs E Fraser Rev D Howell Mrs J Jones Ms L Longman	Mr M Ngwenya Mr J Shepherd Mr A Tarrant Miss C Taylor (until December 2023) Mr M Taylor (from January 2023) Mr J Tettelaar (from January 2023) Mr M Warren Rev K Wilson

Custodian Trustee

Baptist Union Corporation Ltd
Baptist House, PO Box 44
129 Broadway, Didcot
Oxfordshire, OX11 8RT

Bankers

Lloyds Bank
High St,
Slough
Berkshire, SL1 1DH

Independent Examiner

Sarah Crispin A.C.A.
Stewardship
1 Lamb's Passage
London, EC1Y 8AB

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2023

The trustees are pleased to present their report together with the financial statements of the Church for the year ended 30th September 2023.

Structure, Governance and Management

The governing document is an Individual Deed of Trust dated 1896, supported by a Constitution adopted on 22 April 2009 and revised 10 April 2022.

The Church is a registered charity. The Church Members' Meeting is the governing body of the church, which appoints ministers, elders, deacons and church officers. The ministers, elders, deacons and officers form the Church Council and act as managing Trustees. The church's buildings are held by the Baptist Union Corporation as custodian trustees.

Objectives and Activities

Objectives

The mission we have for ourselves is unchanged:

> "*We aim to give glory to God*
> *by offering a Welcome for the whole world,*
> *being a Witness to the whole world,*
> *enabling Worship from the whole world.*"

Sometimes, a grand statement like this is easy to say but how do we actually do it? At Slough Baptist Church, we aim to offer a **welcome** to the whole world. We know we cannot welcome all eight billion people! But, just as Jesus positively welcomed anyone, whatever their race or background, we too want to be known as a welcoming people.

We also aim to be a **witness** to the whole world. We see our responsibility to be both a local and international witness. In Slough, we have a unique privilege of having the world on our doorstep. A survey of attendees indicates that at Sunday morning worship people from over 40 different nations can be present.

We also desire to give glory to God by offering **worship** from the whole world. This means recognising and using the rich diversity of races, ages and experiences of the fellowship in deepening our worship of God.

Activities

The church programme includes Sunday Services, Sunday Club (for those under 15), home groups, prayer meetings, Friday Families (parent & toddler group), Guides, Brownies, Rainbows, youth activities, groups to explain the Christian faith, evangelism, social events, fund-raising events, educational and holiday activities for school children, and more.

Public Benefit

In planning the activities of the charity, we have considered the guidance on public benefit issued by the Charity Commission, including the specific guidance to charities for the advancement of religion.

Priorities for the Future

At the 2021 AGM, the following vision for the next five years was presented:

Our Vision is to be a church where our worship and welcome give witness to the power and love of Christ; an inter-generational, inter-cultural community of faith in the centre of Slough, rooted in prayer and committed to growing disciples who will impact the town and the world for God.

Over the next five years, we plan to become increasingly …

A Praying Church, because without Jesus Christ we can do nothing:

- We will root all our decisions and activities in prayer, and we will faithfully pray for one another.
- We will encourage one another to come before God both as individuals and as a gathered community, to worship, to listen, to ask for help, and to receive from Him.

A Discipling Church, because it is only through disciples that the world will be reached for Christ:

- Everyone in the church will be growing as a disciple and as a disciple-maker from the youngest to the oldest.
- We will journey with people from an initial point of contact to where God wants them to be through services, sermons, small groups, one-to-one discipling, mentoring and coaching.

An Intercultural Church, because we want to reflect the unity in heaven here in Slough:

- We will embrace the varied cultural backgrounds in the fellowship and become a church where people of every culture can find a sense of belonging.
- We will increasingly reflect our town's cultural diversity in both our membership and our leadership.

A Collaborating Church, because we are all part of one church, Christ's body:

- We will partner with local churches to grow the evangelical witness in the Slough area.
- We will explore ways to release resources for mission, starting by exploring partnership with Cippenham Baptist Church.

A Serving Church, because God gives us compassion for our community:

- We will make a difference to our town by serving the community as a demonstration of God's love for the world.
- We will connect with the local community to communicate our new life in Jesus through all that we are, all that we do, and all that we say.

A Sending Church, because the world will not believe unless people are sent to tell the good news:

- We will send out new partners from the congregation to work locally, nationally and internationally.
- We will grow in engagement with mission partners through prayer, generous giving and short-term service.

Achievements and Performance

Welcome

We have a dedicated team of volunteers that stand at the front door of the church to welcome regular, occasional and visiting worshippers to the Sunday morning service. On the first Sunday of each month, we hold a fellowship bring-and-share lunch to allow members of the congregation to get to know different people.

The number of members has remained steady over the last five years and currently stands at 113. Following the return to in-person services after Covid, we have welcomed a new cohort of members, whilst at the same time, a similar number of long-time members moved on to pastures new.

Our Members' Meetings are now generally held in hybrid format, with members present in the church building, but also able to join the meeting and contribute via Zoom. This allows greater involvement of senior members and those with younger children. Our attendance at Members' Meetings has risen to above 50%.

Our Sunday morning services are livestreamed on YouTube, allowing greater access to participate for members of our fellowship that have restricted mobility, sickness or who are extremely clinically vulnerable.

Witness

As a Church we endeavour to spread the Good News of Jesus in a wide variety of ways.

We employ two full time ministerial staff, a **Lead Pastor** and a **Pastoral Care Pastor**, to oversee a range of existing activities and to support members in setting new mission activities.

We have held several Alpha Groups over recent years, including one hosted at The Moon & Spoon public house, just along the road from the church. Alpha Groups provide a safe environment for curious people to ask questions about the Christian faith.

Our **Friday Families** group for parents and toddlers meets each Friday morning during term time. This provides a meeting point for an ever-changing group of people drawn from the community around us, as some toddlers go off to nursery school and other babies are born and join in.

The church hosts a local schools worker, who is employed by **Christian Connections in Schools**, and who meets with young people in the schools of Slough, Windsor and Maidenhead.

Together with many other churches our financial support to the **Baptist Home Mission** helps smaller churches, plants new churches and supports educational, commercial and hospital chaplaincies.

Two church members have been exploring mission work in Uganda and France respectively, by going for short visits. The church is supporting this and expects to continue to do so in the next few years. We have continued our links with **Frontiers in Central Asia, World Horizons** and **Varna Baptist Church** in Bulgaria, and are building a new link with **Smile Charity Uganda.**

We also give regularly to other mission organisations including Slough Foodbank, the London City Mission, Christian Solidarity Worldwide, Operation Mobilisation, the Bible Society, Compassion and Tearfund.

Worship

Services

Following the end of lockdown, the size of our Sunday morning service congregation started at a low level, but then grew steadily through 2022. Attendance during the reporting period stabilised at to about 150 on an average Sunday. The downstairs section of the church is mostly full on most Sundays, although there is plenty of room for more upstairs.

On Sunday evenings, we hold **Discover** sessions, which are attended by about 20 people each week. This is an interactive worship event, where participants can ask questions and share their understanding of the Bible with one another. This session is particularly popular with young adults in the 18-30 age range.

Prayer

Prayer is the foundation to all we do and we have many opportunities to pray. We encourage prayer in our worship services and in Home Groups but we also have additional occasions for prayer, including weekly prayer meetings on Tuesdays and Church Prayers each month on Saturday mornings.

Home Groups

Home Groups are important, providing close fellowship, prayer and wide-ranging Bible study. We have six groups meeting regularly at present either in-person or using the church zoom account. Their main goals are to support members in fellowship, to pray together and to learn together.

Families, Youth & Children

The church's regular weekly activities, including Sunday morning groups, the youth home group, Y@S (14 to 18-year-olds), Guides, Rangers, Brownies and Rainbows, have all been re-established following the lifting of Covid restrictions. We maintain close links with the Boys' Brigade that meets at St. Andrew's Methodist Church, providing leaders for some of the groups. The Boys' Brigade and Girl Guides join the congregation for Parade Services four times each year.

We have continued to host a variety of annual events, such as Easter Explored, a summer Holiday Club and a late autumn Light Party. Christmas Unwrapped primary school presentations by Christian Connections in Schools, We continue our regular work with mission to children, young people and families through a variety of activities including the Y@S weekend away, Satellites Summer Camp, weekly Sunday Club groups, events with local Christian young people, our nativity service and other all-age services

Financial Review

Total income (excluding actuarial gains on the Baptist Pension scheme) was higher than 2022 by £90,000, *including £82,000 received as bequests. Underlying income*, (excluding bequests) was therefore £8,000 higher than 2022.

Expenditure was higher in 2023 than the previous year by £17,000, due mainly to inflationary pressures on staff costs, combined with a vacancy in the ministry team in 2022 having been filled at the beginning of 2023.

The trustees and membership agreed several cost reductions, the most significant of which included the reduction of the Tithe from 20% of General Fund income to 10% of General Fund income. This was implemented from May 2023, with commitments to existing Mission

partners being partly drawn from reserves associated with the Tithe Fund, until the end of the financial year.

Investment Policy

Generally, no investments are held. Any unrestricted donations received are used, within a calendar year of being received, for church expenses or for church projects or given to others as described in the grants policy. However, any large donations over £10,000 are notified to the Church Members' Meeting, which may authorise sums to be invested with the Baptist Union Loan Corporation until a suitable project is identified.

Reserves Policy

Reserves are needed to manage any cash flow delays where income arrives later than expenditure. Cash in the bank at any one time is normally sufficient to cover such delays. However, if necessary, the treasurer is authorised to accumulate a sum equivalent to between one and four months of expenditure as reserves.

Running costs for the church are met from the unrestricted General Fund and the Church Fund, which is a restricted fund for church running costs. The trustees have determined that the charity should aim to hold total net current assets in those combined funds of no less than £20,000 (which equates to about one month of budgeted running costs) so that the charity could continue to operate should income and / or expenditure vary adversely.

At the year end, the reserves in those funds, excluding bequests of £82,000, were estimated at £108,000, which is the equivalent to slightly over four months' budgeted running costs. These reserves are expected to fall in the next financial year unless income from regular giving increases.

Grants Policy

As Slough Baptist Church we will give money away in accordance with these principles:

1. We give a fixed proportion of our general fund income by tithe to projects outside the fellowship. The amount is agreed at the Annual General Meeting. For 2023, the proportion was 20% until the end of April 2023 and 10% from the start of May 2023 (2022: 20%). In addition to this, we encourage people in our fellowship to give to various charitable organisations both directly and through our Mission Fund.
2. Grants can be made locally, nationally and internationally.
3. *Grants may be to individuals or organisations.*
4. Grants must be in line with the purpose statement of the church. This is, "*As Slough Baptist Church we aim to give glory to God by offering a Welcome to the whole world, by Witnessing to the whole world and by bringing Worship from the whole world.*" All grants are to aid in the propagation of the Christian faith, either directly (e.g. grants to missionary societies), or indirectly (e.g. grants given in the name of the church for the improvement of the spiritual, physical, emotional or educational welfare of those in need).
5. Grants may be made to individuals linked to the fellowship from the Persons in Need (PIN) fund. These grants are administered confidentially by a panel appointed by the Church Members' Meeting. All PIN grants will be below £1,000 for any one person in any one year.

6. The Annual General Meeting for Members authorises an annual budget for grants, and the Church Council appoints committees to decide how the budget for grants is to be allocated. A report of expenditure is given at each quarterly Church Members' Meeting and in the Annual Report and Accounts.

7. We also invite people to give to a different "Cause of the Month" each month, as chosen in advance by the Members at their quarterly meetings. The grants raised in this way in 2023 have come to a total of £343 (2022 £6,650). In addition, a special Winter Appeal raised £19,000 for the Church Fund.

Risk Management

The church council has appointed people to manage the following specific areas of risk:

- Security and fire safety
- Health and safety
- Finance and legislation
- Safeguarding

Policies and procedures are reviewed regularly and are published on the church website.

During the lockdown, we developed a Covid Risk Assessment to identify and mitigate the risks of infection for our staff, volunteers and visitors. The assessment was revised several times to reflect changes in Government guidelines and based on our experiences as the church opened up to 'in-person' worship again. All of the Covid restrictions have now been lifted.

Statement of Trustees' Responsibilities

The Charities Act 2011 requires the trustees to prepare a statement of accounts for each financial year, which comply with the regulations made under that act.

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Charity law in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

1. select suitable accounting policies and apply them consistently,
2. observe the methods and principles in the Charities SORP,
3. make judgements and estimates that are reasonable and prudent,
4. state whether the with applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This report was approved by the trustees on .10.Jan.2024..... The trustees authorised Jonathan Tettelaar (Treasurer) to sign on their behalf.



Jonathan Tettelaar

Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SLOUGH BAPTIST CHURCH

I report to the charity trustees on my examination of the accounts of the Slough Baptist Church (the Trust) for the year ended 30 September 2023 on pages 12 to 23 following, which have been prepared on the basis of the accounting policies set out on pages 14 to 16.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust'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 Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 Trust 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 in order to enable a proper understanding of the accounts to be reached.

Sarah Crispin ACA
Date: 20 June 2024
Institute of Chartered Accountants in England and Wales

Stewardship
1 Lamb's Passage
London
EC1Y 8AB

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 SEPTEMBER 2023

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	-- Unrestricted Funds -- General	Designated	-- Restricted Funds -- Endowment	Income	Total funds 2023 £	Total funds 2022 £
INCOME AND ENDOWMENTS FROM:							
Donations and legacies	2	187,416			150,058	337,474	249,211
Investments		1,687				1,687	238
Charitable activities	3				396	396	179
Other income and endowments	4	9,639			942	10,581	10,110
Total income and endowments		198,742	-	-	151,396	350,138	259,738
EXPENDITURE ON							
Charitable activities	5	176,179	44,545	30,856	39,302	290,882	273,520
Other						-	-
Total expenditure		176,179	44,545	30,856	39,302	290,882	273,520
Net income/(expenditure)		22,563	(44,545)	(30,856)	112,094	59,256	(13,781)
Transfers between funds		(31,979)	31,232		747	-	-
		(9,416)	(13,313)	(30,856)	112,841	59,256	(13,781)
Other Recognised Gains/(Losses)							
Actuarial gains/(losses) on defined benefit pension schemes	1	-				-	16,036
Net movement in funds		(9,416)	(13,313)	(30,856)	112,841	59,256	2,255
Reconciliation of funds							
Total funds brought forward		110,961	19,268	767,770	40,466	938,465	936,210
Total funds carried forward		101,545	5,955	736,914	153,307	997,721	938,465

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing operations.
Movements on reserves and all recognised gains and losses are shown above.
The notes on pages 14 to 23 form part of these accounts.
An analysis of the SOFA including comparative amounts for each type of fund is included in Note 16.

BALANCE SHEET

AS AT 30 SEPTEMBER 2023

	Note		2023 £		2022 £
FIXED ASSETS					
Tangible assets	9		763,337		800,282
CURRENT ASSETS					
Debtors and prepayments	10	18,646		16,237	
Investments	11	24,270		23,551	
Bank and cash balances		196,766		106,132	
		239,682		145,920	
CURRENT LIABILITIES					
Amounts falling due within one year	12	5,299		7,737	
NET CURRENT ASSETS			234,383		138,183
TOTAL NET ASSETS			997,720		938,465
FUND BALANCES					
Restricted funds	13				
Endowment funds		736,914		767,770	
Income funds		153,307		40,466	
			890,221		808,236
Unrestricted funds	14				
Designated funds		5,955		19,268	
General funds		101,545		110,961	
			107,500		130,229
TOTAL FUND BALANCES			997,721		938,465

The notes on pages 14 - 23 form part of these accounts.
An analysis of the net assets by type of fund is included in Note 16.

Approval
The report and accounts were approved by the trustees on 10 Jan 2024. The trustees authorised Jonathan Tettelaar (Treasurer) to sign on their behalf.

Jonathan Tettelaar
Treasurer

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

These financial statements have been prepared on a going concern basis, under the historical cost convention. Based on the adequacy of the charity's reserves as at the balance sheet date, along with their knowledge of the charity's ability to meet bills, payments and other liabilities as they fall due, the trustees have a reasonable expectation that the charity has sufficient resources to continue in operational existence for the foreseeable future. In making this assessment the trustees have considered the impact of Covid-19 and have concluded that its impact on net income will not be material.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102") and with the Charities Act 2011. THe charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') require charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005', but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed necessary for these financial statements to give a 'true and fair view'.

The charity has taken advantage of the exemption conferred by the SORP (FRS 102) from the requirement to produce a cash flow statement on the grounds of its size.

The following are the accounting policies which have been applied in dealing with material items:

(a) Donated and grant income

Voluntary income received by way of donations and gifts is included in full in the Statement of Financial Activities when received, including gifts in kind that are capable of valuation.
Donations under Gift Aid, together with the tax recoverable thereon, are accounted for when received. Provision is made for unclaimed tax at the year-end. For legacies, entitlement is the earlier of the church being notified of an impending distribution or the legacy being received.
The church has relied significantly on volunteers in carrying out its activities during the year. However, in accordance with the SORP, the value of these services has not been recognised as income as they cannot be reliably measured.

(b) Expenditure

Items of expenditure are charged in the accounts in the period in which they are incurred. These are allocated to the following headings and include attributable VAT which cannot be recovered:

-Charitable activities comprises all expenditure that directly related to the objects of the church.

-Costs of generating funds are those costs incurred in fundraising activities.

-Grants payable are taken into account at the earlier of the date when they are paid or the date when they become constructive obligations

-Governance costs include those incurred in the governance of its assets and are primarily associated with constitutional and statutory requirements.

Transfers between funds are made by the trustees as appropriate.

(c) Fund structure

Expenditure which meets certain criteria is identified to the relevant fund.
General unrestricted funds represent donations and other income received or generated for the objects of the Church without further specified purpose and are available as general funds.

The following funds are classed as *General*:

The *General Fund* - for church running costs and allocation to designated funds

Designated unrestricted funds are those which have been allocated by the Trustees for identifiable future expenditure.

The following funds are classed as *Designated*:

The *Tithe Fund* - for planned giving, budgeted annually as a proportion of income

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

Restricted funds are to be used for specified purposes as laid down by the donor.

