

CRAWLEY BAPTIST CHURCH

England & Wales · Charity number 1134616

Details

Status Registered

Legal form Previously excepted

Registered 2010-03-02

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

Contact

Address Crawley Baptist Church
Crabtree Road
West Green
Crawley
RH11 7HJ

Phone 01293546177

Email info@crawleybaptistchurch.org.uk

Website www.crawleybaptistchurch.org.uk

Activities

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

Activities: Regular public worship, prayer, Bible study, preaching and teaching; Evangelism and mission, locally, regionally, nationally and internationally; Nurture and growth of Christian disciples; Education and training for Christian and community service; Giving and encouraging pastoral care; Supporting and encouraging charitable social action in the United Kingdom and abroad;

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£379,540	£415,980	-	-
2023-12-31	£369,013	£415,499	-	-
2022-12-31	£346,070	£376,083	-	-
2021-12-31	£366,490	£371,509	-	-
2020-12-31	£383,578	£358,835	-	-

Trustees

Name	Role	Appointed
Rev IAN DENNIS PHILLIPS	Chair	2000-09-01
ADE ADEROUNMU		2017-01-01
Belinda Cordice		2024-11-28
GRAHAM LESLIE POOLE		2023-11-23
Graham Durrant		2018-11-22
Rev Peter James Butchers		2025-07-21
Roney Richard Soloman		2023-11-23
SUE LINDRIDGE		2000-09-01
Sarah Jane Vincent		2023-11-23
Shamima McAdjar		2022-11-24
Sharon Mary Golightly		2020-11-26

CRAWLEY BAPTIST CHURCH

England & Wales - Charity number 1134616

Accounts

Annual Report and Financial Statements
for the Year Ended 31 December 2024

Crawley Baptist Church

Charity registration number: 1134616

Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

CRAWLEY BAPTIST CHURCH

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CRAWLEY BAPTIST CHURCH

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	Rev Ian Phillips, Senior Minister Mr Ade Aderounmu, Deacon Mr Graham Durrant, Church Secretary Mr Graham Poole, Deacon Mrs Sarah Vincent, Deacon Mrs Sandra Warner, Minister, Pastoral Care Mrs Sue Lindridge, Minister, Children and Youth Mrs Sharon Golightly, Deacon Mr Philip Munt, Deacon Mrs Shamima McAdjar, Deacon
Charity Registration Number	1134616
Principal Office	Crabtree Road West Green Crawley West Sussex RH11 7HJ
Independent Examiner	G W Schulz FCMA Independent Examiners Ltd 2 Broadbridge Business Centre Delling Lane Bosham Chichester West Sussex PO18 8NF
Bankers	The Royal Bank of Scotland Drummond House PO Box 1727 Edinburgh Midlothian EH12 9RH

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT

The Trustees present the annual report together with the financial statements of the charity for the year ended 31 December 2024.

Structure, governance and management

Nature of governing document

Crawley Baptist Church is governed by its constitution based on the Approved Governing Document provided by the Baptist Union. The Church received Charity Status from the Charity Commission in 2010.

The constitution explains that 'Church Members shall meet together in a Church Members' Meeting under the guidance of the Holy Spirit and under the Lordship of Christ to discern the mind of God in the affairs of the Church'. Ordinary Church Meetings – which we call 'Body Talk' – are held at least four times each year to consider routine matters associated with the life of the church including issues related to church membership and the appointment and dismissal of the charity trustees.

The constitution defines the Trustees of Crawley Baptist Church as the Minister, Deacons, Secretary, Treasurer and those employed staff who by the nature of their role work together with the Minister and the Deacons in the overall leadership of the Church.

1. The Qualifications of a Deacon:

A Deacon should be a person:

I. Of mature faith

II. Filled with the Holy Spirit

III. Who supports to the full the worship and witness of the church

IV. Who supports a life group as fully as they are able

V. Able to work in harmony with the Minister and Fellow Deacons

A Deacon is a person appointed by the church, under the guidance of the Holy Spirit, to share in the spiritual leadership, oversight and administration of the church.

A Deacon is a member of 18 years or over and a member not less than six months.

2. The Election of a Deacon

Deacons are elected at the AGM and require over 50% of the vote cast. They serve for a three-year term.

