



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

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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

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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
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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
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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:

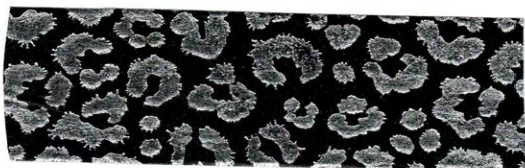
1. select suitable accounting policies and apply them consistently;
2. observe the methods and principles in the Charities SORP;
3. make judgements and estimates that are reasonable and prudent;
4. state whether the applicable accounting standards have been followed, subject to any material departures 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.

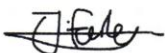
Independent examiner's statement

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

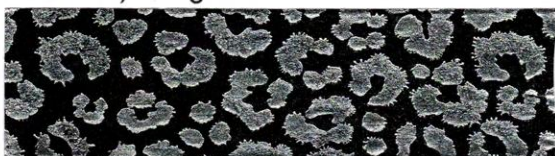
	Note	2020 £	2019 £
FIXED ASSETS			
Tangible assets	10	864,467	898,684
CURRENT ASSETS			
Debtors and prepayments	11	17,267	10,821
Investments	12	23,284	23,132
Bank and cash balances		88,187	76,428
		<u>128,738</u>	<u>110,381</u>
CURRENT LIABILITIES			
Amounts falling due within one year	13	<u>13,175</u>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

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 employers 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 recognised 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
	<u>260,999</u>	<u>298,719</u>

3. Incoming resources from charitable activities

	Total 2020	Total 2019
Coffee Pot Club	354	796
	<u>354</u>	<u>796</u>

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
	<u>17,659</u>	<u>10,690</u>

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
	<u>225,130</u>	<u>247,432</u>
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
	<u>63,081</u>	<u>61,158</u>
Total expenditure on charitable activities	<u>288,211</u>	<u>308,590</u>

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

<u>2020</u>	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

<u>Prior Year (2019)</u>	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
	<u>1,282,000</u>
Additions since 1996:	<u>252,147</u>
	<u>1,534,147</u>

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
	<u>17,267</u>	<u>10,821</u>

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
	<u>13,175</u>	<u>11,505</u>

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**

<u>2020</u>	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