The following funds are classed as *Restricted*:

The *Building Fund* - for building projects

The *Church Fund* - for Slough Baptist Church running costs

The *Friday Families Fund* - for activities at the mothers' and toddlers' meetings held in church on Fridays

The *Mission Funds* - various funds for handling donations for mission purposes

The Y@S *Fund* - for church youth activities

Other restricted funds:

The *Community Cafe Fund* - for activities of the church related to the Open Church events

The *Foodbank Fund* - for supporting Slough Foodbank activities

The *Ladies' Recharge Fund* - for activities of the church related to Ladies' Recharge events

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

Endowment funds are to be held as capital.

The *Property Endowment Fund* holds all the properties owned by the church.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(d) Tangible fixed assets and depreciation

Tangible assets are included in the balance sheet at cost or at market value at the date of the gift.

Depreciation on fixed assets is provided at rates considered appropriate to reduce book values to estimated residual values over the useful lives of the assets concerned:

Buildings	- Straight line over 50 years
Building improvements	- Straight line over 20 to 50 years
Computer equipment	- Straight line over 3 years
Other equipment	- Straight line over 5 to 20 years

Assets in the course of construction are not depreciated until they are completed.

Depreciation commences in the quarter following acquisition or capitalisation.

Small items of equipment (valued at £1,000 or less) are written off on purchase.

Freehold land is not depreciated.

(e) Financial instruments

The Charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined in FRS 102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive).

(f) Pensions

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

The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011. Prior to this date the main benefit provided through the defined Benefit (DB) Plan was a 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

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members if they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva Limited.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister and some members of the church staff are eligible to join the Scheme.

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, whilst the level of assets needed to pay benefits was £316 million, giving a deficit of £18 million (equivalent to past service funding level of 94%). The Church and the other partcipating employers in the DB plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuation were as follows:

Type of financial assumption	% p.a.
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income Increase Adjustment (above CPI)	0.50
Pre-retirement assumed investment returns (gilt yield plus 1.75% pa)	2.95
Post-retirement assumed investment returns (including benefits matched by the insurance policy)(gilt yield plus 0.5% pa)	1.70
Deferred pension increases (based on RPI)	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Based on CPI with an annual floor of 0% and annual cap of 5%	2.70

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected *from 2013 in line with the CMI 2019 projection, with a long term rate of improvement of 1.75% p.a. for males and 1.5%* p.a. for females, with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

The results of the most recent actuarial valuation of the DB Plan within the Scheme as of Dec 2022 were not available at the time of preparing these accounts.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(f) Pensions (continued)

Recovery Plan

In addition to the contributions to the DC Plan set out earlier, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other emnployers in the DB plan.

Following the 2019 valuation a Recovery Plan was signed in 30 September 2020 under which deficiency contributions are payable until 30 June 2026. These contributions were broadly based on each 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.

On 30th June 2022 the Baptist Pension Scheme signed an agreement with the insurance company Just Group ("Just") to secure DB Plan members' pension benefits. Just are now providing financial backing for all pensions provided through the Scheme's DB Plan, and following this transaction, the scheme no longer has a shortfall. An updated Recovery Plan was signed in August 2022 under which recovery contributions from each participating employer in the DB Plan reduced to £1 per month from August 2022.

Movement in Balance Sheet Liability

Section 28.11A of FRS 102 required agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

Accounting date (year ending)	30 September 2023	30 September 2022
Balance sheet liability at start of year	£0	£18,958
Minus deficiency contributions paid	0	-£3,113
Interest cost (recognised in SoFA)	0	£191
Actuarial (gains)/losses on re-measurement of liability (recognised in SoFA)	0	-£16,036
Balance sheet liability at end of year	£0	£0

The liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

Accounting date (year ending)	30 September 2023	30 September 2022	31 September 2021
Discount rate	0.0%	6.5%	1.1%
Future increases to Minimum Pensionable Income	0.0%	0.0%	3.9%

NOTES TO THE FINANCIAL STATEMENTS

2. Donations and Legacies

	Total 2023 £	Total 2022 £
Gift Aided direct donations	194,060	178,548
Bequests	82,886	-
Other donations	60,528	70,663
	337,474	249,211

3. Incoming resources from charitable activities

	Total 2023 £	Total 2022 £
Friday Families group	396	179
		-
	396	179

4. Other incoming resources

	Total 2023 £	Total 2022 £
Gifts for use of premises	9,600	9,600
Sundry receipts	981	510
	10,581	10,110

Gifts for use of premises included £9,600 (FY22 £9,600) received from the tenant of No 34 Windsor Road, a property owned by the Charity. The Trustees note that this is a related party transaction as the tenant, Jon Edwins, is a Trustee. The other Trustees have discussed the matter and agree that any conflicts can be adequately managed and that it is in the best interests of Slough Baptist Church that Jon and his family remain tenants of No.34. In the interests of transparency, the Trustees have self-reported the potential conflict to the Charity Commission and have received agreement on this approach.

5. Expenditure on charitable activities

	Total 2023 £	Total 2022 £
Costs incurred directly on specific activities		
Ministry staff salaries and expenses	87,726	50,517
Telephone and utilities	15,469	13,873
Facilities and IT costs	24,157	38,698
Depreciation of tangible fixed assets	36,945	38,554
Miscellaneous expenses	9,473	12,595
Grants payable (note 6)	47,086	53,057
	220,856	207,294
Costs incurred on support and administration		
Governance costs (note 7)	1,980	1,980
Support staff costs and training	58,184	54,935
Printing, postage and stationery	1,802	1,772
Insurance	5,526	5,396
Bank charges	710	385
Other support and administration costs	1,824	1,758
	70,026	66,226
Total expenditure on charitable activities	290,882	273,520

NOTES TO THE FINANCIAL STATEMENTS

6. Grants payable

	Total 2023 £	Total 2022 £
Christian Connections in Schools	11,411	9,240
Baptist Missionary Society	6,435	5,313
Home Mission Fund	5,820	4,860
Bulgarian Support Fund	3,960	7,706
Frontiers	3,960	3,300
Smile Uganda	3,960	2,022
London City Mission	3,720	3,120
People In Need Fund gifts	1,319	437
Tearfund	1,165	720
Slough Foodbank	1,025	763
Bible Society	900	1,517
Christian Solidarity Worldwide	900	1,380
Operation Mobilisation	900	1,266
WATSAN	900	744
Compassion	680	672
World Horizons	-	3,180
Mission trip support	-	1,700
Baptist Union of GB Christmas appeal	-	1,144
Slough Refugee Support	-	1,124
Church on the Street	-	922
It's Your Move books	-	600
London & Slough Run	-	490
Leprosy Mission	-	50
Embrace the Middle East	-	29
Others	31	758
	47,086	53,057

No grants to individuals were given to any trustees.

7. Governance Costs

	Total 2023 £	Total 2022 £
Independent examination fees	1,980	1,980

Fees payable to Stewardship, other than for the independent examination, for payroll bureau services, totalled £745 (2022: £785, including consultation fees).

NOTES TO THE FINANCIAL STATEMENTS

8. Employee and Related Party Information

2023	Ministry Staff	Support Staff	Total 2023
	£	£	£
Wages and salaries	63,960	44,910	108,870
Social security costs	2,300	1,550	3,850
Pension costs	18,387	11,712	30,099
	84,647	58,172	142,819
Reimbursed expenses	2,809	-	2,809
Training costs	270	12	282
Total staff costs	87,726	58,184	145,910

Prior Year (2022)	Ministry Staff	Support Staff	Total 2022
	£	£	£
Wages and salaries	34,625	42,144	76,769
Social security costs	2,041	1,688	3,729
Pension costs	8,831	10,993	19,824
	45,497	54,825	100,322
Reimbursed expenses	5,020	80	5,100
Training costs		30	30
Total staff costs	50,517	54,935	105,452

The average number of staff during the year was as follows:

	2023	2022
Full time	3	2
Part time	1	1
	4	3

There were no employees with emoluments above £60,000.
Most of the charity's activities are carried out by volunteers.
Ministry staff, Keith Wilson and Elsie Fraser, in their roles as Ministry staff and not as trustees, received combined salaries of £63,960, pension contributions of £18,387, and expense reimbursements of £2,809 during the year to 30 September 2023, as permitted by the governing document.
The aggregate amount of donations from individuals who were trustees at any time during the financial year or from their related parties, was £64,944 (2022: £70,055).

NOTES TO THE FINANCIAL STATEMENTS

9. Tangible Fixed Assets

	Freehold Properties	Computer Equipment	Other Equipment	Total
	£	£	£	£
Valuation, 1 October 2022	1,538,774	21,359	145,684	1,705,817
Additions during the year				-
Disposals during the year				-
Valuation, 30 September 2023	1,538,774	21,359	145,684	1,705,817
Accum. depreciation, 1 Oct. 2022	771,004	17,272	117,259	905,535
Charge for the year	30,856	2,167	3,922	36,945
Depreciation on disposals				-
Accum. depreciation, 30 Sep. 2023	801,860	19,439	121,181	942,480
Net book value, 30 September 2023	736,914	1,920	24,503	763,337
Net book value, 1 October 2022	767,770	4,087	28,425	800,282

The insurance reinstatement values of church properties in 1997 were:

Church building	1,087,000	
Manse	120,000	
34 Windsor Road	75,000	
		1,282,000
Additions since 1996:		256,774
		1,538,774

All properties are held in an Endowment Fund, to reflect the fact that the sales proceeds are to be spent on capital expenditure only.
The disposals recorded during the year are the result of a review carried out to identify fixed assets which are no longer in use.

10. Debtors and prepayments

	Total 2023	Total 2022
	£	£
Income tax recoverable (gift aid)	17,333	11,630
On-line donations income receivable	745	3,023
Other debtors and prepayments	568	1,585
	18,646	16,238

11. Investments

	Total 2023	Total 2022
	£	£
Baptist Union Loan Fund	24,270	23,551

12. Creditors: amounts falling due within one year

	Total 2023	Total 2022
	£	£
Independent examination fees accrued	1,920	1,920
Mission and tithe payments due to be passed on	960	1,791
Rent received in advance	400	400
Accrued payroll costs	254	1,766
Accrued gas and electricity costs	1,023	1,272
Accrued property maintenance costs	693	-
Other creditors and accruals	49	588
	5,299	7,737

NOTES TO THE FINANCIAL STATEMENTS

13. Restricted Funds

2023

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
Endowment Fund	767,770		(30,856)		736,914
Building Fund	13,271	43	-		13,314
Mission Funds	20,484	1,202	(754)		20,932
Church Fund	4,625	147,037	(34,826)		116,836
Cause for the Month Fund	552	343	(343)		552
Friday Families (was Coffee Pot)	698	396	(776)		318
YaS Fund	-	1,674	(1,121)		553
Other restricted	836	701	(1,482)	747	802
	808,236	151,396	(70,158)	747	890,221

Prior Year (2022)

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
Endowment Fund	793,826		(30,683)	4,627	767,770
Building Fund	13,271	-	-		13,271
Mission Funds	18,399	11,517	(9,432)		20,484
Church Fund	27,008	6,504	(25,887)	(3,000)	4,625
Cause for the Month Fund	552	6,650	(6,650)		552
Coffee Pot Fund	1,869	179	(1,350)		698
Other restricted	893	444	(501)		836
	855,818	25,294	(74,504)	1,627	808,236

The Endowment Fund holds all the properties owned by the church.
The Mission Funds are used for collecting donations for missionary causes, either specified in advance or allocated as determined later by the church members.
The fund transfer in 2023 was from the General Fund to the PIN Fund.
The 2022 transfer to the Endowment Fund was in respect of building improvement expenditure that was made out of the General Fund. The transfer from the Church Fund was a contribution to the General Fund for expenditure on a new sound system for the church.

14. Unrestricted Funds

2023

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Gains Recognised	Closing Balances
	£	£	£	£	£	£
General fund	110,961	198,742	(176,179)	(31,979)		101,545
Designated Funds:						
Tithe Fund	19,268		(44,545)	31,232		5,955
	130,229	198,742	(220,724)	(747)	0	107,500

Prior Year (2022)

	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Gains Recognised	Closing Balances
	£	£	£	£	£	£
General fund	71,164	234,444	(162,188)	(48,495)	16,036	110,961
Designated Funds:						
Tithe Fund	9,228		(36,828)	46,868		19,268
	80,392	234,444	(199,016)	(1,627)	16,036	130,229

The Tithe Fund receives no donations. A set proportion of the budgeted income of the General Fund is spent on tithe gifts, with the occasional tithe gift coming out of the Mission Fund. The amount transferred to the Tithe Fund in 2023 was calculated based on 20% of General Fund income to 30th April 2023 and 10% of General Fund income from 1 May 2023 (2022 20%).

NOTES TO THE FINANCIAL STATEMENTS

15. Analysis of Net Assets between Funds

2023

	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
	£	£	£	£	£
General Funds (unrestricted)	26,423	40,359	34,763	-	101,545
Tithe Fund (designated)		6,835	(880)		5,955
Total Unrestricted	26,423	47,194	33,883	-	107,500
Restricted Funds:					
Endowment Fund	736,914				736,914
Church Fund		116,877	(41)		116,836
Mission Funds		17,154	3,778		20,932
Cause for the Month Fund		557	(5)		552
Building Funds		13,314			13,314
Friday Families Fund		318			318
Other restricted		1,352	3		1,355
Total Restricted	736,914	149,572	3,735	-	890,221
Total Funds	763,337	196,766	37,618	-	997,721

Prior Year (2022)

	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
	£	£	£	£	£
General Funds (unrestricted)	32,512	48,204	30,245	-	110,961
Tithe Fund (designated)		19,268			19,268
Total Unrestricted	31,116	67,472	30,245		130,229
Restricted Funds:					
Endowment Fund	767,770				767,770
Church Fund		5,562	(938)		4,624
Mission Funds		16,611	3,873		20,484
Cause for the Month Fund		2,048	(1,496)		552
Building Funds		13,271			13,271
Coffee Pot Fund		698			698
Other restricted		470	367		837
Total Restricted	767,770	38,660	1,806	-	808,236
Total Funds	800,282	106,132	32,051	-	938,465

NOTES TO THE FINANCIAL STATEMENTS

16. Detailed Statement of Financial Activities by Fund Type with Comparatives

STATEMENT OF FINANCIAL ACTIVITIES

	-- Unrestricted Funds --				-- Restricted Funds --				Total	Total
	General		Designated		Endowment		Income			
	£ 2023	£ 2022	£ 2023	£ 2022	£ 2023	£ 2022	£ 2023	£ 2022	£ 2023	£ 2022
Incoming Resources										
Incoming resources from generated funds:										
Voluntary income	187,416	224,396					150,058	24,815	337,474	249,211
Investment income	1,687	238							1,687	238
Incoming resources from charitable activities							396	179	396	179
Other incoming resources	9,639	9,810					942	300	10,581	10,110
Total Incoming Resources	198,742	234,444	-	-	-	-	151,396	25,294	350,138	259,738
Resources expended										
Cost of generating funds										
Charitable activities	176,179	162,188	44,545	36,828	30,856	30,683	39,302	43,820	290,882	273,519
Other expenditure							-	-	-	-
Total resources expended	176,179	162,188	44,545	36,828	30,856	30,683	39,302	43,820	290,882	273,519
Net Incoming/(outgoing) resources before transfers between funds	22,563	72,256	(44,545)	(36,828)	(30,856)	(30,683)	112,094	(18,526)	59,256	(13,781)
Transfers										
Gross transfers between funds	(31,979)	(48,495)	31,232	46,868	-	4,627	747	(3,000)	-	-
	(9,416)	23,761	(13,313)	10,040	(30,856)	(26,056)	112,841	(21,526)	59,256	(13,781)
Other Recognised Gains/(Losses)										
Actuarial gain/(loss) on defined benefit pension schemes	-	16,036							-	16,036
Net Movement of Funds	(9,416)	39,797	(13,313)	10,040	(30,856)	(26,056)	112,841	(21,526)	59,256	2,255
Reconciliation of Funds										
Total funds brought forward	110,961	71,164	19,268	9,228	767,770	793,826	40,466	61,992	938,465	936,210
Total funds carried forward	101,545	110,961	5,955	19,268	736,914	767,770	153,307	40,466	997,721	938,465

SLOUGH BAPTIST CHURCH

England & Wales - Charity number 1133760

Accounts



Trustees' Report & Annual Accounts
for the year 1 October 2021 to 30 September 2022

CONTENTS

The Purpose of this Document

This document describes the activities and financial affairs of the church for the year.

It is intended to include all the information that the Charity Commission recommends be reported annually.

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Reference and Administrative Information	3
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Independent Examiner's Report to the Trustees of Slough Baptist Church	11
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REFERENCE AND ADMINISTRATIVE INFORMATION

Aims

The principal aim of Slough Baptist Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and other charitable purposes in the United Kingdom and / or other parts of the world. It is affiliated to the Baptist Union of Great Britain and is also a member of the Evangelical Alliance.

Charity Status

The charity was registered at the Charity Commission on 26 January 2010 with the charity registration number 1133760. Address & contact details:

34 Windsor Road
Slough
Berkshire, SL1 2EJ

http://www.sloughbaptistchurch.org.uk
01753 523058
mailto:office@sloughbaptistchurch.org.uk

Trustees

Mrs D Ayoma Ms A Callum (from January 2023) Mr D Curley Mr J Edwins Mrs E Fraser Rev D Howell Mrs J Jones Mr E King (until December 2021) Ms L Longman	Mr M Ngwenya Ms A Robinson (until December 2021) Mr J Shepherd Mr A Tarrant Miss C Taylor Mr M Taylor (from January 2023) Mr J Tettelaar (from January 2023) Mr M Warren Rev K Wilson (from 12 September 2022)

Custodian Trustee

Baptist Union Corporation Ltd
Baptist House, PO Box 44
129 Broadway, Didcot
Oxfordshire, OX11 8RT

Bankers

Lloyds Bank
High St,
Slough
Berkshire, SL1 1DH

Independent Examiner

Sarah Crispin A.C.A.
Stewardship
1 Lamb's Passage
London, EC1Y 8AB

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEP 2022

The trustees are pleased to present their report together with the financial statements of the Church for the year ended 30th September 2022.

Structure, Governance and Management

The governing document is an Individual Deed of Trust dated 1896, supported by a Constitution adopted on 22 April 2009 and revised 10 April 2022.

The Church is a registered charity. The Church Members' Meeting is the governing body of the church, which appoints ministers, elders, deacons and church officers. The ministers, elders, deacons and officers form the Church Council and act as managing Trustees. The church's buildings are held by the Baptist Union Corporation as custodian trustees.