3. The Responsibility of a Deacon

Deacons meet on the first Thursday of every month, at least one away day and one weekend away for business, training and development.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Induction and training of the responsibility of Trustees is done on an informal basis as they are nominated for election. They are made aware of the role and responsibilities and relevant information is passed to them as and when it is received either at the regular monthly meeting or on training or planning days.

Recruitment and appointment of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the The Approved Governing Document provided by the Baptist Union and adopted in July 2009.

Risk management

Under the Statement of Recommended Practice (SORP (FRS 102) effective 1 January 2019) regulations it is recommended that the Deacons, as Trustees, complete an ongoing Risk Management review. The Deacons have undertaken this review during the year in order to identify and manage the principal risks that may deter Crawley Baptist Church from achieving its main objectives. A copy of the latest review as at 31st December 2022 is included as Appendix A.

Objectives and activities

In September 2021 we adopted a new vision:

By 2026 Crawley Baptist Church will love without limits.

To achieve this Vision we have three main thrusts: Looking up, Looking in and Looking out:

Looking Up: We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.

Looking In: We will be a community who are fully using our gifts and fully equipped to serve one another in love.

Looking Out: We will be people who fearlessly proclaim God's magnificent love, always and everywhere.

It is through this Vision that we hope to fulfil our principal purpose as set out in the church's constitution: 'the advancement of the Christian faith according to the principles of the Baptist denomination'. We like to describe our purpose as simply being to:

- Declare God's Praise
- Develop Christian Disciples
- Demonstrate Christian Love

As a GOSPEL people, the church's values are:

- Grace - We will be motivated by God's free gift of love in all that we do.
- One another - We will be real as we care for one another and work together.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

- **Servant hearts** - We will serve those in the local community and beyond with integrity and love.
- **People** - We will share the Good News of Jesus with anyone who does not know him.
- **Equipped** - We will identify, develop and use our God given gifts.
- **Lifestyle** - We will be good stewards of our time, talents and possessions.

Public benefit

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The Trustees maintain an overview of all the activities of the church and are constantly monitoring them in order to make any changes necessary in order to involve as wide a group of people as possible, thereby continuing to deliver a clear public benefit.

Achievements and performance

Review of activities

Activities focused on our vision that 'Crawley Baptist Church will love without limit!'

In 2024 we continued to implement the new Vision we adopted in September 2021.

We continued to hold our bi-monthly Body Talk meetings in hybrid form, which for some has enabled them to be part of a meeting they otherwise would not be able to access. We continued to live-stream the Sunday Morning services because we have some people for whom this is a way they access what they would otherwise miss.

We have seen new people joining us for worship throughout the year, and some of those have stayed.

Examples of the Vision coming to life in the church for the community over the last year are set out below under the headings of the three Thrusts associated with that Vision.

Looking Up: We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.

Church services: In 2024 we continued to meet every Sunday morning to worship together as a community. We did this in various ways including communion service once a month, All Age Services once a month and through the summer holiday time. We continued to live-stream the services and received regular messages from those who watch them about how helpful they are.

We have a full band each Sunday morning, with 24 people participating on a rota system. This means that various mixes of musicians provide a constantly changing, but refreshing musical lead to our worship. This year five of our regular band members attended the annual Mission Worship Conference in Eastbourne.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Scratch Orchestra: Once again, at least 20 people of all ages and abilities got together in Scratch orchestra to play at the service at Green Fields Baptist Church to celebrate the completion of the merger.

Youth Band: This year we ran a guitar class and four young people committed to it. By the Autumn we were ready and we launched our new Youth Band which provided the music for our worship at the Christmas Gift service.

We welcomed new people who have joined the service throughout the year for all sorts of different reasons and from many different circumstances, nationalities and cultures.

We held an afternoon service at Green Fields Baptist Church on the fourth Sunday of every month. This was to encourage the congregation there and to anticipate what the future might look like if the churches become one church.

Mid-Week Church happens every other week on a Thursday and is a place where people can come and enjoy a time of worship and reflection. Some of these people are not able to join us on Sunday mornings, so it offers a time of fellowship for them. Many of us then share lunch in the Rainbow Lounge coffee shop.

Life Groups: Throughout 2024 we supported our nineteen Life Groups in various ways. We invited the leaders together in February to share the Vision in the form of the Thrusts for 2024. Life Groups were encouraged to share testimonies within the groups to encourage one another through the year. We heard stories of what had been happening in different groups; the joys and the challenges. In July we hosted the Life Group Leaders' Banquet which was a lovely two course meal. The meal was accompanied by singing from a trio. The purpose of the banquet was to celebrate the work of Life Groups, and particularly their leaders, in the life and ministry of the church. Life Group Study Guides were written to accompany each sermon series and made accessible for groups if they wished to use them.

