



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

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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:

34 Windsor Road  
Slough  
Berkshire, SL1 2EJ

<http://www.sloughbaptistchurch.org.uk>  
01753 523058  
mail to: [office@sloughbaptistchurch.org.uk](mailto:office@sloughbaptistchurch.org.uk)

### Trustees

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

		-- Unrestricted Funds --		-- Restricted Funds --		Total funds	Total funds
	Notes	General	Designated	Endowment	Income	2024 £	2023 £
<b>INCOME AND ENDOWMENTS FROM:</b>							
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
<b>Total income and endowments</b>		213,070	-	-	39,816	252,885	350,138
<b>EXPENDITURE ON</b>							
Charitable activities	5	190,277	25,179	30,914	75,119	321,489	290,882
Other	6				3,770	3,770	-
<b>Total expenditure</b>		190,277	25,179	30,914	78,889	325,259	290,882
<b>Net income/(expenditure)</b>		22,793	(25,179)	(30,914)	(39,074)	(72,374)	59,256
<b>Transfers between funds</b>		(22,323)	21,307		1,016	-	-
<b>Net movement in funds</b>		470	(3,872)	(30,914)	(38,058)	(72,374)	59,256
<b>Reconciliation of funds</b>							
Total funds brought forward		101,545	5,955	736,914	153,307	997,721	938,465
<b>Total funds carried forward</b>		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 £
<b>FIXED ASSETS</b>			
Tangible assets	10	727,597	763,337
<b>CURRENT ASSETS</b>			
Debtors and prepayments	11	19,804	18,646
Investments	12	24,864	24,270
Bank and cash balances		157,997	196,766
		<u>202,665</u>	<u>239,682</u>
<b>CURRENT LIABILITIES</b>			
Amounts falling due within one year	13	<u>4,915</u>	<u>5,299</u>
<b>NET CURRENT ASSETS</b>		197,750	234,383
<b>TOTAL NET ASSETS</b>		<u>925,347</u>	<u>997,720</u>
<b>FUND BALANCES</b>			
Restricted funds	14		
Endowment funds		706,000	736,914
Income funds		<u>115,249</u>	<u>153,307</u>
		821,249	890,221
Unrestricted funds	15		
Designated funds		2,083	5,955
General funds		<u>102,015</u>	<u>101,545</u>
		104,098	107,500
<b>TOTAL FUND BALANCES</b>		<u>925,347</u>	<u>997,721</u>

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
	<u>239,712</u>	<u>337,474</u>

## 3. Incoming resources from charitable activities

	Total 2024 £	Total 2023 £
Friday Families group	373	396
	<u>373</u>	<u>396</u>

## 4. Other incoming resources

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

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 £
<b>Costs incurred directly on specific activities</b>		
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
	<u>244,553</u>	<u>220,856</u>
<b>Costs incurred on support and administration</b>		
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
	<u>76,936</u>	<u>70,026</u>
<b>Total expenditure on charitable activities</b>	<u>321,489</u>	<u>290,882</u>

## 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
	<b>28,811</b>	<b>47,086</b>

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

<u>2024</u>	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
	<u>93,122</u>	<u>64,324</u>	<u>157,445</u>
Reimbursed expenses	6,459	69	6,528
Training costs	205	75	280
<b>Total staff costs</b>	<u>99,786</u>	<u>64,468</u>	<u>164,253</u>

<u>Prior Year (2023)</u>	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
	<u>84,647</u>	<u>58,172</u>	<u>142,819</u>
Reimbursed expenses	2,809	-	2,809
Training costs	270	12	282
<b>Total staff costs</b>	<u>87,726</u>	<u>58,184</u>	<u>145,910</u>

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

	2024	2023
Full time	3	3
Part time	1	1
	<u>4</u>	<u>4</u>

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
	<u>1,282,000</u>
Additions since 1996:	<u>256,774</u>
	<u>1,538,774</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.

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
	<u>19,804</u>	<u>18,646</u>

## 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
	<u>4,915</u>	<u>5,299</u>

## 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

<u>2024</u>	<b>Tangible fixed assets</b>	<b>Bank balances</b>	<b>Other net current assets</b>	<b>Total</b>
	£	£	£	£
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)

	<b>Tangible fixed assets</b>	<b>Bank balances</b>	<b>Other net current assets</b>	<b>Total</b>
	£	£	£	£
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
<b>Incoming Resources</b>										
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
<b>Total Incoming Resources</b>	<b>213,070</b>	<b>198,742</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>39,816</b>	<b>151,396</b>	<b>252,885</b>	<b>350,138</b>
<b>Resources expended</b>										
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	-
<b>Total resources expended</b>	<b>190,277</b>	<b>176,179</b>	<b>25,179</b>	<b>44,545</b>	<b>30,914</b>	<b>30,856</b>	<b>78,889</b>	<b>39,302</b>	<b>325,259</b>	<b>290,882</b>
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
<b>Transfers</b>										
Gross transfers between funds	(22,323)	(31,979)	21,307	31,232	-	-	1,016	747	-	-
<b>Net Movement of Funds</b>	<b>470</b>	<b>(9,416)</b>	<b>(3,872)</b>	<b>(13,313)</b>	<b>(30,914)</b>	<b>(30,856)</b>	<b>(38,058)</b>	<b>112,841</b>	<b>(72,374)</b>	<b>59,256</b>
<b>Reconciliation of Funds</b>										
Total funds brought forward	101,545	110,961	5,955	19,268	736,914	767,770	153,307	40,466	997,721	938,465
<b>Total funds carried forward</b>	<b>102,015</b>	<b>101,545</b>	<b>2,083</b>	<b>5,955</b>	<b>706,000</b>	<b>736,914</b>	<b>115,249</b>	<b>153,307</b>	<b>925,347</b>	<b>997,721</b>

# Slough Baptist Church (AES No : 1133760)










## Final Accounts 2024 for signing from Stewardship

Final Audit Report

2025-06-09

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