During this reporting period, the church called Rev Keith Wilson to take up the position of Lead Pastor. He joined Slough Baptist Church on 12 September 2022.

Objectives and Activities

Objectives

The mission we have for ourselves is unchanged:

> *"We aim to give glory to God*
> *by offering a Welcome for the whole world,*
> *being a Witness to the whole world,*
> *enabling Worship from the whole world."*

Sometimes, a grand statement like this is easy to say but how do we actually do it? At Slough Baptist Church, we aim to offer a **welcome** to the whole world. We know we cannot welcome all eight billion people! But, just as Jesus positively welcomed anyone, whatever their race or background, we too want to be known as a welcoming people.

We also aim to be a **witness** to the whole world. We see our responsibility to be both a local and international witness. In Slough, we have a unique privilege of having the world on our doorstep. A survey of attendees indicates that at Sunday morning worship people from over 40 different nations can be present.

We also desire to give glory to God by offering **worship** from the whole world. This means recognising and using the rich diversity of races, ages and experiences of the fellowship in deepening our worship of God.

Activities

The church programme includes Sunday Services, Sunday Club (for those under 15), home groups, prayer meetings, parent & toddler groups, Guides, Brownies, Rainbows, youth activities, groups to explain the Christian faith, evangelism, social events, fund-raising events, educational and holiday activities for school children, and more.

Public Benefit

In planning the activities of the charity, we have considered the guidance on public benefit issued by the Charity Commission, including the specific guidance to charities for the advancement of religion.

Priorities for the Future

At the 2021 AGM, the following vision for the next five years was presented:

Our Vision is to be a church where our worship and welcome give witness to the power and love of Christ; an inter-generational, inter-cultural community of faith in the centre of Slough, rooted in prayer and committed to growing disciples who will impact the town and the world for God.

Over the next five years, we plan to become increasingly ...

A Praying Church, because without Jesus Christ we can do nothing:

- We will root all our decisions and activities in prayer, and we will faithfully pray for one another.
- We will encourage one another to come before God both as individuals and as a gathered community, to worship, to listen, to ask for help, and to receive from Him.

A Discipling Church, because it is only through disciples that the world will be reached for Christ:

- Everyone in the church will be growing as a disciple and as a disciple-maker from the youngest to the oldest.
- We will journey with people from an initial point of contact to where God wants them to be through services, sermons, small groups, one-to-one discipling, mentoring and coaching.

An Intercultural Church, because we want to reflect the unity in heaven here in Slough:

- We will embrace the varied cultural backgrounds in the fellowship and become a church where people of every culture can find a sense of belonging.
- We will increasingly reflect our town's cultural diversity in both our membership and our leadership.

A Collaborating Church, because we are all part of one church, Christ's body:

- We will partner with local churches to grow the evangelical witness in the Slough area.
- We will explore ways to release resources for mission, starting by exploring partnership with Cippenham Baptist Church.

A Serving Church, because God gives us compassion for our community:

- We will make a difference to our town by serving the community as a demonstration of God's love for the world.
- We will connect with the local community to communicate our new life in Jesus through all that we are, all that we do, and all that we say.

A Sending Church, because the world will not believe unless people are sent to tell the good news:

- We will send out new partners from the congregation to work locally, nationally and internationally.
- We will grow in engagement with mission partners through prayer, generous giving and short-term service.

Achievements and Performance

Welcome

We normally hold a series of Welcome Events on Sunday lunchtime and weekday evenings to give a welcome to new church-attenders and to allow them to find out more about our beliefs, organisation and activities. On the first Sunday of each month, we hold a fellowship bring-and-share lunch to allow members of the congregation to get to know different people.

The number of members has remained steady over the last five years and currently stands at 120. Following the return to in-person services after Covid, we have welcomed a new cohort of members, whilst at the same time, a similar number of long-time members moved on to pastures new.

During this period, the church revised its constitution to allow the use of hybrid meetings, following the guidelines recommended by the Baptist Union of Great Britain. Our Members' Meetings are now generally held in hybrid format, with members present in the church building, but also able to join the meeting and contribute via Zoom.

Our Sunday morning services are livestreamed on YouTube, allowing greater access to participate for members of our fellowship that have restricted mobility, sickness or who are extremely clinically vulnerable.

Witness

As a Church we endeavour to spread the Good News of Jesus in a wide variety of ways.

We employ two full time ministerial staff, a **Lead Pastor** and a **Pastoral Care Pastor**, to oversee a range of existing activities and to support members in setting new mission activities.

During the pandemic, we established a **Kintsugi Hope** programme at the church, with several groups running in parallel on different evenings. This programme aims to make a positive difference to mental wellbeing, and we provide it for both those in the church and in the community around us.

Our **Friday Families** group for parents and toddlers meets each Friday morning during term time. This provides a meeting point for an ever-changing group of people drawn from the community around us, as some toddlers go off to nursery school and other babies are born and join in.

The church hosts a local schools worker, who is employed by **Christian Connections in Schools**, and who meets with young people in the schools of Slough, Windsor and Maidenhead.

Together with many other churches our financial support to the **Baptist Home Mission** helps smaller churches, plants new churches and supports educational, commercial and hospital chaplaincies.

Two church members have been exploring mission work in Uganda and France respectively, by going for short visits. The church is supporting this and expects to continue to do so in the next few years. We have continued our links with **Frontiers in Central Asia, World Horizons** and **Varna Baptist Church** in Bulgaria, and are building a new link with **Smile Charity Uganda.**

We also give regularly to other mission organisations including Slough Foodbank, the London City Mission, Christian Solidarity Worldwide, Operation Mobilisation, the Bible Society, Compassion and Tearfund.

Worship

Services

Following the end of lockdown, the size of our Sunday morning service congregation started at a low level, but then grew steadily through the spring and summer of 2022. During this period, numbers were smaller than prior to Covid, but rose to about 150 on an average Sunday. Our Easter morning service for 2022 saw the church full, with over 250 people present and standing room only for late arrivals.

On Sunday evenings, we hold **Discover** sessions, which are attended by about 20 people each week. This is an interactive worship event, where participants can ask questions and share their understanding of the Bible with one another. This session is particularly popular with young adults in the 18-30 age range.

Prayer

Prayer is the foundation to all we do and we have many opportunities to pray. We encourage prayer in our worship services and in Home Groups but we also have additional occasions for prayer, including weekly prayer meetings on Tuesdays and Power Hour each month on Saturday mornings.

Home Groups

Home Groups are important, providing close fellowship, prayer and wide-ranging Bible study. We have six groups meeting regularly at present either in-person or using the church zoom account. Their main goals are to support members in fellowship, to pray together and to learn together.

Families, Youth & Children

The church's regular weekly activities, including Sunday morning groups, the youth home group, Y@S (14 to 18-year-olds), Guides, Rangers, Brownies and Rainbows, have all been re-established following the lifting of Covid restrictions. We maintain close links with the Boys' Brigade that meets at St. Andrew's Methodist Church, providing leaders for some of the groups. The Boys' Brigade and Girl Guides join the congregation for Parade Services once per quarter.

We have continued to host a variety of annual events, such as Christmas Unwrapped primary school presentations by Christian Connections in Schools, and continue our mission to children, young people and families through the Y@S weekend away, events with local Christian young people, our nativity and other all age services.

Financial Review

Total income (excluding actuarial gains on the Baptist Pension Scheme) was higher than last year by £14,000 (6%). Income in the General Fund increased by 10%. Income in the Cause for the Month Fund remained at the same level as last year, but all other restricted funds had reduced amounts of income.

Expenditure increased by £2,700 (1%) from last year's level. Unrestricted funds expenditure was up on last year by £3,300, and expenditure in the restricted funds decreased by £600.

Investment Policy

Generally, no investments are held. Any unrestricted donations received are used, within a calendar year of being received, for church expenses or for church projects or given to others as described in the grants policy. However, any large donations over £10,000 are notified to the Church Members' Meeting, which may authorise sums to be invested with the Baptist Union Loan Corporation until a suitable project is identified.

Reserves Policy

Reserves are needed to manage any cash flow delays where income arrives later than expenditure. Cash in the bank at any one time is normally sufficient to cover such delays. However, if necessary, the treasurer is authorised to accumulate a sum equivalent to between one and four months of expenditure as reserves.

Running costs for the church are met from the unrestricted General Fund and the Church Fund, which is a restricted fund for church running costs. The trustees have determined that the charity should aim to hold total net current assets in those combined funds of no less than £20,000 (which equates to about one month of budgeted running costs) so that the charity could continue to operate should income and / or expenditure vary adversely.

At the year end, the reserves in those funds were estimated at £80,000, which is the equivalent to four months' budgeted running costs. These reserves are expected to fall in the next financial year unless income from regular giving increases.

Grants Policy

As Slough Baptist Church we will give money away in accordance with these principles:

1. We give a fixed proportion of our general fund income by tithe to projects outside the fellowship. The amount is agreed at the Annual General Meeting. For 2022, the proportion was 20% (2021: 20%). In addition to this, we encourage people in our fellowship to give to various charitable organisations both directly and through our Mission Fund.
2. Grants can be made locally, nationally and internationally.
3. Grants may be to individuals or organisations.
4. Grants must be in line with the purpose statement of the church. This is, "*As Slough Baptist Church we aim to give glory to God by offering a Welcome to the whole world, by Witnessing to the whole world and by bringing Worship from the whole world.*" All grants are to aid in the propagation of the Christian faith, either directly (e.g. grants to missionary societies), or indirectly (e.g. grants given in the name of the church for the improvement of the spiritual, physical, emotional or educational welfare of those in need).
5. Grants may be made to individuals linked to the fellowship from the Persons in Need (PIN) fund. These grants are administered confidentially by a panel appointed by the Church Members' Meeting. All PIN grants will be below £1,000 for any one person in any one year.
6. The Annual General Meeting for Members authorises an annual budget for grants, and the Church Council appoints committees to decide how the budget for grants is to be allocated. A report of expenditure is given at each quarterly Church Members' Meeting and in the Annual Report and Accounts.

7. We also invite people to give to a different "Cause of the Month" each month, as chosen in advance by the Members at their quarterly meetings. The grants raised in this way in 2022 have come to a total of £6,650 (2021 £6,613).

Risk Management

The church council has appointed people to manage the following specific areas of risk:

- Security and fire safety
- Health and safety
- Finance and legislation
- Safeguarding

Policies and procedures are reviewed regularly.

During the lockdown, we developed a Covid Risk Assessment to identify and mitigate the risks of infection for our staff, volunteers and visitors. The assessment was revised several times to reflect changes in Government guidelines and based on our experiences as the church opened up to 'in-person' worship again. Virtually all of the Covid restrictions have now been lifted. However, the church retains a designated area of seating that is reserved for people that feel vulnerable. In this area, worshippers are requested to wear masks throughout the service.

Statement of Trustees' Responsibilities

The Charities Act 2011 requires the trustees to prepare a statement of accounts for each financial year, which comply with the regulations made under that act.

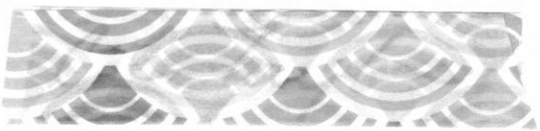
The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Charity law in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

1. select suitable accounting policies and apply them consistently,
2. observe the methods and principles in the Charities SORP,
3. make judgements and estimates that are reasonable and prudent,
4. state whether the with applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This report was approved by the trustees on 22 May 2023. The trustees authorised Celia Taylor (Treasurer) to sign on their behalf.

Treasurer  C.C. TAYLOR

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SLOUGH BAPTIST CHURCH

I report to the charity trustees on my examination of the accounts of the Slough Baptist Church (the Trust) for the year ended 30 September 2022 on pages 12 to 23 following, which have been prepared on the basis of the accounting policies set out on pages 14 to 16.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust'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 Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 Trust 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 in order to enable a proper understanding of the accounts to be reached.

Sarah Crispin ACA
Institute of Chartered Accountants in England and Wales
Stewardship
1 Lamb's Passage
London
EC1Y 8AB
Date: 5th June 2023

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2022

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	-- Unrestricted Funds -- General	Designated	-- Restricted Funds -- Endowment	Income	Total funds 2022 £	Total funds 2021 £
INCOME AND ENDOWMENTS FROM:							
Donations and legacies	2	224,396			24,815	249,211	228,099
Investments		238				238	64
Charitable activities	3				179	179	-
Other income and endowments	4	9,810			300	10,110	17,536
Total income and endowments		234,444	-	-	25,294	259,738	245,699
EXPENDITURE ON							
Charitable activities	5	162,188	36,828	30,683	43,820	273,520	267,860
Other	8					-	3,000
Total expenditure		162,188	36,828	30,683	43,820	273,520	270,860
Net income/(expenditure)		72,256	(36,828)	(30,683)	(18,526)	(13,781)	(25,161)
Transfers between funds		(48,495)	46,868	4,627	(3,000)	-	-
		23,761	10,040	(26,056)	(21,526)	(13,781)	(25,161)
Other Recognised Gains/(Losses)							
Actuarial gains/(losses) on defined benefit pension schemes	1	16,036				16,036	(304)
Net movement in funds		39,797	10,040	(26,056)	(21,526)	2,255	(25,465)
Reconciliation of funds							
Total funds brought forward		71,164	9,228	793,826	61,992	936,210	961,675
Total funds carried forward		110,961	19,268	767,770	40,466	938,465	936,210

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing operations.
Movements on reserves and all recognised gains and losses are shown above.
The notes on pages 14 to 23 form part of these accounts.
An analysis of the SOFA including comparative amounts for each type of fund is included in Note 18.

BALANCE SHEET

AS AT 30 SEPTEMBER 2022

	Note		2022 £		2021 £
FIXED ASSETS					
Tangible assets	10		800,282		824,942
CURRENT ASSETS					
Debtors and prepayments	11	16,237		12,566	
Investments	12	23,551		23,332	
Bank and cash balances		106,132		104,599	
		145,920		140,497	
CURRENT LIABILITIES					
Amounts falling due within one year	13	7,737		14,075	
NET CURRENT ASSETS			138,183		126,422
NON-CURRENT LIABILITIES					
Amounts falling due after more than one year	14		-		15,154
TOTAL NET ASSETS			938,465		936,210
FUND BALANCES					
Restricted funds	15				
Endowment funds		767,770		793,826	
Income funds		40,466		61,992	
			808,236		855,818
Unrestricted funds	16				
Designated funds		19,268		9,228	
General funds		110,961		71,164	
			130,229		80,392
TOTAL FUND BALANCES			938,465		936,210

The notes on pages 14 - 23 form part of these accounts.
An analysis of the net assets by type of fund is included in Note 17.

Approval
The report and accounts were approved by the trustees on 22nd May 2023. The trustees authorised Celia Taylor (Treasurer) to sign on their behalf.

Treasurer  C. C. TAYLOR

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

These financial statements have been prepared on a going concern basis, under the historical cost convention. Based on the adequacy of the charity's reserves as at the balance sheet date, along with their knowledge of the charity's ability to meet bills, payments and other liabilities as they fall due, the trustees have a reasonable expectation that the charity has sufficient resources to continue in operational existence for the foreseeable future. In making this assessment the trustees have considered the impact of Covid-19 and have concluded that its impact on net income will not be material.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102") and with the Charities Act 2011. THe charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') require charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005', but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed necessary for these financial statements to give a 'true and fair view'.

The charity has taken advantage of the exemption conferred by the SORP (FRS 102) from the requirement to produce a cash flow statement on the grounds of its size.

The following are the accounting policies which have been applied in dealing with material items:

(a) Donated and grant income

Voluntary income received by way of donations and gifts is included in full in the Statement of Financial Activities when received, including gifts in kind that are capable of valuation.

Donations under Gift Aid, together with the tax recoverable thereon, are accounted for when received. Provision is made for unclaimed tax at the year-end. For legacies, entitlement is the earlier of the church being notified of an impending distribution or the legacy being received.

The church has relied significantly on volunteers in carrying out its activities during the year. However, in accordance with the SORP, the value of these services has not been recognised as income as they cannot be reliably measured.

(b) Expenditure

Items of expenditure are charged in the accounts in the period in which they are incurred. These are allocated to the following headings and include attributable VAT which cannot be recovered:

-Charitable activities comprises all expenditure that directly related to the objects of the church.

-Costs of generating funds are those costs incurred in fundraising activities.

-Grants payable are taken into account at the earlier of the date when they are paid or the date when they become constructive obligations

-Governance costs include those incurred in the governance of its assets and are primarily associated with constitutional and statutory requirements.

Transfers between funds are made by the trustees as appropriate.

(c) Fund structure

Expenditure which meets certain criteria is identified to the relevant fund.

General unrestricted funds represent donations and other income received or generated for the objects of the Church without further specified purpose and are available as general funds.

The following funds are classed as *General*:

The *General Fund* - for church running costs and allocation to designated funds

Designated unrestricted funds are those which have been allocated by the Trustees for identifiable future expenditure.

The following funds are classed as *Designated*:

The *Tithe Fund* - for planned giving, budgeted annually as a proportion of income

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

Restricted funds are to be used for specified purposes as laid down by the donor.

The following funds are classed as *Restricted*:

The *Building Fund* - for building projects

The *Mission Funds* - various funds for handling donations for mission purposes

The *Church Fund* - for Slough Baptist Church running costs

The Y@S *Fund* - for church youth activities

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

The *Foodbank Fund* - for supporting Slough Foodbank activities

The *Coffee Pot Fund* - for activities of the church Coffee Pot Club, now replaced by Friday Families

The *Uganda Fund* - for handling donations for approved mission trips to Uganda.

Endowment funds are to be held as capital.

The *Endowment Fund* holds all the properties owned by the church.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(d) Tangible fixed assets and depreciation

Tangible assets are included in the balance sheet at cost or at market value at the date of the gift.

Depreciation on fixed assets is provided at rates considered appropriate to reduce book values to estimated residual values over the useful lives of the assets concerned:

Buildings	- Straight line over 50 years
Building improvements	- Straight line over 20 to 50 years
Computer equipment	- Straight line over 3 years
Other equipment	- Straight line over 5 to 20 years

Assets in the course of construction are not depreciated until they are completed.

Depreciation commences in the quarter following acquisition or capitalisation.

Small items of equipment (valued at £1,000 or less) are written off on purchase.

Freehold land is not depreciated.

(e) Financial instruments

The Charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined in FRS 102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive).