Looking In: We will be a community who are fully using our gifts and fully equipped to serve another in love.

Youth Ministry

During 2024 we were in regular contact with 37 young people between the ages of 11 and 18. We also continued to connect with and support 13 young adults at university, work or training.

Aims for 2024

The emphasis on our work with young people in 2024 was to bring young people together, to help build good relationships and for them to have a sense of belonging to the church community. We also focussed on encouraging the young people to work together to look beyond themselves and make a difference in their community. We did this through a variety of regular activities, one off events and new initiatives.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Bringing Young People together

It has been a privilege to see our young people across the different regular groups come together throughout the year to build relationships and serve others. In February, young people and leaders were involved in litter picking in West Green, collecting a total of 11 bin bags of rubbish which was then disposed of appropriately. Thank you to Crawley Community Action and Talk Broadfield who supported us. The following day, the young people were involved in leading an all-age service, highlighting the environment and care for the community. Throughout the year, the young people have contributed to the life of the church community including assisting the Tech team on a Sunday morning, assisting at Holiday Club and other children's events and being young leaders at our children's community group on a Tuesday evening. In November, the young people voted to raise money for Macmillan Cancer support and organised a bake sale on a Sunday morning. Together they raised £343.89 with all proceeds going to the charity.

New initiatives for 2024

5 O'clock club - In January 2024, it was recognised that we were in contact with a number of young people in post 16 education or training who wanted to meet but had outgrown or could not access existing groups. This new group meets twice a month on a Sunday evening and was attended by those from a variety of ages and abilities. It has been a great place to build relationships and talk through issues of life and faith.

Ignite 2024 (June) – Ignite was a day event for young people in school years 5 – 8 held at Bluewoods Adventure Lodge, Tilgate. The event combined outdoor activities with opportunities to ask big questions about God. This was a pilot event, following a period of consultation with young people. The young people generally said they enjoyed the mixture of activities which prompted discussions, being with friends, the campfire and of course the food!

Satellites Festival (July)

In July we took 6 young people to Satellites Christian festival held at the Bath and West showground, Shepton Mallet. It was a privilege to be able to spend time with the young people and see them encounter new things and overcome challenges together. At the end of the festival, we were able to encourage the young people and celebrate all we had experienced together.

Youth Community News

In September, we launched 'Youth Community News' to highlight the work of youth ministry and help young people and parents across the different groups see what's happening each term. We also wanted to encourage a sense of belonging and encourage young people to take part in different parts of church life.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Regular activities:

Doughnuts (Sunday morning)

It continues to be a privilege to welcome young people on a Sunday morning. We have continued to see regular faces as well as those who joined or visited the church through the year. In the Spring term we followed a series in Mark's gospel, thinking about the Kingdom of God. In the Summer term, we looked at a variety of issues asked for by the young people including Dealing with stress, Self Image, Strong emotions, healthy relationships, the environment and living as a Christian. We were also celebrated with one of our young people who was baptised in July. The focus for the Autumn term was looking out and serving others.

Re:allsorts Youth group (Wednesday evening)

Our midweek group, Re:allsorts, went through a number of changes throughout the year. We continued to see familiar faces, welcomed new young people to the group and said goodbye to others. There was also a change of leaders as two long standing leaders moved away, and two other leaders joined us. Through all that, Re:allsorts continued to be a vibrant community as the young people brought and shared all the joys and challenges of teenage life. The programme has continued to be a mix of social events and looking at issues but always with faith, fun and creating a safe environment in mind. Topics included: School, exams, kindness, helping others, not judging others. We also continued to help the Easter Team and visited the food store twice during the year.

Volunteers

We are thankful to the volunteers who have continued to serve the young people and their families this year. We have sought to thank and support them through encouragement and thank you gifts as well as appropriate training. This included the National Youth Ministry Weekend in November and CYM team mornings in March and October.

Children's Ministry On Sunday

With a register of 63 children on our books, our groups were definitely back to the numbers we had before Covid which was very encouraging. To support families and schools who were noticing children were struggling with social skills, we chose a programme which was all about games, activities, discussion and prayer around the characters of the Bible. It was wonderful to watch the children grow and play in confidence.