(f) Pensions

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

The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011. Prior to this date the main benefit provided through the defined Benefit (DB) Plan was a 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.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members if they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva Limited.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister and some members of the church staff are eligible to join the Scheme.

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, whilst the level of assets needed to pay benefits was £316 million, giving a deficit of £18 million (equivalent to past service funding level of 94%). The Church and the other partcipating employers in the DB plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuation were as follows:

Type of financial assumption	% p.a.
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income Increase Adjustment (above CPI)	0.50
Pre-retirement assumed investment returns (gilt yield plus 1.75% pa)	2.95
Post-retirement assumed investment returns (including benefits matched by the insurance policy)(gilt yield plus 0.5% pa)	1.70
Deferred pension increases (based on RPI)	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Based on CPI with an annual floor of 0% and annual cap of 5%	2.70

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the CMI 2019 projection, with a long term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females, with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

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

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(f) Pensions (continued)

Recovery Plan

In addition to the contributions to the DC Plan set out earlier, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other emnployers in the DB plan.

Following the 2019 valuation a Recovery Plan was signed in 30 September 2020 under which deficiency contributions are payable until 30 June 2026. These contributions were broadly based on each 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.

On 30th June 2022 the Baptist Pension Scheme signed an agreement with the insurance company Just Group ("Just") to secure DB Plan members' pension benefits. Just are now providing financial backing for all pensions provided through the Scheme's DB Plan, and following this transaction, the scheme no longer has a shortfall. An updated Recovery Plan was signed in August 2022 under which recovery contributions from each participating employer in the DB Plan reduced to £1 per month from August 2022.

Movement in Balance Sheet Liability

Section 28.11A of FRS 102 required agreed deficit recovery payments to be reocgnised as a liability. The movement in the provision is set out in the table below.

Accounting date (year ending)	30 September 2022	30 September 2021
Balance sheet liability at start of year	£18,958	£21,580
Minus deficiency contributions paid	-£3,113	-£3,225
Interest cost (recognised in SoFA)	£191	£299
Actuarial (gains)/losses on re-measurement of liability (recognised in SoFA)	-£16,036	£304
Balance sheet liability at end of year	£0	£18,958

The liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

Accounting date (year ending)	30 September 2022	30 September 2021	31 September 2020
Discount rate	6.5%	1.1%	1.5%
Future increases to Minimum Pensionable Income	0.0%	3.9%	3.1%

NOTES TO THE FINANCIAL STATEMENTS

2. Donations and Legacies

	Total 2022 £	Total 2021 £
Gift Aided direct donations	178,548	171,474
Other donations	70,664	56,625
	249,211	228,099

3. Incoming resources from charitable activities

	Total 2022 £	Total 2021 £
Coffee Pot Club, replaced by Friday Families group during 2022	179	-
	179	-

4. Other incoming resources

	Total 2022 £	Total 2021 £
Gifts for use of premises	9,600	9,600
Coronavirus Job Retention Scheme grants	-	6,086
Sundry receipts	510	1,850
	10,110	17,536

Gifts for use of premises included £9,600 (FY21 £9,600) received from the tenant of No 34 Windsor Road, a property owned by the Charity. The Trustees note that this is a related party transaction as the tenant, Jon Edwins, is now a Trustee. The other Trustees have discussed the matter and agree that any conflicts can be adequately managed and that it is in the best interests of Slough Baptist Church that Jon and his family remain tenants of No.34. In the interests of transparency, the Trustees have self-reported the potential conflict to the Charity Commission and have received agreement on this approach.

5. Expenditure on charitable activities

	Total 2022 £	Total 2021 £
Costs incurred directly on specific activities		
Ministry staff salaries and expenses	50,517	77,907
Telephone and utilities	13,873	10,623
Facilities and IT costs	38,698	14,516
Depreciation of tangible fixed assets	38,554	41,760
Miscellaneous expenses	12,595	6,235
Grants payable (note 6)	53,057	53,206
	207,294	204,247
Costs incurred on support and administration		
Governance costs (note 7)	1,980	1,910
Support staff costs and training	54,935	53,944
Printing, postage and stationery	1,772	933
Insurance	5,396	4,663
Bank charges	385	157
Other support and administration costs	1,758	2,007
	66,226	63,613
Total expenditure on charitable activities	273,520	267,860

NOTES TO THE FINANCIAL STATEMENTS

6. Grants payable

	Total 2022 £	Total 2021 £
Christian Connections in Schools	9,240	9,240
Bulgarian Support Fund	7,706	3,300
Baptist Missionary Society	5,313	5,280
Home Mission Fund	4,860	4,860
Frontiers	3,300	3,300
World Horizons	3,180	3,180
London City Mission	3,120	3,120
Smile Uganda	2,022	-
Mission trip support	1,700	-
Bible Society	1,517	780
Christian Solidarity Worldwide	1,380	1,620
Operation Mobilisation	1,266	1,305
Baptist Union of GB Christmas appeal	1,144	-
Slough Refugee Support	1,124	-
Church on the Street	922	-
Slough Foodbank	763	744
WATSAN	744	2,661
Tearfund	720	1,245
Compassion	672	842
It's Your Move books	600	600
London & Slough Run	490	802
People In Need Fund gifts	437	996
Leprosy Mission	50	413
Embrace the Middle East	29	1,189
World Team	-	3,240
South Asia Concern - oxygen appeal	-	1,500
Thames Hospice	-	1,485
Spurgeons	-	500
Hayat Ministries	-	363
Unicef UK	-	304
Open Doors	-	212
Others	759	125
	53,057	53,206

No grants to individuals were given to any trustees.

7. Governance Costs

	Total 2022 £	Total 2021 £
Independent examination fees	1,980	1,910

Fees payable to Stewardship, other than for the independent examination, for payroll bureau services and consultation, totalled £785 (2021: £857).

NOTES TO THE FINANCIAL STATEMENTS

8. Other Expenditure

	Total 2022 £	Total 2021 £
Advisory fees relating to Building Fund	-	3,000

9. Employee and Related Party Information

2022	Ministry Staff £	Support Staff £	Total 2022 £
Wages and salaries	34,625	42,144	76,769
Social security costs	2,041	1,687	3,729
Pension costs	8,831	10,993	19,824
	45,497	54,825	100,322
Reimbursed expenses	5,020	80	5,100
Training costs		30	30
Total staff costs	50,517	54,935	105,452

Prior Year (2021)	Ministry Staff £	Support Staff £	Total 2021 £
Wages and salaries	57,133	41,262	98,395
Social security costs	3,230	1,906	5,136
Pension costs	16,698	10,764	27,462
	77,061	53,932	130,993
Reimbursed expenses	841		841
Training costs	5	12	17
Total staff costs	77,907	53,944	131,851

The average number of staff during the year was as follows:

	2022	2021
Full time	2	2.9
Part time	1	1
	3	3.9

There were no employees with emoluments above £60,000.
Most of the charity's activities are carried out by volunteers.
Andy Perryman, the Pastor and a trustee up to 31 August 2021, in his role as pastor and not as trustee, received a salary of £24,336, pension contributions of £7,843 and expense reimbursements of £268 during the year to 30 September 2021.
Keith Wilson, the Senior Pastor and a trustee from 14 September 2022, in his role as pastor and not as trustee, received a salary of £1,517, pension contributions of £196 and expense reimbursements of £2,173 during the year to 30 September 2022, as permitted by the governing document.
The aggregate amount of donations from individuals who were trustees at any time during the financial year or from their related parties, was £70,055 (2021: £54,970).

NOTES TO THE FINANCIAL STATEMENTS

10. Tangible Fixed Assets

	Freehold Properties	Computer Equipment	Other Equipment	Total
	£	£	£	£
Valuation, 1 October 2021	1,534,147	42,089	188,748	1,764,984
Additions during the year	4,627	3,134	7,428	15,189
Disposals during the year		(23,864)	(50,492)	(74,356)
Valuation, 30 September 2022	1,538,774	21,359	145,684	1,705,817
Accum. depreciation, 1 Oct. 2021	740,321	39,056	160,665	940,042
Charge for the year	30,683	2,080	5,791	38,554
Depreciation on disposals		(23,864)	(49,197)	(73,061)
Accum. depreciation, 30 Sep. 2022	771,004	17,272	117,259	905,535
Net book value, 30 September 2022	767,770	4,087	28,425	800,282
Net book value, 1 October 2021	793,826	3,033	28,083	824,942

The insurance reinstatement values of church properties in 1997 were:

Church building	1,087,000	
Manse	120,000	
34 Windsor Road	75,000	
		1,282,000
Additions since 1996:		256,774
		1,538,774

All properties are held in an Endowment Fund, to reflect the fact that the sales proceeds are to be spent on capital expenditure only.
The disposals recorded during the year are the result of a review carried out to identify fixed assets which are no longer in use.

11. Debtors and prepayments

	Total 2022	Total 2021
	£	£
Income tax recoverable (gift aid)	11,630	7,677
On-line donations income receivable	3,023	2,235
Furlough grant receivable	-	642
Other debtors and prepayments	1,585	2,012
	16,238	12,566

12. Investments

	Total 2022	Total 2021
	£	£
Baptist Union Loan Fund	23,551	23,332

13. Creditors: amounts falling due within one year

	Total 2022	Total 2021
	£	£
Independent examination fees accrued	1,920	1,800
Mission Fund collections due to be passed on	1,791	3,210
Rent received in advance	400	400
Accrued payroll costs	1,766	-
Accrued gas and electricity costs	1,272	666
Accrued property repair costs	-	3,904
Baptist Pension Scheme liabilities - current	-	3,804
Other creditors and accruals	588	291
	7,737	14,075

14. Creditors: amounts falling due after more than one year

	Total 2022	Total 2021
Baptist Pension Scheme liabilities	-	15,154

NOTES TO THE FINANCIAL STATEMENTS

15. Restricted Funds

2022	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
Endowment Fund	793,826		(30,683)	4,627	767,770
Building Fund	13,271	-	-		13,271
Mission Funds	18,399	11,518	(9,432)		20,484
Church Fund	27,008	6,504	(25,887)	(3,000)	4,625
Cause for the Month Fund	552	6,650	(6,650)		552
Coffee Pot Fund	1,869	179	(1,350)		698
Other restricted	893	444	(501)		836
	855,818	25,294	(74,504)	1,627	808,236

The transfer to the Endowment Fund was in respect of building improvement expenditure that was made out of the General Fund. The transfer from the Church Fund was a contribution to the General Fund for expenditure on a new sound system for the church.

Prior Year (2021)	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
	£	£	£	£	£
Endowment Fund	824,509		(30,683)		793,826
Building Fund	12,936	3,335	(3,000)		13,271
Mission Funds	17,066	7,267	(5,934)		18,399
Church Fund	41,274	13,686	(27,952)		27,008
Cause for the Month Fund	552	6,613	(6,613)		552
Coffee Pot Fund	1,869				1,869
Other restricted	389	1,500	(996)		893
	898,595	32,401	(75,178)	-	855,818

The Endowment Fund holds all the properties owned by the church.
The Mission Funds are used for collecting donations for missionary causes, either specified in advance or allocated as determined later by the church members.
The Church Fund is used for collecting gifts for church running costs. This year the biggest single item of expenditure was £4,662 paid for the refurbishment of a space used by the youth groups.

16. Unrestricted Funds

2022	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Gains Recognised	Closing Balances
	£	£	£	£	£	£
General fund	71,164	234,444	(162,188)	(48,495)	16,036	110,961
Designated Funds:						
Tithe Fund	9,228		(36,828)	46,868		19,268
PIN Fund	-		-	-		-
	80,392	234,444	(199,016)	(1,627)	16,036	130,229

Prior Year (2021)	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Gains Recognised	Closing Balances
	£	£	£	£	£	£
General fund	56,443	213,297	(155,614)	(42,659)	(303)	71,164
Designated Funds:						
Tithe Fund	6,637		(40,068)	42,659		9,228
PIN Fund	-		-	-		-
	63,080	213,297	(195,682)	-	(303)	80,392

The Tithe Fund receives no donations. A set proportion of the budgeted income of the General Fund is spent on tithe gifts, with the occasional tithe gift coming out of the Mission Fund. The amount transferred to the Tithe Fund in 2022 was calculated based on 20% of General Fund income (2021 20%).
The designated PIN Fund receives occasional donations during the year, but if expenditure exceeds income, a transfer is made from the General Fund to cover the deficit.

NOTES TO THE FINANCIAL STATEMENTS

17. Analysis of Net Assets between Funds

2022	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
	£	£	£	£	£
General Funds (unrestricted)	32,512	48,205	30,245	-	110,961
Tithe Fund (designated)		19,268			19,268
Total Unrestricted	32,512	67,473	30,245	-	130,229
Restricted Funds:					
Endowment Fund	767,770				767,770
Church Fund		5,562	(938)		4,624
Mission Funds		16,611	3,873		20,484
Cause for the Month Fund		2,048	(1,496)		552
Building Funds		13,271	-		13,271
Coffee Pot Fund		698			698
Other restricted		470	367		836
Total Restricted	767,770	38,659	1,807	-	808,236
Total Funds	800,282	106,132	32,051	-	938,465

Prior Year (2021)	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
	£	£	£	£	£
General Funds (unrestricted)	31,116	33,182	22,020	(15,154)	71,164
Tithe Fund (designated)		9,228			9,228
Total Unrestricted	31,116	42,410	22,020	(15,154)	80,392
Restricted Funds:					
Endowment Fund	793,826				793,826
Church Fund		29,957	(2,949)		27,008
Mission Funds		14,601	3,798		18,399
Cause for the Month Fund		3,224	(2,672)		552
Building Funds		12,271	1,000		13,271
Coffee Pot Fund		1,869			1,869
Other restricted		267	626		893
Total Restricted	793,826	62,189	(197)	-	855,818
Total Funds	824,942	104,599	21,823	(15,154)	936,210

NOTES TO THE FINANCIAL STATEMENTS

18. Detailed Statement of Financial Activities by Fund Type with Comparatives

STATEMENT OF FINANCIAL ACTIVITIES

	-- Unrestricted Funds --				-- Restricted Funds --				Total	Total
	General		Designated		Endowment		Income			
	£ 2022	£ 2021	£ 2022	£ 2021	£ 2022	£ 2021	£ 2022	£ 2021	£ **2022**	£ **2021**
Incoming Resources										
Incoming resources from generated funds:										
Voluntary income	224,396	197,448					24,815	30,651	249,211	228,099
Investment income	238	64							238	64
Incoming resources from charitable activities							179	-	179	
Other incoming resources	9,810	15,786					300	1,750	10,110	17,536
Total Incoming Resources	234,444	213,298	-	-	-	-	25,294	32,401	259,738	245,699
Resources expended										
Cost of generating funds										
Charitable activities	162,188	155,614	36,828	40,068	30,683	30,683	43,820	41,495	273,520	267,860
Other expenditure							-	3,000	-	3,000
Total resources expended	162,188	155,614	36,828	40,068	30,683	30,683	43,820	44,495	273,520	270,860
Net Incoming/(outgoing) resources before transfers between funds	72,256	57,684	(36,828)	(40,068)	(30,683)	(30,683)	(18,526)	(12,094)	(13,781)	(25,161)
Transfers										
Gross transfers between funds	(48,495)	(42,659)	46,868	42,659	4,627	-	(3,000)	-	-	-
	23,760	15,025	10,040	2,591	(26,056)	(30,683)	(21,526)	(12,094)	(13,781)	(25,161)
Other Recognised Gains/(Losses)										
Actuarial gain/(loss) on defined benefit pension schemes	16,036	(304)							16,036	(304)
Net Movement of Funds	39,797	14,721	10,040	2,591	(26,056)	(30,683)	(21,526)	(12,094)	2,255	(25,465)
Reconciliation of Funds										
Total funds brought forward	71,164	56,443	9,228	6,637	793,826	824,509	61,992	74,086	936,210	961,675
Total funds carried forward	110,961	71,164	19,268	9,228	767,770	793,826	40,466	61,992	938,465	936,210

SLOUGH BAPTIST CHURCH

England & Wales - Charity number 1133760

Accounts



Trustees' Report & Annual Accounts
for the year 1 October 2020 to 30 September 2021

CONTENTS

The Purpose of this Document

This document describes the activities and financial affairs of the church for the year.

It is intended to include all the information that the Charity Commission recommends be reported annually.

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REFERENCE AND ADMINISTRATIVE INFORMATION

Aims

The principal aim of Slough Baptist Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and other charitable purposes in the United Kingdom and / or other parts of the world. It is affiliated to the Baptist Union of Great Britain and is also a member of the Evangelical Alliance.

Charity Status

The charity was registered at the Charity Commission on 26 January 2010 with the charity registration number 1133760.

Address & Contact Details

34 Windsor Road
Slough
Berkshire, SL1 2EJ

http://www.sloughbaptistchurch.org.uk
01753 523058
mailto:office@sloughbaptistchurch.org.uk

Trustees

Mrs D Ayoma Mr D Curley Mr J Edwins Mrs E Fraser (from October 2021) Rev. D Howell (from July 2021) Mrs J Jones Mr E King (until December 2021) Ms L Longman	Mr M Ngwenya Rev. A Perryman (until August 2021) Ms A Robinson (until December 2021) Mr J Shepherd Mr A Tarrant Miss C Taylor Mr M Warren

Custodian Trustee

Baptist Union Corporation Ltd
Baptist House, PO Box 44
129 Broadway, Didcot
Oxfordshire, OX11 8RT

Bankers

Lloyds Bank
123 High St, Slough
Berkshire SL1 1DH

Independent Examiner

Jacob Farley A.C.A.
Stewardship
1 Lamb's Passage
London EC1Y 8AB

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEP 2021

The trustees are pleased to present their report together with the financial statements of the Church for the year ended 30th September 2021.

Structure, Governance and Management

The governing document is an Individual Deed of Trust dated 1896, supported by a Constitution adopted on 22 April 2009.

The Church is a registered charity. The Church Members' Meeting is the governing body of the church, which appoints ministers, elders, deacons and church officers. The ministers, elders, deacons and officers form the Church Council and act as managing Trustees. The church's buildings are held by the Baptist Union Corporation as custodian trustees.

During this reporting period, our Pastor, Rev. Andy Perryman, left Slough Baptist Church to take up a position with another church. Responsibilities and accountability for his activities have been delegated to the other staff members, elders and officers to ensure effective management of the church. A Search Team has been established to manage the process of recruiting a new Lead Pastor through the Baptist Union Settlement Process.