Frequent messages and chats with families showing their appreciation for all that CBC do for them, are always a booster and a blessing.

Children's Ministry During The Week

Parents & Toddlers

A two day per week support group for parents/grandparents of under 3's. We have noticed a slight increase in numbers with 64 families attending over the two days. The cost of living rise for everyone has particularly had a knock on effect for this group.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

The turnover is huge. Parents are only able to attend for 6 months to a year. With rents and interest rates rising every parent in the group has to work to make ends meet. We are seeing an increase of grandparents bringing their grandchildren, but even they are working part-time to support their costs and support their families.

The importance of creating a fun, safe space is so important to people with an encouragement from the Bible. The families who attend regularly comment on the ethos of the group and that they do not see that in any other group in the town!

Family Ministry

It was so wonderful to trial a few 'Bring A Packed Lunch' occasions after a Sunday Service.

To see the congregation chat over food was delightful. We will continue this in 2025.

We are hoping this is going to help with making relationships with the newer folk of the Church.

The families continue to be impacted by the cost of living rise and the pressures of both parents having to work to make ends meet. Attendance at church is both difficult and important, especially for parents who have to work shifts.

We ran a Light Party in October which 20 families attended. We supplied hot dogs and ice-cream in a warm building. The cost was kept to a minimum to support families financially. The theme 'Jesus Is Our Best Friend' in a world with so much war, worry and darkness felt more important than ever to proclaim.

God did immeasurably more than we could have hoped or imagined.

Women's Ministry

April saw us down in Eastbourne for a weekend of fellowship, worship and relaxation. We looked at the book of Ruth and the characters of Ruth, Naomi and Boaz. We also had plenty of time to enjoy the early summer sunshine with ice creams and even a plunge in the sea by two brave ladies. This sadly was Sandra's last event as the leader of the Women's Ministry team and we again thank her for all that she has done for Women's Ministry over the past years.

Women's Ministry continues with a good team and we are co-opting people for events to help with music/singing and session preparation as we need.

In September 49 ladies joined us for afternoon tea at Crawley Baptist Church. We had a delicious traditional afternoon tea with the opportunity to be family together.

Christmas saw us looking at the characters of Christmas and spending some quiet time with Lectio and Imaginative prayer. This meeting was very close to Christmas and we did not have as many people as we expected, but those that came said that it was just what they needed to get away from the busyness of Christmas and spend time reflecting on the Christmas story.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

We are looking forward to 2025 with a Lent reflection planned for 17th March and a return trip to Eastbourne in April, where we will look at Psalm 139 and also hopefully be able to enjoy the seaside in the sunshine again.

Men's Ministry

At regular intervals throughout 2024 men gathered to share breakfast of a bacon roll and a coffee and to chat and pray together. We gathered together again for an evening meal at the end of November to talk and reflect and to get to know each other better.

In September some men went away for a weekend at the Crowhurst Retreat Centre, near Battle. Some stayed over the weekend and others joined for the day on Saturday. The aim was to have space to meet together, to reflect together, to worship together and to do activities together. It was an opportunity to find space or to engage and there was a variety of activities (including a walk, a film, art and craft, and puzzles). Short talks and reflections were interspersed during the weekend. The highlight on the Saturday evening was the BBQ and the campfire around which stories were told!

It was a great time for those able to attend and tentative plans are for another weekend in 2025.

Premises

During this past year we have had 27 charities rent our building and we have hosted 10 funerals, two dedications and two baptisms. The various teams within the church continue to have events for the members of the church and the local community. We continue with our café serving the community and people continue to use the church and enjoy the building itself as well the sense of peace that is present.

The gardens have been maintained throughout the year, and the old lean to which housed our bins was taken down; it has served us well over the last 20 years

The building has had new LED lights in three big spaces downstairs, this makes most of the downstairs LED, all future replacement lights will continue to be LED.

We replaced our photocopier in February. Our IT systems were made more secure in partnership with Future Systems. We are now fully digital, having changed the phone system in 2023 and the broadband in 2024. Microsoft will no longer support our computers after October 2025, so we started replacing the laptops in 2024 and will replace the rest of the computers in 2025.

The Environmental team was created this year; we have looked into water savings, completed a utility report on the building and we have got quotes for solar panelling. The church was invited to an afternoon in October to discuss ways for moving towards becoming as environmentally friendly as possible.