Objectives and Activities

Objectives

The vision we have for ourselves is unchanged:

> *"We aim to give glory to God*
> *by offering a Welcome to the whole world,*
> *by Witnessing to the whole world*
> *and by bringing Worship from the whole world."*

Sometimes, a grand statement like this is easy to say but how do we actually do it? At Slough Baptist Church, we aim to offer a **welcome** to the whole world. We know we cannot welcome all seven billion people! But, just as Jesus positively welcomed anyone, whatever their race or background, we too want to be known as a welcoming people.

We also aim to be a **witness** to the whole world. We see our responsibility to be both a local and international witness. In Slough, we have a unique privilege of having the world on our doorstep. A survey of attendees indicates that at Sunday morning worship people from over 40 different nations can be present.

We also desire to give glory to God by offering **worship** from the whole world. This means recognising and using the rich diversity of races, ages and experiences of the fellowship in deepening our worship of God.

Activities

The church programme includes Sunday Services, Sunday Club (for those under 15), home groups, prayer meetings, parent & toddler groups, Guides, Brownies, Rainbows, youth activities, groups to explain the Christian faith, evangelism, social events, fund-raising events, educational and holiday activities for school children, and more.

Public Benefit

In planning the activities of the charity, we have considered the guidance on public benefit issued by the Charity Commission, including the specific guidance to charities for the advancement of religion.

Priorities for the Future

At the 2016 AGM, the following vision for the next five years was presented:

Worship

We will be a church where everyone is growing daily as a follower of Jesus, developing a hunger and passion for God and worshipping him. We will be personally and corporately studying the Bible and applying it to life. In our activities and lives worship has a central place.

- Increasing number of people regularly study the bible and pray
- More people are involved in contributing to worship
- There will be new creative expressions of worship
- Prayer will be an integral part of the life of our church evidenced by ad hoc and regular activities (not all about prayer meetings, but prayer as key)
- A greater proportion of the church will be involved in meeting with others to grow as disciples (home group, CBSI, mentoring, prayer triplet)

Welcome

We will be a welcoming community, where people from all nations and backgrounds want to come, encouraging one another to show love to those who are different from ourselves, and helping people become part of the life of the church.

- Our leadership will be more reflective of the diversity in the church body
- We will increase the number of people who, having visited the church, continue to attend regularly
- We will see an increasing number of new people joining small groups
- An increasing number of church members
- Our church will be a place that is accessible to all
- Our church will be a better reflection of our diverse community

Witness

We will be growing numerically, equipping our members to witness personally and releasing people into mission both locally and globally. We will be reaching out to our diverse, unchurched community, and finding ways to incorporate them into the life of our church.

- We aim to start a new congregation - reaching 50% unchurched and a diverse group of people. (The majority of people in this town have never been to a church service and that in itself puts people off.) We will find new and creative ways that will witness to those who won't come on a Sunday.
- We plan to find another partner working locally or internationally – we have sent people like Annie to Nepal, we would like to do it again.
- We will have regular mission training initiatives.

Specific priorities for 2022 in line with the Five-Year vision

Worship – Our motto verse for the year was Psalm 61:2

From the ends of the earth I call to you,
I call as my heart grows faint;
lead me to the rock that is higher than I

During the period of uncertainty, the 'rocks' that we may have been trusting in have been tested, we must find our strength in God and seek Him together.

It is also important that we continue together - Hebrews 10:24-25:
And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another.

Witness – As the impact of Covid-19 continues to be revealed we want to be outward looking and support those in need. Kintsugi Hope groups are beginning to help those struggling with emotional or mental wellbeing. We recognise there may also be support needed for those facing unemployment. We view that there is a significant mission opportunity to partner with Cippenham Baptist Church, help strengthen the church there and together reach out in new and creative ways across Cippenham.

Welcome – We know there are new people we have connected with online, this year we want to ensure we focus on welcoming people in person when we are able to. Continuing with online streaming will give us new opportunities to welcome people who may try online before coming in person.

Developing the Church Building to Enhance our Support to the Community

The Trustees and Members have started working with Slough Borough Council and neighbouring property owners to consider a joint development of the church building and buildings to the North and South along Windsor Road. This is intended to provide modern accessible facilities for worship and community groups, with some parking and more efficient heating.

Whilst these plans are still at the pre-planning consent stage, we have established a Building Fund to accept dedicated donations and a Building Sub-Committee to co-ordinate our efforts. Some changes to our reserves and investments policies may be needed to support planning for the redevelopment.

The Next Five Years

We are developing a new Five-Year Vision, which was adopted at our 2021 AGM. This will provide our focus for the period 2022-2026.

Achievements and Performance

Virtually all of our regular and seasonal activities have been impacted by the prevalence of Covid-19 and the associated restrictions. In this report our aim is to summarise the normal expectations for the Church as a charity. Where activities took place prior to the initial lockdown in 2020 and the Trustees have a reasonable expectation that these will be re-established, these are recorded below as being normal activities.

Welcome

We normally hold a series of Welcome Events on Sunday lunchtime and weekday evenings to give a welcome to new church-attenders and to allow them to find out more about our beliefs, organisation and activities.

The number of members has remained steady over the last five years and currently stands at 120. Although Covid restrictions have made it more challenging to encourage new applications, we have continued to interview and elect new members via online media.

Our Members' Meetings were held online throughout the current reporting period, but have now reverted to in-person meetings. As the online meetings allowed more members to attend meetings, the Trustees plan to consider amendments to our Constitution to allow hybrid meetings (i.e., combined in-person and online) in the future.

Messy Church is normally held on the third Saturday of each month. Numbers have fluctuated through the seasons, and we average around 50 per session. There are various activities based around a theme and then, after a time of worship, we have a meal. It has been encouraging to see non-church families attend.

Witness

As a Church we endeavour to spread the Good News of Jesus in a wide variety of ways.

We employ a full time **Pastoral Co-ordinator** to oversee a range of existing activities and to support members in setting new mission activities.

During the pandemic, we established a **Kintsugi Hope** programme at the church, with several groups running in parallel on different evenings. This programme aims to make a positive difference to mental wellbeing, and we provide it for both those in the church and in the community around us.

On **Good Friday**, we normally join with other churches in Slough for a joint act of worship in Slough High Street, including singing, dance and a short talk. Unfortunately, this event had to be cancelled due to lockdown restrictions.

Our **Parents and Toddlers** normally meet with an ever-changing group of people drawn from the community around us, as some toddlers go off to nursery school and other babies are born and join in. Unfortunately, this was suspended due to COVID restrictions.

We have continued our long-term support of **BMS World Mission**. One of our members worked with BMS in Nepal between 2013 – 2021 and returned to the UK during this last year. We intend to maintain our link with Kathmandu International Study Centre (KISC) through other contacts.

The church hosts a local schools worker, who is employed by **Christian Connections in Schools**, and who meets with young people in the schools of Slough, Windsor and Maidenhead.

From January to the middle of March, on Wednesday nights, Slough Baptist Church normally hosts a **Night Shelter** for homeless people in Slough in conjunction with SHOC and London and Slough Run. Volunteers from the church provide an evening meal and breakfast. The Night Shelter did not take place this year.

Together with many other churches our financial support to the **Baptist Home Mission** helps smaller churches, plants new churches and supports educational, commercial and hospital chaplaincies.

Two church members have been exploring mission work in Uganda and France respectively, by going for short visits. The church is supporting this and expects to continue to do so in the next few years. We have continued our links with **Frontiers in Central Asia, World Horizons** and **Varna Baptist Church** in Bulgaria, and are building a new link with **Smile Charity Uganda.**

We also give regularly to other mission organisations including Slough Foodbank, the London City Mission, Christian Solidarity Worldwide, Operation Mobilisation, the Bible Society, Compassion and Tearfund.

Worship

Services

Prior to the first lockdown, attendance at our morning services was stable, with an average of 165 and a peak of 250 people present during the first song of the service. Evening service attendance was typically about 20.

Our morning services moved online at the start of the first national lockdown and then moved to a hybrid system of 'in-person' attendance combined with livestreaming. The number of people attending in-person had risen to about 100 by the end of the reporting period, with a significant number still preferring to join our services online. We were able to support other local churches that could not initially establish livestream services.

Our livestream services are available as recordings for later viewing, allowing a wider range of people to worship in different ways online.

Prayer

Prayer is the foundation to all we do and we have many opportunities to pray. We encourage prayer in our worship services and in Home Groups but we also have additional occasions for prayer, including weekly prayer meetings on Tuesdays and Power Hour each month on Saturday mornings.

Home Groups

Home Groups are important, providing close fellowship, prayer and wide-ranging Bible study. We have six groups meeting regularly at present either in-person or using the church zoom account. Their main goals are to support members in fellowship, to pray together and to learn together. We continue to promote Home Groups by encouraging their participation through prayers and readings on Sunday mornings, and discussion of Home Groups at Welcome evenings for new attendees of the church.

Families, Youth & Children

The church's regular weekly activities, including Sunday morning groups, the youth home group, Y@S (14 to 18-year-olds), Guides, Rangers, Brownies and Rainbows, are being re-established following the lifting of restrictions.

We have continued a variety of annual events, including Christmas Unwrapped, Easter Cracked and It's Your Move presentations for local year six pupils, the Y@S weekend away, events with local Christian young people, and our nativity, parades and other all age services.

Financial Review

Total income was lower than last year by £34,000 (12%). The decrease was spread across Mission Funds, Cause for the Month Fund, Building Fund and General Fund.

Expenditure decreased by £24,000 (8%) from last year's level. Reduced amounts of gifts out accounted for £10,000 of this reduction, but running costs were also lower than planned due to reduced levels of activities in the church during lock down periods.

Investment Policy

Generally, no investments are held. Any unrestricted donations received are used, within a calendar year of being received, for church expenses or for church projects or given to others as described in the grants policy. However, any large donations over £10,000 are notified to the Church Members' Meeting, which may authorise sums to be invested with the Baptist Union Loan Corporation until a suitable project is identified.

Reserves Policy

Reserves are needed to manage any cash flow delays where income arrives later than expenditure. Cash in the bank at any one time is normally sufficient to cover such delays. However, if necessary, the treasurer is authorised to accumulate a sum equivalent to between one and four months of expenditure as reserves.

Running costs for the church are met from the unrestricted General Fund and the Church Fund, which is a restricted fund for church running costs. The trustees have determined that the charity should aim to hold total net current assets in those combined funds of no less than £20,000 (which equates to about one month of budgeted running costs) so that the charity could continue to operate should income and / or expenditure vary adversely.

At the year end, the reserves in those funds were estimated at £80,000, that is the equivalent to four months' budgeted running costs. These reserves are expected to fall in the next financial year unless income from regular giving increases.

In March 2020 Slough Baptist Church took steps, in line with government advice, to help contain the outbreak of COVID-19. This included temporary suspension of all physical gatherings, and the church has had to curtail, or change, how it operates; the church has been able to continue some of its activities using on-line media while some began to restart later in 2021. The trustees continue to monitor income and expenditure and, if it becomes necessary, will take measures to mitigate the longer term impact of COVID-19 on the charity's free reserves.

Grants Policy

As Slough Baptist Church we will give money away in accordance with these principles:

1. We give a fixed proportion of our income by tithe to projects outside the fellowship. The amount is agreed at the Annual General Meeting. For 2021, the proportion was 20% (2020: 20%). In addition to this, we encourage people in our fellowship to give to various charitable organisations both directly and through our Mission Fund.
2. Grants can be made locally, nationally and internationally.
3. Grants may be to individuals or organisations.

4. Grants must be in line with the purpose statement of the church. This is, "*As Slough Baptist Church we aim to give glory to God by offering a Welcome to the whole world, by Witnessing to the whole world and by bringing Worship from the whole world.*" All grants are to aid in the propagation of the Christian faith, either directly (e.g. grants to missionary societies), or indirectly (e.g. grants given in the name of the church for the improvement of the spiritual, physical, emotional or educational welfare of those in need).
5. Grants may be made to individuals linked to the fellowship from the Persons in Need (PIN) fund. These grants are administered confidentially by a panel appointed by the Church Members' Meeting. All PIN grants will be below £1,000 for any one person in any one year.
6. The Annual General Meeting for Members authorises an annual budget for grants, and the Church Council appoints committees to decide how the budget for grants is to be allocated. A report of expenditure is given at each quarterly Church Members' Meeting and in the Annual Report and Accounts.
7. We also invite people to give to a different "Cause of the Month" each month, as chosen in advance by the Members at their quarterly meetings. The grants raised in this way in 2021 have come to a total of £6,613 (2020 £15,785).

Risk Management

The church council has appointed people to manage the following specific areas of risk:

- Security and fire safety
- Health and safety
- Finance and legislation
- Safeguarding

Policies and procedures are reviewed regularly.

During the lockdown, we developed a Covid Risk Assessment to identify and mitigate the risks of infection for our staff, volunteers and visitors. The assessment was revised several times to reflect changes in Government guidelines and based on our experiences as the church opened up to 'in-person' worship again.

Statement of Trustees' Responsibilities

The Charities Act 2011 requires the trustees to prepare a statement of accounts for each financial year, which comply with the regulations made under that act.

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Charity law in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

1. select suitable accounting policies and apply them consistently,
2. observe the methods and principles in the Charities SORP,
3. make judgements and estimates that are reasonable and prudent,
4. state whether the with applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

This report was approved by the trustees on 6th June 2022. The trustees authorised Celia Taylor (Treasurer) to sign on their behalf.

C. C. TAYLOR.

Treasurer 6/6/2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SLOUGH BAPTIST CHURCH

I report to the charity trustees on my examination of the accounts of the Slough Baptist Church (the Trust) for the year ended 30 September 2021 on pages 13 to 24 following, which have been prepared on the basis of the accounting policies set out on pages 15 to 17.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust'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 Trust 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 in order to enable a proper understanding of the accounts to be reached.

Institute of Chartered Accountants in England and Wales

Stewardship
1 Lamb's Passage
London
EC1Y 8AB

8 JUNE 2022

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2021

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	-- Unrestricted Funds -- General	Designated	-- Restricted Funds -- Endowment	Income	Total funds 2021 £	Total funds 2020 £
INCOME AND ENDOWMENTS FROM:							
Donations and legacies	2	197,448			30,651	228,099	260,999
Investments		64				64	196
Charitable activities	3				-	-	354
Other income and endowments	4	15,786			1,750	17,536	17,659
Total income and endowments		213,298	-	-	32,401	245,699	279,208
EXPENDITURE ON							
Charitable activities	5	155,614	40,068	30,683	41,495	267,860	288,211
Other	8				3,000	3,000	6,461
Total expenditure		155,614	40,068	30,683	44,495	270,860	294,672
Net income/(expenditure)		57,684	(40,068)	(30,683)	(12,094)	(25,161)	(15,464)
Transfers between funds		(42,659)	42,659		-	-	-
		15,025	2,591	(30,683)	(12,094)	(25,161)	(15,463)
Other Recognised Gains/(Losses)							
Actuarial gains/(losses) on defined benefit pension schemes	1	(304)				(304)	11,040
Net movement in funds		14,721	2,591	(30,683)	(12,094)	(25,465)	(4,423)
Reconciliation of funds							
Total funds brought forward		56,443	6,637	824,509	74,086	961,675	966,098
Total funds carried forward		71,164	9,228	793,826	61,992	936,210	961,675

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing operations.
Movements on reserves and all recognised gains and losses are shown above.
The notes on pages 15 to 24 form part of these accounts.
An analysis of the SOFA including comparative amounts for each type of fund is included in Note 18.

BALANCE SHEET

AS AT 30 SEPTEMBER 2021

	Note		2021 £		2020 £
FIXED ASSETS					
Tangible assets	10		824,942		864,467
CURRENT ASSETS					
Debtors and prepayments	11	12,566		17,267	
Investments	12	23,332		23,284	
Bank and cash balances		104,599		88,187	
		140,497		128,738	
CURRENT LIABILITIES					
Amounts falling due within one year	13	14,075		13,175	
NET CURRENT ASSETS			126,422		115,563
NON-CURRENT LIABILITIES					
Amounts falling due after more than one year	14		15,154		18,355
TOTAL NET ASSETS			936,210		961,675
FUND BALANCES					
Restricted funds	15				
Endowment funds		793,826		824,509	
Income funds		61,992		74,086	
			855,818		898,595
Unrestricted funds	16				
Designated funds		9,228		6,637	
General funds		71,164		56,443	
			80,392		63,080
TOTAL FUND BALANCES			936,210		961,675

The notes on pages 15 - 24 form part of these accounts.
An analysis of the net assets by type of fund is included in Note 17.

Approval

The report and accounts were approved by the trustees on 6th June 2022. The trustees authorised Celia Taylor (Treasurer) to sign on their behalf.

C.C. TAYLOR 6th June 2022

Treasurer

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

These financial statements have been prepared on a going concern basis, under the historical cost convention. Based on the adequacy of the charity's reserves as at the balance sheet date, along with their knowledge of the charity's ability to meet bills, payments and other liabilities as they fall due, the trustees have a reasonable expectation that the charity has sufficient resources to continue in operational existence for the foreseeable future. In making this assessment the trustees have considered the impact of Covid-19 and have concluded that its impact on net income will not be material.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102") and with the Charities Act 2011. THe charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') require charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005', but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed necessary for these financial statements to give a 'true and fair view'.

The charity has taken advantage of the exemption conferred by the SORP (FRS 102) from the requirement to produce a cash flow statement on the grounds of its size.

The following are the accounting policies which have been applied in dealing with material items:

(a) Donated and grant income

Voluntary income received by way of donations and gifts is included in full in the Statement of Financial Activities when received, including gifts in kind that are capable of valuation.

Donations under Gift Aid, together with the tax recoverable thereon, are accounted for when received. Provision is made for unclaimed tax at the year-end. For legacies, entitlement is the earlier of the church being notified of an impending distribution or the legacy being received.

The church has relied significantly on volunteers in carrying out its activities during the year. However, in accordance with the SORP, the value of these services has not been recognised as income as they cannot be reliably measured.

(b) Expenditure

Items of expenditure are charged in the accounts in the period in which they are incurred. These are allocated to the following headings and include attributable VAT which cannot be recovered:

-Charitable activities comprises all expenditure that directly related to the objects of the church.

-Costs of generating funds are those costs incurred in fundraising activities.

obligations

-Governance costs include those incurred in the governance of its assets and are primarily associated with constitutional and statutory requirements.

Transfers between funds are made by the trustees as appropriate.

(c) Fund structure

Expenditure which meets certain criteria is identified to the relevant fund.

General unrestricted funds represent donations and other income received or generated for the objects of the Church without further specified purpose and are available as general funds.

The following funds are classed as *General*:

The *General Fund* - for church running costs and allocation to designated funds

Designated unrestricted funds are those which have been allocated by the Trustees for identifiable future expenditure.

The following funds are classed as *Designated*:

The *Tithe Fund* - for planned giving, budgeted annually as a proportion of income

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

The *Tuesday Break Fund* - for funding activities of the Tuesday Break group

Restricted funds are to be used for specified purposes as laid down by the donor.

The following funds are classed as *Restricted*:

The *Building Fund* - for building projects

The *Mission Funds* - various funds for handling donations for mission purposes

The *Church Fund* - for Slough Baptist Church running costs

The Y@S *Fund* - for church youth activities

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

The *Foodbank Fund* - for supporting Slough Foodbank activities

The *Coffee Pot Fund* - for activities of the church Coffee Pot Club

The *Uganda Fund* - for handling donations for approved mission trips to Uganda.

Endowment funds are to be held as capital.

The *Endowment Fund* holds all the properties owned by the church.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(d) Tangible fixed assets and depreciation

Tangible assets are included in the balance sheet at cost or at market value at the date of the gift.

Depreciation on fixed assets is provided at rates considered appropriate to reduce book values to estimated residual values over the useful lives of the assets concerned:

Buildings	- Straight line over 50 years
Computer equipment	- Straight line over 3 years
Other equipment	- Straight line over 5 to 20 years

Assets in the course of construction are not depreciated until they are completed.

Depreciation commences in the quarter following acquisition or capitalisation.

Small items of equipment (valued at £300 or less) are written off on purchase.

Freehold land is not depreciated.

(e) Financial instruments

The Charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined in FRS 102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive).

(f) Pensions

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

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

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister and some members of the church staff are eligible to join the Scheme.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc. The further 4% contribution rate is reduced to 3% for Employer contributions made to the Segregated DC Arrangement.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

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 past service funding level of 94%). The Church and the other employers supporting the DB plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuations were as follows:

Type of financial assumption	% p.a.
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (CPI plus 0.75% pa)	3.20
Assumed investment returns	
- Pre retirement	2.95
- Post retirement	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Main Scheme pension	2.70

Post retirement mortality in accordance with 80% of the S3NFA and S3NMA tables, with allowance for future improvements in mortality rates from 2013 in line with the CMI 2019 core projections, with a long term annual rate of improvement of 1.75% for males and 1.5% for females, with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

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

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(f) Pensions (continued)

Recovery Plan

In addition to the contributions to the DC Plan set out earlier, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other emnployers 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.

Movement in Balance Sheet Liability

Section 28.11A of FRS 102 required agreed deficit recovery payments to be reocgnised as a liability.
The movement in the provision is set out in the table below.

Accounting date (year ending)	30 September 2021	30 September 2020
Balance sheet liability at start of year	£21,580	£35,074
Minus deficiency contributions paid	-£3,225	-£3,158
Interest cost (recognised in SoFA)	£299	£704
Remaining change to balance sheet liability* (recognised in SoFA)	£304	-£11,040
Balance sheet liability at end of year	£18,958	£21,580

*Comprises any change in agreed deficit recovery plan and change in assumptions between year-ends.

The liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

Accounting date (year ending)	30 September 2021	30 September 2020	31 September 2019
Discount rate	1.10%	1.50%	2.10%
Future increases to Minimum Pensionable Income	3.90%	3.10%	3.30%

NOTES TO THE FINANCIAL STATEMENTS

2. Donations and Legacies

	Total 2021	Total 2020
Gift Aided direct donations	171,474	191,386
Other donations	56,625	69,613
	228,099	260,999

3. Incoming resources from charitable activities

	Total 2021	Total 2020
Coffee Pot Club	-	354
	-	354

4. Other incoming resources

	Total 2021	Total 2020
Gifts for use of premises	9,600	9,775
Coronavirus Job Retention Scheme grants	6,086	4,215
Sundry receipts	1,850	3,669
	17,536	17,659

Gifts for use of premises included £9,600 (FY20 £9,600) received from the tenant of No 34 Windsor Road, a property owned by the Charity. The Trustees note that this is a related party transaction as the tenant, Jon Edwins, is now a Trustee. The other Trustees have discussed the matter and agree that any conflicts can be adequately managed and that it is in the best interests of Slough Baptist Church that Jon and his family remain tenants of No.34. In the interests of transparency, the Trustees have self-reported the potential conflict to the Charity Commission and have received agreement on this approach.

5. Expenditure on charitable activities

	Total 2021	Total 2020
Costs incurred directly on specific activities		
Ministry staff salaries and expenses	77,907	79,657
Telephone and utilities	10,623	13,479
Facilities and IT costs	14,516	20,184
Depreciation of tangible fixed assets	41,760	41,211
Miscellaneous expenses	6,235	7,369
Grants payable (note 6)	53,206	63,230
	204,247	225,130
Costs incurred on support and administration		
Governance costs (note 7)	1,910	1,984
Support staff costs and training	53,944	52,453
Printing, postage and stationery	933	2,020
Insurance	4,663	4,596
Bank charges	157	211
Other support and administration costs	2,007	1,817
	63,613	63,081
Total expenditure on charitable activities	267,860	288,211

NOTES TO THE FINANCIAL STATEMENTS

6. Grants payable

	Total 2021	Total 2,020
Christian Connections in Schools	9,240	11,139
Baptist Missionary Society	5,280	6,151
Home Mission Fund	4,860	4,860
Bulgarian Support Fund	3,300	3,300
Frontiers	3,300	3,300
World Team	3,240	3,240
World Horizons	3,180	3,180
London City Mission	3,120	3,120
WATSAN	2,661	744
Christian Solidarity Worldwide	1,620	3,506
South Asia Concern - oxygen appeal	1,500	-
Thames Hospice	1,485	-
Operation Mobilisation	1,305	1,690
Tearfund (including crisis appeals)	1,245	720
Embrace the Middle East	1,189	1,432
People In Need Fund gifts	996	260
Compassion	842	636
London & Slough Run	802	539
Bible Society	780	780
Slough Foodbank	744	764
It's Your Move books	600	-
Spurgeons	500	-
Leprosy Mission	413	-
Hayat Ministries	363	-
Unicef UK	304	-
Open Doors	212	1,231
Smile Uganda	-	5,677
College fees paid for Nepali student	-	3,950
Others	125	8,688
	53,206	63,230

No grants to individuals were given to any trustees.

7. Governance Costs

	Total 2021	Total 2020
Independent examination fees	1,910	1,984

Fees payable to Stewardship, other than for the independent examination, for payroll bureau services and consultation, totalled £857 (2020: £858).

NOTES TO THE FINANCIAL STATEMENTS

8. Other Expenditure

	Total 2021	Total 2020
Advisory fees relating to Building Fund	3,000	6,461

9. Employee and Related Party Information

2021	Ministry Staff	Support Staff	Total 2021
Wages and salaries	57,133	41,262	98,395
Social security costs	3,230	1,906	5,136
Pension costs	16,698	10,764	27,462
	77,061	53,932	130,993
Reimbursed expenses	841		841
Training costs	5	12	17
Total staff costs	77,907	53,944	131,851

Prior Year (2020)	Ministry Staff	Support Staff	Total 2019
Wages and salaries	58,164	40,195	98,359
Social security costs	3,086	1,858	4,944
Pension costs	16,742	10,400	27,142
	77,992	52,453	130,445
Reimbursed expenses	1,642		1,642
Training costs	23		23
Total staff costs	79,657	52,453	132,110

The average number of staff during the year was as follows:

	2021	2020
Full time	2.9	3
Part time	1	1
	3.9	4

There were no employees with emoluments above £60,000.
Most of the charity's activities are carried out by volunteers.
Andy Perryman, the Pastor and a trustee up to 31 August 2021, in his role as pastor and not as trustee, received a salary of £24,336 (2020: £26,016), pension contributions of £7,843 (2020: £8,388) and expense reimbursements of £268 (2020: £890) during the year, as permitted by the governing document.
No other trustees received any remuneration or reimbursement of expenses during the year.

The aggregate amount of donations from individuals who were trustees at any time during the financial year or from their related parties, was £54,970 (2020: £62,183).

NOTES TO THE FINANCIAL STATEMENTS

10. Tangible Fixed Assets

	Freehold Properties	Computer Equipment	Other Equipment	Total
	£	£	£	£
Valuation, 1 October 2020	1,534,147	42,089	186,514	1,762,750
Additions during the year			2,234	2,234
Disposals during the year				-
Valuation, 30 September 2021	1,534,147	42,089	188,748	1,764,984
Accum. depreciation, 1 Oct. 2020	709,638	36,587	152,058	898,283
Charge for the year	30,683	2,469	8,607	41,759
Depreciation on disposals				-
Accum. depreciation, 30 Sep. 2021	740,321	39,056	160,665	940,042
Net book value, 30 September 2021	793,826	3,033	28,083	824,942
Net book value, 1 October 2020	824,509	5,502	34,456	864,467

The insurance reinstatement values of church properties in 1997 were:

Church building	1,087,000	
Manse	120,000	
34 Windsor Road	75,000	
		1,282,000
Additions since 1996:		252,147
		1,534,147

All properties are held in an Endowment Fund, to reflect the fact that the sales proceeds are to be spent on capital expenditure only.

11. Debtors and prepayments

	Total 2021	Total 2020
Income tax recoverable (gift aid)	7,677	8,316
September 2021 furlough grant receivable	642	542
On-line donations income receivable	2,235	597
Uganda mission flight cost reimbursement due	-	6,643
Other debtors and prepayments	2,012	1,169
	12,566	17,267

12. Investments

	Total 2021	Total 2020
Baptist Union Loan Fund	23,332	23,284

13. Creditors: amounts falling due within one year

	Total 2021	Total 2020
Independent examination fees accrued	1,800	1,600
Mission Fund collections due to be passed on	3,210	6,026
Rent received in advance	400	400
Baptist Pension Scheme liabilities - current	3,804	3,225
Accrued property repair costs	3,904	-
Other creditors and accruals	957	1,924
	14,075	13,175

14. Creditors: amounts falling due after more than one year

	Total 2021	Total 2020
Baptist Pension Scheme liabilities	15,154	18,355

NOTES TO THE FINANCIAL STATEMENTS

15. Restricted Funds

2021	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
Endowment Fund	824,509		(30,683)		793,826
Building Fund	12,936	3,335	(3,000)		13,271
Mission Funds	17,066	7,267	(5,934)		18,399
Church Fund	41,274	13,686	(27,952)		27,008
Cause for the Month Func	552	6,613	(6,613)		552
Coffee Pot Fund	1,869	-	-		1,869
Other restricted	389	1,500	(996)		893
	898,595	32,401	(75,178)	0	855,818

Prior Year (2020)	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
Endowment Fund	855,192		(30,683)		824,509
Building Fund	5,139	14,258	(6,461)		12,936
Mission Funds	10,791	13,844	(7,569)		17,066
Church Fund	66,224	11,619	(36,569)		41,274
Cause for the Month Func	552	15,785	(15,785)		552
Y@S Fund	45				45
Coffee Pot Fund	1,772	354	(257)		1,869
Other restricted	(35)	640	(42)	(219)	344
	939,680	56,500	(97,366)	(219)	898,595

The Endowment Fund holds all the properties owned by the church.
The Mission Fund is used for collecting donations for missionary causes, either specified in advance or allocated as determined later by the church members.
The Church Fund is used for collecting gifts for church running costs. This year the biggest single item of expenditure was £3,575 paid for church insurance.

16. Unrestricted Funds

2021	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Losses Recognised	Closing Balances
General fund	56,443	213,297	(155,614)	(42,659)	(303)	71,164
Designated Funds:						
Tithe Fund	6,637		(40,068)	42,659		9,228
PIN Fund	-		-	-		-
Tuesday Break	-		-	-		-
	63,080	213,297	(195,682)	0	(303)	80,392

Prior Year (2020)	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Gains Recognised	Closing Balances
General fund	24,255	223,412	(156,764)	(44,796)	10,336	56,443
Designated Funds:						
Tithe Fund	2,163		(40,068)	44,542		6,637
PIN Fund	-		(219)	219		-
Tuesday Break	-		(254)	254		-
	26,418	223,412	(197,305)	219	10,336	63,080

The PIN and Tuesday Break Funds receive occasional donations during the year, but if expenditure exceeds income, a transfer is made from the General Fund to cover the deficit.
The Tithe Fund receives no donations. A set proportion of the budgeted income of the General Fund is spent on tithe gifts, with the occasional tithe gift coming out of the Mission Fund.
The tithe gifts for 2021 were calculated based on 20% of General Fund income (2020 20%).

NOTES TO THE FINANCIAL STATEMENTS

17. Analysis of Net Assets between Funds

2021	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
General Funds (unrestricted)	31,116	33,182	22,020	(15,154)	71,164
Tithe Fund (designated)		9,228			9,228
Total Unrestricted	31,116	42,410	22,020	(15,154)	80,392
Restricted Funds:					
Endowment Fund	793,826				793,826
Church Fund		29,957	(2,949)		27,008
Mission Funds		14,601	3,798		18,399
Cause for the Month Fund		3,224	(2,672)		552
Building Funds		12,271	1,000		13,271
Coffee Pot Fund		1,869			1,869
Other restricted		267	626		893
Total Restricted	793,826	62,189	(197)	-	855,818
Total Funds	824,942	104,599	21,823	(15,154)	936,210

Prior Year (2020)	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
General Funds (unrestricted)	39,958	10,617	24,223	(18,355)	56,443
Tithe Fund (designated)		6,637			6,637
Total Unrestricted	39,958	17,254	24,223	(18,355)	63,080
Restricted Funds:					
Endowment Fund	824,509				824,509
Church Fund		44,308	(3,034)		41,274
Mission Funds		9,001	1,423		10,424
Cause for the Month Fund		3,438	(2,887)		551
Building Funds		12,585	351		12,936
Coffee Pot Fund		1,869			1,869
Other restricted		(268)	7,300		7,032
Total Restricted	824,509	70,933	3,153	-	898,595
Total Funds	864,467	88,187	27,376	(18,355)	961,675

NOTES TO THE FINANCIAL STATEMENTS

18. Detailed Statement of Financial Activities by Fund Type with Comparatives

STATEMENT OF FINANCIAL ACTIVITIES

	-- Unrestricted Funds --				-- Restricted Funds --				Total	Total
	General		Designated		Endowment		Income			
	£	£	£	£	£	£	£	£	£	£
	2021	2020	2021	2020	2021	2020	2021	2020	**2021**	**2020**
Incoming Resources										
Incoming resources from generated funds:										
Voluntary income	197,448	208,117					30,651	52,882	228,099	260,999
Investment income	64	196							64	196
Income from charitable activities							-	354	-	354
Other incoming resources	15,786	14,395					1,750	3,264	17,536	17,659
Total Incoming Resources	213,298	222,708	-	-	-	-	32,401	56,500	245,699	279,208
Resources expended										
Cost of generating funds										
Charitable activities	155,614	156,765	40,068	40,541	30,683	30,683	41,495	60,222	267,860	288,211
Other expenditure							3,000	6,461	3,000	6,461
Total resources expended	155,614	156,765	40,068	40,541	30,683	30,683	44,495	66,683	270,860	294,672
Net Incoming/(outgoing) resources before transfers between funds	57,684	65,944	(40,068)	(40,541)	(30,683)	(30,683)	(12,094)	(10,183)	(25,161)	(15,463)
Transfers										
Gross transfers between funds	(42,659)	(44,796)	42,659	45,015		-		(219)	-	-
	15,025	21,148	2,591	4,474	(30,683)	(30,683)	(12,094)	(10,402)	(25,161)	(15,463)
Other Recognised Gains/(Losses)										
Actuarial gain/(loss) on defined benefit pension schemes	(304)	11,040							(304)	11,040
Net Movement of Funds	14,721	32,188	2,591	4,474	(30,683)	(30,683)	(12,094)	(10,402)	(25,465)	(4,423)
Reconciliation of Funds										
Total funds brought forward	56,443	24,255	6,637	2,163	824,509	855,192	74,086	84,488	961,675	966,098
Total funds carried forward	71,164	56,443	9,228	6,637	793,826	824,509	61,992	74,086	936,210	961,675

SLOUGH BAPTIST CHURCH

England & Wales - Charity number 1133760

Accounts



Trustees' Report & Annual Accounts
for the year 1 October 2019 to 30 September 2020

CONTENTS

The Purpose of this Document

This document describes the activities and financial affairs of the church for the year.

It is intended to include all the information that the Charity Commission recommends be reported annually.

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REFERENCE AND ADMINISTRATIVE INFORMATION

Aims

The principal aim of Slough Baptist Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and other charitable purposes in the United Kingdom and / or other parts of the world. It is affiliated to the Baptist Union of Great Britain and is also a member of the Evangelical Alliance.

Charity Status

The charity was registered at the Charity Commission on 26 January 2010 with the charity registration number 1133760.

Address & Contact Details

34 Windsor Road
Slough
Berkshire, SL1 2EJ

http://www.sloughbaptistchurch.org.uk
01753 523058
mailto:office@sloughbaptistchurch.org.uk

Trustees

Mrs D Ayoma Mr D Curley (from January 2020) Mr J Edwins Mr T Goldring (until December 2019) Mrs J Jones Mr E King Ms L Longman	Mr M Ngwenya Rev. A Perryman Ms A Robinson Mr J Shepherd Mr A Tarrant Miss C Taylor Mr M Warren

Custodian Trustee

Baptist Union Corporation Ltd
Baptist House, PO Box 44
129 Broadway, Didcot
Oxfordshire, OX11 8RT

Bankers

Lloyds TSB
High St, Slough
Berkshire

Independent Examiner

Jacob Farley A.C.A.
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2020

The trustees are pleased to present their report together with the financial statements of the Church for the year ended 30th September 2020.

Structure, Governance and Management

The governing document is an Individual Deed of Trust dated 1896, supported by a Constitution adopted on 22 April 2009.

The Church is a registered charity. The Church Members' Meeting is the governing body of the church, which appoints ministers, elders, deacons and church officers. The ministers, elders, deacons and officers form the Church Council and act as managing Trustees. The church's buildings are held by the Baptist Union Corporation as custodian trustees.

Objectives and Activities

Objectives

The vision we have for ourselves is unchanged:

> *"We aim to give glory to God*
> *by offering a Welcome to the whole world,*
> *by Witnessing to the whole world*
> *and by bringing Worship from the whole world."*

Sometimes, a grand statement like this is easy to say but how do we actually do it? At Slough Baptist Church, we aim to offer a **welcome** to the whole world. We know we cannot welcome all seven billion people! But, just as Jesus positively welcomed anyone, whatever their race or background, we too want to be known as a welcoming people.

We also aim to be a **witness** to the whole world. We see our responsibility to be both a local and international witness. In Slough, we have a unique privilege of having the world on our doorstep. A survey of attendees indicates that at Sunday morning worship people from over 30 different nations can be present.

We also desire to give glory to God by offering **worship** from the whole world. This means recognising and using the rich diversity of races, ages and experiences of the fellowship in deepening our worship of God.

Activities

The church programme includes Sunday Services, Sunday Club (for those under 15), home groups, prayer meetings, parent & toddler groups, Guides, Brownies, Rainbows, youth activities, groups to explain the Christian faith, evangelism, social events, fund-raising events, educational and holiday activities for school children, and more.

Public Benefit

In planning the activities of the charity, we have considered the guidance on public benefit issued by the Charity Commission.

Achievements and Performance

Virtually all of our regular and seasonal activities have been impacted by the prevalence of Covid-19 and the associated restrictions. In this report our aim is to summarise the normal expectations for the Church as a charity. Where activities took place in the first half of the reporting period and we intend to re-establish them when restrictions are lifted, these are recorded below as being ongoing activities.

Welcome

Membership

The number of members had remained steady over the last five years and currently stands at 124. Although Covid restrictions have made it more challenging to encourage new applications, we have continued to interview and elect new members via online media.

We have held a series of Welcome Events on Sunday lunchtime and weekday evenings to give a welcome to new church-attenders and to allow them to find out more about our beliefs, organisation and activities.

Messy Church is held on the third Saturday of each month. Numbers have fluctuated through the seasons, and we average around 50 per session. There are a range of activities based around a theme and then, after a time of worship, we have a meal. It has been encouraging to see non-church families attend.

Witness

As a Church we endeavour to spread the Good News of Jesus in a wide variety of ways.

In January 2017, Slough Baptist Church appointed a full time **Pastoral Co-ordinator** to oversee a range of existing activities and to support members in setting new mission activities.

On **Good Friday**, we normally join with other churches in Slough for a joint act of worship in Slough High Street, including singing, dance and a short talk. Unfortunately, this event had to be cancelled due to lockdown restrictions.

Our **Parents and Toddlers** continued to meet until Covid 19 lock down with an ever-changing group of parents as some toddlers went off to nursery school and other babies were born and joined in.

Until the Covid lock down, **Tuesday Break** gave friendship, relaxation, and a stimulating talk for parents and carers while the youngsters were well looked after in a separate creche.

We have continued our long-term support of **BMS World Mission**. Having visited Nepal on a short-term basis in 2013, one of our members returned to Nepal as a mid-term worker with BMS and continues our link with Kathmandu International Study Centre (KISC).

The church hosts a local schools worker, who is employed by **Christian Connections in Schools**, and who meets with young people in the schools of Slough, Windsor and Maidenhead.

From January to the middle of March, on Wednesday nights, Slough Baptist Church hosted a **Night Shelter** for homeless people in Slough in conjunction with SHOC and London and Slough Run. Volunteers from the church provided an evening meal and breakfast.

Together with many other churches our financial support to the **Baptist Home Mission** helps smaller churches, plants new churches and supports educational, commercial and hospital chaplaincies.

Unfortunately, our planned mission trips to Uganda, Bulgaria and Nepal in 2020 had to be cancelled due to travel restrictions.

We have continued our links with **Frontiers in Central Asia, World Horizons** and **Varna Baptist Church** in Bulgaria, and are building a new link with **Smile Charity Uganda.**

We also give regularly to other mission organisations including Slough Foodbank, the London City Mission, Christian Solidarity Worldwide, Operation Mobilisation, the Bible Society, Compassion and Tearfund.

Worship

Services

Attendance at our morning services has remained stable, with an average of 165 and a peak of 250 people present during the first song of the service. Evening service attendance is typically about 20.

Our morning services moved online at the start of the first national lockdown and then moved to a hybrid system of 'in-person' attendance combined with livestreaming. We were able to support other local churches that could not initially establish livestream services.

Our livestream services are available as recordings for later viewing, allowing a wider range of people to worship in different ways online. The average Sunday morning livestream has attracted over 600 views, with an average watch time of 23 minutes.

Prayer

Prayer is the foundation to all we do and we have many opportunities to pray. We encourage prayer in our worship services and in Home Groups but we also have additional occasions for prayer, including weekly prayer meetings and Power Hour each month on Saturday mornings.

Home Groups

Home Groups are important, providing close fellowship, prayer and wide-ranging Bible study. We have six groups meeting regularly at present using the church zoom account. Their main goals are to support members in fellowship, to pray together and to learn together. We continue to promote Home Groups by encouraging their participation through prayers and readings on Sunday mornings, and discussion of Home Groups at Welcome evenings for new attendees of the church.

Families, Youth & Children

The church's regular weekly activities, including Sunday morning groups, the youth home group, Y@S (14 to 18-year-olds), Guides, Rangers, Brownies and Rainbows, and our parent and toddler groups have all continued this year.

We have continued a number of annual events, including a Holiday Club, Christmas Unwrapped, Easter Cracked and It's Your Move presentations for local year six pupils, the Y@S weekend away, events with local Christian young people, and our nativity, parades and other all age services

Financial Review

Total income was lower than last year by £31,000 (10%). The main reason for last year's higher income total was the special Church Fund appeal in FY19 for renewing the church boilers and dealing with an extensive dry rot problem.

Expenditure was reduced by £17,000 (5%) from last year's level. This was mainly due to the lower level of activity in the church caused by Covid-19 restrictions.

Investment Policy

Generally, no investments are held. Any unrestricted donations received are used, within a calendar year of being received, for church expenses or for church projects or given to others as described in the grants policy. However, any large donations over £10,000 are notified to the Church Members' Meeting, which may authorise sums to be invested with the Baptist Union Loan Corporation until a suitable project is identified.

Reserves Policy

Reserves are needed to manage any cash flow delays where income arrives later than expenditure. Cash in the bank at any one time is normally sufficient to cover such delays. However, if necessary, the treasurer is authorised to accumulate a sum equivalent to between one and four months' expenditure as reserves.

The trustees have determined that the charity should aim to hold total unrestricted General Fund net current assets of no less than £22,000 (which equates to about one month of budgeted unrestricted General Fund expenditure) so that the charity could continue to operate should income and / or expenditure vary adversely. At the year end, the charity's unrestricted General Fund had a positive cash balance of £10,617, with other unrestricted net current assets of £23,836, and was therefore in line with the reserves aim. In addition, the charity held £44,308 cash in the Church Fund, which is a restricted fund for church running costs, which could be used to cover a significant element of the General Fund expenditure if necessary.

In 2020 total reserves were lower than in the previous year by £21,000, with the main reductions being in the Church Fund as the 2019 special appeal gifts were used and in the endowment fund for depreciation of buildings. Reserves are expected to fall again in the next financial year unless income from giving increases.

In March 2020 Slough Baptist Church took steps, in line with government advice, to help contain the outbreak of COVID-19. This included temporary suspension of all physical gatherings, and the church has had to curtail, or change, how it operates; the church has been able to continue some of its activities using on-line media. The trustees are monitoring income and expenditure and, if it becomes necessary, will take measures to mitigate the impact of COVID-19 on the charity's free reserves.

Grants Policy

As Slough Baptist Church we will give money away in accordance with these principles:

1. We give a fixed proportion of our income by tithe to projects outside the fellowship. The amount is agreed at the Annual General Meeting. For 2020, the proportion was 20% (2019: 20%). In addition to this, we encourage people in our fellowship to give to various charitable organisations both directly and through our Mission Fund.
2. Grants can be made locally, nationally and internationally.
3. Grants may be to individuals or organisations.
4. Grants must be in line with the purpose statement of the church. This is, "*As Slough Baptist Church we aim to give glory to God by offering a Welcome to the whole world, by Witnessing to the whole world and by bringing Worship from the whole world.*" All grants are to aid in the propagation of the Christian faith, either directly (e.g. grants to missionary societies), or indirectly (e.g. grants given in the

name of the church for the improvement of the spiritual, physical, emotional or educational welfare of those in need).

5. Grants may be made to individuals linked to the fellowship from the Persons in Need (PIN) fund. These grants are administered confidentially by a panel appointed by the Church Members' Meeting. All PIN grants will be below £1,000 for any one person in any one year.
6. The Annual General Meeting for Members authorises an annual budget for grants, and the Church Council appoints committees to decide how the budget for grants is to be allocated. A report of expenditure is given at each quarterly Church Members' Meeting and in the Annual Report and Accounts.
7. We also invite people to give to a different "Cause of the Month" each month, as chosen in advance by the Members at their quarterly meetings. The grants raised in this way in 2020 have come to a total of £15,785.

Risk Management

The church council has appointed people to manage the following specific areas of risk:

- Security and fire safety
- Health and safety
- Finance and legislation
- Safeguarding

Policies and procedures are reviewed regularly.

During the lockdown, we developed a Covid Risk Assessment to identify and mitigate the risks of infection for our staff, volunteers and visitors. The assessment was revised several times to reflect changes in Government guidelines and based on our experiences as the church opened up to 'in-person' worship again.

Priorities for the Future

At the 2016 AGM, the following vision for the next five years was presented:

Worship

We will be a church where everyone is growing daily as a follower of Jesus, developing a hunger and passion for God and worshipping him. We will be personally and corporately studying the Bible and applying it to life. In our activities and lives worship has a central place.

- Increasing number of people regularly study the bible and pray
- More people are involved in contributing to worship
- There will be new creative expressions of worship
- Prayer will be an integral part of the life of our church evidenced by ad hoc and regular activities (not all about prayer meetings, but prayer as key)
- A greater proportion of the church will be involved in meeting with others to grow as disciples (home group, CBSI, mentoring, prayer triplet)

Welcome

We will be a welcoming community, where people from all nations and backgrounds want to come, encouraging one another to show love to those who are different from ourselves, and helping people become part of the life of the church.

- Our leadership will be more reflective of the diversity in the church body

- We will increase the number of people who, having visited the church, continue to attend regularly
- We will see an increasing number of new people joining small groups
- An increasing number of church members
- Our church will be a place that is accessible to all
- Our church will be a better reflection of our diverse community

Witness

We will be growing numerically, equipping our members to witness personally and releasing people into mission both locally and globally. We will be reaching out to our diverse, unchurched community, and finding ways to incorporate them into the life of our church.

- We aim to start a new congregation - reaching 50% unchurched and a diverse group of people. (The majority of people in this town have never been to a church service and that in itself puts people off.) We will find new and creative ways that will witness to those who won't come on a Sunday.
- We plan to find another partner working locally or internationally – we have sent people like Annie to Nepal, we would like to do it again.
- We will have regular mission training initiatives.

Specific priorities for 2021 in line with the Five Year vision

Worship – Our motto verse this year comes from Psalm 61:2 and encourages us to focus on God during the uncertain times we are facing:

From the ends of the earth I call to you,
I call as my heart grows faint;
lead me to the rock that is higher than I.

This will be the focus of our preaching for the start of 2021. We are also aware of the risks that arise from being distant from each other due to Covid restrictions and so will encourage the church to 'not give up meeting together' (Hebrews 10:25), but continue to find new and creative ways to encourage one another. We hope that as restrictions ease we can enjoy old and new ways of worshipping together.

Witness – We are seeking to support our local community through running Kintsugi Hope Wellbeing Groups in response to the mental and emotional strain of the pandemic. Through 2021 we will seek to encourage our members in seeking ways to serve and support the community around us.

We are also exploring a partnership with Cippenham Baptist Church. Cippenham Baptist are a small congregation and are currently without a Minister. Together we are exploring the potential for working together with a particular emphasis to releasing resources for mission and outreach in our local community.

Welcome – 2020 gave us the opportunity to welcome a whole new group of people as our services went online. We hope that during 2021 we may have the opportunity to welcome 'in person' some of those who have joined us online. We continue to explore the redevelopment of our buildings to enhance our welcome both in our existing activities and to facilitate greater community use of our building.

Developing the Church Building to Enhance our Support to the Community

The Trustees and Members have started working with Slough Borough Council and neighbouring property owners to consider a joint development of the church building and

buildings to the North along Windsor Road. In 2020 the trustees clarified the aims of this project in four areas:

Future for our buildings

Our building is aging, does not meet modern standards and has high maintenance and running costs. Our vision is to see a building that will last us into the future that is accessible, sustainable and maintainable.

Activities we currently run

Many of our existing activities have to work around our buildings design. We are seeking a new building that will enable our existing and similar activities.

- Flexible, Multi-Use – spaces that can be adapted for different activities
- Spaces that can be used in parallel
- Welcoming

Community – an opportunity to open up

The new building, and flexible spaces, provides us the opportunity to open up to the community around us and see more connections between the church as a building, and as the people, with members of the community who are not yet part of the Church. Our vision is to

- Offer a welcome to the community into the building
  - A café space where church and secular can cross over
- Help support the community through hosting activities that will meet community needs
- Increase our opportunities for witness through hosting activities

Town Centre

We have a commitment to remain in the town centre of Slough. Our vision is to:

- Be in the heart of Slough accessible to everyone
- Be a visible presence in the town centre
- Have a building that is clearly a church

Whilst these plans are still at the pre-planning consent stage, we have established a Building Fund to accept dedicated donations and a Building Sub-Committee to co-ordinate our efforts.

Statement of Trustees' Responsibilities

The Charities Act 2011 requires the trustees to prepare a statement of accounts for each financial year, which comply with the regulations made under that act.

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

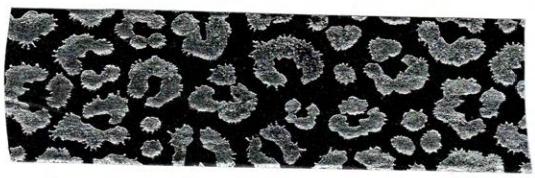
Charity law in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees are required to:

1. select suitable accounting policies and apply them consistently;
2. observe the methods and principles in the Charities SORP;
3. make judgements and estimates that are reasonable and prudent;
4. state whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
5. prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval

The report and accounts approved by the trustees on 7th June 2021. The trustees authorised Celia Taylor (Treasurer) to sign on their behalf.

Treasurer 

C. C. TAYLOR
7TH JUNE 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SLOUGH BAPTIST CHURCH

I report to the trustees on my examination of the accounts of Slough Baptist Church (the Trust) for the year ended 30 September 2020 on pages 13 to 24 following, which have been prepared on the basis of the accounting policies set out on pages 15 to 17.

Responsibilities and basis of report

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

Independent examiner's statement

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 Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 Trust 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 in order to enable a proper understanding of the accounts to be reached.

15 June 2021

Jacob Farley
Institute of Chartered Accountants in England and Wales

Stewardship
1 Lamb's Passage
London
EC1Y 8AB

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2020

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	-- Unrestricted Funds -- General	Designated	-- Restricted Funds -- Endowment	Income	Total funds 2020 £	Total funds 2019 £
INCOME AND ENDOWMENTS FROM:							
Donations and legacies	**2**	208,117			52,882	260,999	298,719
Investments		196				196	234
Charitable activities	**3**				354	354	796
Other income and endowments	**4**	14,395			3,264	17,659	10,690
Total income and endowments		222,708	-	-	56,500	279,208	310,439
EXPENDITURE ON							
Charitable activities	**5**	156,765	40,541	30,683	60,222	288,211	308,590
Other	**8**				6,461	6,461	3,000
Total expenditure		156,765	40,541	30,683	66,683	294,672	311,590
Net income/(expenditure)		65,944	(40,541)	(30,683)	(10,183)	(15,464)	(1,151)
Transfers between funds		(44,796)	45,015		(219)	-	-
		21,148	4,474	(30,683)	(10,402)	(15,463)	(1,151)
Other Recognised Gains/(Losses)							
Actuarial gains/(losses) on defined benefit pension schemes	**1**	11,040				11,040	(415)
Net movement in funds		32,188	4,474	(30,683)	(10,402)	(4,423)	(1,566)
Reconciliation of funds							
Total funds brought forward		24,255	2,163	855,192	84,488	966,098	967,664
Total funds carried forward		56,443	6,637	824,509	74,086	961,675	966,098

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing operations.
Movements on reserves and all recognised gains and losses are shown above.
The notes on pages 15 to 24 form part of these accounts.
An analysis of the SOFA including comparative amounts for each type of fund is included in Note 18.

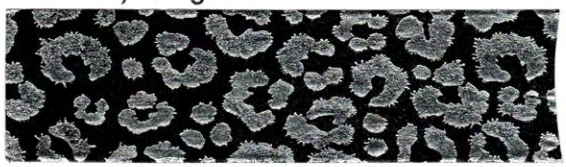
BALANCE SHEET

AS AT 30 SEPTEMBER 2020

	Note		2020		2019
			£		£
FIXED ASSETS					
Tangible assets	10		864,467		898,684
CURRENT ASSETS					
Debtors and prepayments	11	17,267		10,821	
Investments	12	23,284		23,132	
Bank and cash balances		88,187		76,428	
		128,738		110,381	
CURRENT LIABILITIES					
Amounts falling due within one year	13	13,175		11,505	
NET CURRENT ASSETS			115,563		98,876
NON-CURRENT LIABILITIES					
Amounts falling due after more than one year	14		18,355		31,462
TOTAL NET ASSETS			961,675		966,098
FUND BALANCES					
Restricted funds	15				
Endowment funds		824,509		855,192	
Income funds		74,086		84,488	
			898,595		939,680
Unrestricted funds	16				
Designated funds		6,637		2,163	
General funds		56,443		24,255	
			63,080		26,418
TOTAL FUND BALANCES			961,675		966,098

The notes on pages 15 - 24 form part of these accounts.
An analysis of the net assets by type of fund is included in Note 17.

Approval
The report and accounts were approved by the trustees on 7th June 2021. The trustees authorised Celia Taylor (Treasurer) to sign on their behalf.

Treasurer 

C. C. TAYLOR
7th JUNE 2021

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

These financial statements have been prepared on a going concern basis, under the historical cost convention. Based on the adequacy of the charity's reserves as at the balance sheet date, along with their knowledge of the charity's ability to meet bills, payments and other liabilities as they fall due, the trustees have a reasonable expectation that the charity has sufficient resources to continue in operational existence for the foreseeable future. In making this assessment the trustees have considered the impact of Covid-19 and have concluded that its impact on net income will not be material.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102") and with the Charities Act 2011. THe charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') require charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005', but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed necessary for these financial statements to give a 'true and fair view'.

The charity has taken advantage of the exemption conferred by the SORP (FRS 102) from the requirement to produce a cash flow statement on the grounds of its size.

The following are the accounting policies which have been applied in dealing with material items:

(a) Donated and grant income

Voluntary income received by way of donations and gifts is included in full in the Statement of Financial Activities when received, including gifts in kind that are capable of valuation.

Donations under Gift Aid, together with the tax recoverable thereon, are accounted for when received. Provision is made for unclaimed tax at the year-end. For legacies, entitlement is the earlier of the church being notified of an impending distribution or the legacy being received.

The church has relied significantly on volunteers in carrying out its activities during the year. However, in accordance with the SORP, the value of these services has not been recognised as income as they cannot be reliably measured.

(b) Expenditure

Items of expenditure are charged in the accounts in the period in which they are incurred. These are allocated to the following headings and include attributable VAT which cannot be recovered:

-Charitable activities comprises all expenditure that directly related to the objects of the church.

-Costs of generating funds are those costs incurred in fundraising activities.

-Grants payable are taken into account at the earlier of when they are paid or become constructive obligations

-Governance costs include those incurred in the governance of its assets and are primarily associated with constitutional and statutory requirements.

Transfers between funds are made by the trustees as appropriate.

(c) Fund structure

Expenditure which meets certain criteria is identified to the relevant fund.

General unrestricted funds represent donations and other income received or generated for the objects of the Church without further specified purpose and are available as general funds.

The following funds are classed as *General*:

The *General Fund* - for church running costs and allocation to designated funds

Designated unrestricted funds are those which have been allocated by the Trustees for identifiable future expenditure.

The following funds are classed as *Designated*:

The *Tithe Fund* - for planned giving, budgeted annually as a proportion of income

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

The *Tuesday Break Fund* - for funding activities of the Tuesday Break group

Restricted funds are to be used for specified purposes as laid down by the donor.

The following funds are classed as *Restricted*:

The *Building Fund* - for building projects

The *Mission Funds* - various funds for handling donations for mission purposes

The *Church Fund* - for Slough Baptist Church running costs

The Y@S *Fund* - for church youth activities

The *Persons In Need (PIN) Fund* - for small benevolent gifts to individuals

The *Foodbank Fund* - for supporting Slough Foodbank activities

The *Coffee Pot Fund* - for activities of the church Coffee Pot Club

The *Uganda Fund* - for handling donations for approved mission trips to Uganda.

Endowment funds are to be held as capital.

The *Endowment Fund* holds all the properties owned by the church.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(d) Tangible fixed assets and depreciation

Tangible assets are included in the balance sheet at cost or at market value at the date of the gift.

Depreciation on fixed assets is provided at rates considered appropriate to reduce book values to estimated residual values over the useful lives of the assets concerned:

Buildings	- Straight line over 50 years
Computer equipment	- Straight line over 3 years
Other equipment	- Straight line over 5 to 20 years

Assets in the course of construction are not depreciated until they are completed.

Depreciation commences in the quarter following acquisition or capitalisation.

Small items of equipment (valued at £300 or less) are written off on purchase.

Freehold land is not depreciated.

(e) Financial instruments

The Charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined in FRS 102. Except for loans, creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive).

(f) Pensions

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

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

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

The Minister and some members of the church staff are eligible to join the Scheme.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva plc. The further 4% contribution rate is reduced to 3% for Employer contributions made to the Segregated DC Arrangement.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

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 past service funding level of 94%). The Church and the other employers supporting the DB plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuations were as follows:

Type of financial assumption	% p.a.
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (CPI plus 0.75% pa)	3.20
Assumed investment returns	
- Pre retirement	2.95
- Post retirement	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Main Scheme pension	2.70

Post retirement mortality in accordance with 80% of the S3NFA and S3NMA tables, with allowance for future improvements in mortality rates from 2013 in line with the CMI 2019 core projections, with a long term annual rate of improvement of 1.75% for males and 1.5% for females, with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

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

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

(f) Pensions (continued)

Recovery Plan

In addition to the contributions to the DC Plan set out earlier, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other emnployers 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.

Movement in Balance Sheet Liability

Section 28.11A of FRS 102 required agreed deficit recovery payments to be reocgnised as a liability. The movement in the provision is set out in the table below.

Accounting date (year ending)	30 September 2020	30 September 2019
Balance sheet liability at start of year	£35,074	£37,298
Minus deficiency contributions paid	-£3,158	-£3,528
Interest cost (recognised in SoFA)	£704	£889
Remaining change to balance sheet liability* (recognised in SoFA)	-£11,040	£415
Balance sheet liability at end of year	£21,580	£35,074

*Comprises any change in agreed deficit recovery plan and change in assumptions between year-ends.

The liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

Accounting date (year ending)	30 September 2020	30 September 2019	31 September 2018
Discount rate	1.50%	2.10%	2.50%
Future increases to Minimum Pensionable Income	3.10%	3.30%	3.30%

NOTES TO THE FINANCIAL STATEMENTS

2. Donations and Legacies

	Total 2020	Total 2019
Gift Aided direct donations	191,386	216,572
Other donations	69,613	82,417
	260,999	298,719

3. Incoming resources from charitable activities

	Total 2020	Total 2019
Coffee Pot Club	354	796
	354	796

4. Other incoming resources

	Total 2020	Total 2019
Gifts for use of premises	9,775	9,600
Coronavirus Job Retention Scheme grants	4,215	-
Sundry receipts	3,669	1,090
	17,659	10,690

Gifts for use of premises included £9,600 (FY19 £9,600) received from the tenant of No 34 Windsor Road, a property owned by the Charity. The Trustees note that this is a related party transaction as the tenant, Jon Edwins, is now a Trustee. The other Trustees have discussed the matter and agree that any conflicts can be adequately managed and that it is in the best interests of Slough Baptist Church that Jon and his family remain tenants of No.34. In the interests of transparency, the Trustees have self-reported the potential conflict to the Charity Commission and have received agreement on this approach.

5. Expenditure on charitable activities

	Total 2020	Total 2019
Costs incurred directly on specific activities		
Ministry staff salaries and expenses	79,657	81,228
Telephone and utilities	13,479	12,339
Facilities and IT costs	20,184	48,245
Depreciation of tangible fixed assets	41,211	39,895
Miscellaneous expenses	7,369	15,118
Grants payable (note 6)	63,230	50,607
	225,130	247,432
Costs incurred on support and administration		
Governance costs (note 7)	1,984	1,622
Support staff costs and training	52,453	50,763
Printing, postage and stationery	2,020	2,352
Insurance	4,596	4,490
Bank charges	211	217
Other support and administration costs	1,817	1,714
	63,081	61,158
Total expenditure on charitable activities	288,211	308,590

NOTES TO THE FINANCIAL STATEMENTS

6. Grants payable

	Total 2020	Total 2019
Christian Connections in Schools	11,139	9,760
Baptist Missionary Society	6,151	6,145
Smile Uganda	5,677	-
Home Mission Fund	4,860	4,740
College fees paid for Nepali student	3,950	-
Christian Solidarity Worldwide	3,506	3,175
Bulgarian Support Fund	3,300	3,240
Frontiers	3,300	3,240
World Team	3,240	4,050
World Horizons	3,180	3,120
London City Mission	3,120	3,197
Operation Mobilisation	1,690	744
Embrace the Middle East	1,432	-
The Cowshed	1,249	-
Open Doors	1,231	-
Increase Association	802	-
Bible Society	780	1,208
Slough Foodbank	764	1,270
WATSAN	744	744
Tearfund (including crisis appeals)	720	999
Compassion	636	1,090
London & Slough Run	539	1,310
Barnabas Fund	510	-
People In Need Fund gifts	260	640
Feed The Hungry UK	-	1,385
Leprosy Mission	-	150
Others	450	400
	63,230	50,607

No grants to individuals were given to any trustees.

7. Governance Costs

	Total 2020	Total 2019
Independent examination fees	1,984	1,622

Fees payable to Stewardship, other than for the independent examination, for payroll bureau services and consultation, totalled £858 (2019: £771).

NOTES TO THE FINANCIAL STATEMENTS

8. Other Expenditure

	Total 2020	Total 2019
Advisory fees relating to Building Fund	6,461	3,000

9. Employee and Related Party Information

2020	Ministry Staff	Support Staff	Total 2020
Wages and salaries	58,164	40,195	98,359
Social security costs	3,086	1,858	4,944
Pension costs	16,742	10,400	27,142
	77,992	52,453	130,445
Reimbursed expenses	1,642		1,642
Training costs	23		23
Total staff costs	79,657	52,453	132,110

Prior Year (2019)	Ministry Staff	Support Staff	Total 2019
Wages and salaries	57,240	39,172	96,412
Social security costs	3,735	2,062	5,797
Pension costs	16,528	9,486	26,014
	77,503	50,720	128,223
Reimbursed expenses	3,180	43	3,223
Training costs	545		545
Total staff costs	81,228	50,763	131,991

The average number of staff during the year was as follows:

	2020	2019
Full time	3	3
Part time	1	1
	4	4

There were no employees with emoluments above £60,000.
Most of the charity's activities are carried out by volunteers.
Andy Perryman, the Pastor and a trustee during the year, in his role as pastor and not as trustee, received a salary of £26,016 (2019: £25,416), pension contributions of £8,388 (2019: £8,334) and expense reimbursements of £890 (2019: £1,674) during the year, as permitted by the governing document.
No other trustees received any remuneration or reimbursement of expenses during the year.

The aggregate amount of donations from individuals who were trustees at any time during the financial year or from their related parties, was £62,183 (FY19 £55,353).

NOTES TO THE FINANCIAL STATEMENTS

10. Tangible Fixed Assets

	Freehold Properties	Computer Equipment	Other Equipment	Total
	£	£	£	£
Valuation, 1 October 2019	1,534,147	38,370	183,239	1,755,756
Additions during the year		3,719	3,275	6,994
Disposals during the year				-
Valuation, 30 September 2020	1,534,147	42,089	186,514	1,762,750
Accum. depreciation, 1 Oct. 2019	678,955	34,852	143,265	857,072
Charge for the year	30,683	1,735	8,793	41,211
Depreciation on disposals				-
Accum. depreciation, 30 Sep. 2020	709,638	36,587	152,058	898,283
Net book value, 30 September 2020	824,509	5,502	34,456	864,467
Net book value, 1 October 2019	855,192	3,518	39,974	898,684

The insurance reinstatement values of church properties in 1997 were:

Church building	1,087,000	
Manse	120,000	
34 Windsor Road	75,000	
		1,282,000
Additions since 1996:		252,147
		1,534,147

All properties are held in an Endowment Fund, to reflect the fact that the sales proceeds are to be spent on capital expenditure only.

11. Debtors and prepayments

	Total 2020	Total 2019
Income tax recoverable (gift aid)	8,316	9,803
September 2020 furlough grant receivable	542	-
Uganda mission flight cost reimbursement due	6,643	-
Other debtors and prepayments	1,766	1,018
	17,267	10,821

12. Investments

	Total 2020	Total 2019
Baptist Union Loan Fund	23,284	23,132

13. Creditors: amounts falling due within one year

	Total 2020	Total 2019
Independent examination fees accrued	1,600	1,300
Mission Fund collections due to be passed on	6,026	3,182
Rent received in advance	400	400
Baptist Pension Scheme liabilities - current	3,225	3,612
Other creditors and accruals	1,924	3,011
	13,175	11,505

14. Creditors: amounts falling due after more than one year

	Total 2020	Total 2019
Baptist Pension Scheme liabilities	18,355	31,462

NOTES TO THE FINANCIAL STATEMENTS

15. Restricted Funds

2020	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
Endowment Fund	855,192		(30,683)		824,509
Building Fund	5,139	14,258	(6,461)		12,936
Mission Funds	10,791	13,844	(7,569)		17,066
Church Fund	66,224	11,619	(36,569)		41,274
Cause for the Month Fund	552	15,785	(15,785)		552
Y@S Fund	45				45
Coffee Pot Fund	1,772	354	(257)		1,869
Other restricted	(36)	640	(42)	(219)	344
	939,680	56,500	(97,366)	(219)	898,595

Prior Year (2019)	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Closing Balances
Endowment Fund	885,875		(30,683)		855,192
Building Fund	8,139		(3,000)		5,139
Mission Funds	7,155	9,893	(6,256)		10,791
Church Fund	28,592	84,221	(46,589)		66,224
Cause for the Month Fund	552	4,411	(4,411)		552
Y@S Fund	-	45			45
Coffee Pot Fund	2,077	796	(1,101)		1,772
Other restricted	246	10	(292)		(36)
	932,636	99,376	(92,332)	0	939,680

The Endowment Fund holds all the properties owned by the church.
The Mission Fund is used for collecting donations for missionary causes, either specified in advance or allocated as determined later by the church members.
The Church Fund is used for collecting gifts for church running costs. This year the biggest item of expenditure was £7,440 on resurfacing the tarmac pathway at the side of the church.

16. Unrestricted Funds

2020	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Gains Recognised	Closing Balances
General fund	24,255	223,412	(156,764)	(44,796)	10,336	56,443
Designated Funds:						
Tithe Fund	2,163		(40,068)	44,542		6,637
PIN Fund	-		(219)	219		-
Tuesday Break	-		(254)	254		-
	26,418	223,412	(197,305)	219	10,336	63,080

Prior Year (2019)	Opening Balances	Incoming Resources	Outgoing Resources	Transfers	Other Gains Recognised	Closing Balances
General fund	34,368	211,063	(178,430)	(41,442)	(1,304)	24,255
Designated Funds:						
Tithe Fund	660		(39,300)	40,803		2,163
PIN Fund	-		(349)	349		-
Tuesday Break	-		(290)	290		-
	35,028	211,063	(218,369)	0	(1,304)	26,418

The PIN and Tuesday Break Funds receive occasional donations during the year, but if expenditure exceeds income, a transfer is made from the General Fund to cover the deficit.
The Tithe Fund receives no donations. A set proportion of the budgeted income of the General Fund is spent on tithe gifts, with the occasional tithe gift coming out of the Mission Fund.
The tithe gifts for 2020 were calculated based on 20% of General Fund income (2019 20%).

NOTES TO THE FINANCIAL STATEMENTS

17. Analysis of Net Assets between Funds

2020	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
General Funds (unrestricted)	39,958	10,617	24,223	(18,355)	56,443
Tithe Fund (designated)		6,637			6,637
Total Unrestricted	39,958	17,254	24,223	(18,355)	63,080
Restricted Funds:					
Endowment Fund	824,509				824,509
Church Fund		44,308	(3,034)		41,274
Mission Funds		9,001	1,423		10,424
Cause for the Month Fund		3,438	(2,887)		551
Building Funds		12,585	351		12,936
Coffee Pot Fund		1,869			1,869
Other restricted		(268)	7,300		7,032
Total Restricted	824,509	70,933	3,153	-	898,595
Total Funds	864,467	88,187	27,376	(18,355)	961,675

Prior Year (2019)	Tangible fixed assets	Bank balances	Other net current assets	Non-current liabilities	Total
General Funds (unrestricted)	43,492	(10,446)	22,671	(31,462)	24,255
Tithe Fund (designated)		2,163			2,163
Total Unrestricted	43,492	(8,283)	22,671	(31,462)	26,418
Restricted Funds:					
Endowment Fund	855,192				855,192
Church Fund		67,751	(1,527)		66,224
Mission Funds		9,235	1,557		10,792
Cause for the Month Fund		990	(438)		552
Building Funds		5,139			5,139
Coffee Pot Fund		1,772			1,772
Other restricted		(176)	185		9
Total Restricted	855,192	84,711	(223)	-	939,680
Total Funds	898,684	76,428	22,448	(31,462)	966,098

NOTES TO THE FINANCIAL STATEMENTS

18. Detailed Statement of Financial Activities by Fund Type with Comparatives

STATEMENT OF FINANCIAL ACTIVITIES

	-- Unrestricted Funds --				-- Restricted Funds --				Total	Total
	General		Designated		Endowment		Income			
	£ 2020	£ 2019	£ 2020	£ 2019	£ 2020	£ 2019	£ 2020	£ 2019	£ **2020**	£ **2019**
Incoming Resources										
Incoming resources from generated funds:										
Voluntary income	208,117	201,129					52,882	97,590	260,999	298,719
Investment income	196	234							196	234
Incoming resources from charitable activities							354	796	354	796
Other incoming resources	14,395	9,700					3,264	990	17,659	10,690
Total Incoming Resources	222,708	211,063	-	-	-	-	56,500	99,376	279,208	310,439
Resources expended										
Cost of generating funds										
Charitable activities	156,765	177,697	40,541	39,939	30,683	30,683	60,222	58,649	288,211	308,590
Other expenditure							6,461	3,000	6,461	3,000
Total resources expended	156,765	179,319	40,541	39,939	30,683	30,683	66,683	61,649	294,672	311,590
Net Incoming/(outgoing) resources before transfers between funds	65,944	31,744	(40,541)	(39,939)	(30,683)	(30,683)	(10,183)	37,727	(15,463)	(1,151)
Transfers										
Gross transfers between funds	(44,796)	(41,442)	45,015	41,442		-	(219)	-	-	-
	21,148	(9,698)	4,474	1,503	(30,683)	(30,683)	(10,402)	37,727	(15,463)	(1,151)
Other Recognised Gains/(Losses)										
Actuarial gain/(loss) on defined benefit pension schemes	11,040	(415)							11,040	(415)
Net Movement of Funds	32,188	(10,113)	4,474	1,503	(30,683)	(30,683)	(10,402)	37,727	(4,423)	(1,566)
Reconciliation of Funds										
Total funds brought forward	24,255	34,368	2,163	660	855,192	885,875	84,488	46,761	966,098	967,664
Total funds carried forward	56,443	24,255	6,637	2,163	824,509	855,192	74,086	84,488	961,675	966,098