More work was done to become compliant with fire regulations, including an updated Fire Risk Assessment, letters of expectations to users of the building, PEEPS for the older folk, and PEEPS will be created for the youth in 2025.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

The regime of yearly contractors continues, keeping the building compliant and safe for all users. An emergency evacuation policy was created this year among other policies, and an invitation was sent to the local counter terrorism police officer to look at the security of the church, some suggestions were made and the diaconate will look into these in 2025.

The merger with Green Fields Baptist Church was completed in August. All bookings for users of the building are now through CBC. All the documentation, certificates and First Aid are being put in place, with the necessary documents/posters put on notice boards. We had a celebratory service at Green Fields for the merger and invited all the users of the building to come to this service. The church was full and the service allowed us to meet with the users to the building and form good relationships with them.

We are quietly optimistic that Crawley Baptist Church and Green Fields Baptist Church will continue to grow and thrive. We aim to continue to be a welcoming space and strive to Love without Limits.

Looking Out: We will be people who fearlessly proclaim God's magnificent love, always and everywhere.

Christmas Services: The Christmas Choir awayday was well attended with 54 singers, (including some from the wider community), and we had the joy of participating in two carol services, one in CBC and one in Green Fields, both of which had full congregations.

Once again we hosted West Green Primary School's Christmas Carol Service. It was a delight to welcome the children and many of the parents and to be able to take part in the service with them. We invited parents to stay afterwards for mince pies, tea, coffee or mulled wine. Some of them took up the invitation to stay afterwards which was lovely.

The Alzheimer's Society held their Carol Service in the sanctuary and we welcomed the High Sherriff of Sussex along with other dignitaries, local choirs and groups as well, of course, as those who benefit from the various Alzheimer's groups that meet throughout the year in the church building. It was a pleasure to host this service.

SPOT: The Senior Persons Outreach Team, (SPOT), have been able to offer a different activity each month on Tuesday afternoons. We share a craft afternoon, a meal together, a friendship group covering interesting seasonal topics, and a games afternoon which also includes armchair exercises. Our numbers on Tuesday afternoons continue to grow, and we enjoy sharing activities together, building relationships and offering new challenges for our wellbeing, such as quizzes, puzzles, reminiscing and exercises for both mind and body. On the second Tuesday of each month, after we have shared a meal, we encourage one of our guests to share something of their walk and journey of life and give testimony as to how God has helped them.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Daycation was a huge success this year, meeting for the whole day on each Tuesday during August. We enjoyed a variety of activities including craft work of all descriptions, flower arranging, pottery painting, book folding, card making, board games, snooker/pool, chess and word games. This event was very well attended with up to 70 guests on some Tuesdays being welcomed with a coffee and croissant. We provided a home-cooked two course meal at lunch time. Each afternoon we had a different entertainer. This included a harpist, ukulele band, and Marilyn Baker, a blind singer. We were able to make a donation to St Catherine's Hospice which was the Ukulele band's chosen charity. We have also this year arranged three coach outings which were a great success, especially our trip to the beach!

46% of our attendees on a Tuesday afternoon are from the community, the rest of our guests are from the church family. One of our guests who started coming to the events on Tuesdays has started to attend our other events and now enjoys attending mid week church, the coffee shop, a life group, pilates, worship on a Sunday and women's ministry events including the weekend away. She commented, "I am so grateful to have found this church and the welcome and friendship I have received" Such a blessing for us as a team. We have had our guests come along to church services and also join in with other events put on by the church.

Listening Ear: Our small but dedicated 'Listening Ear' team continue to offer shopping, lifts, practical help and communion. They give pastoral support as and when needed.

Holiday Club: We were able to run a Holiday Club for 40 children based around the theme of Wet 'N' Wild. Great fun was had by all. We are noticing that fewer children are coming each year and we believe that to be because of parents working and the Holiday Club hours not suiting child care timings.

Football Club: Football club continue to thrive during 2024. Numbers vary from 12 to 24 each week. Some people have stopped coming because they have moved away, or their circumstances have changed, but we have had a steady flow of new people too. Some of them made contact through the church website, others through members of the club. We have a steady and committed group of about 30 players who attend when they can. Those who come consistently say it's the highlight of the week. Most of those who attend are not regularly part of the church.

One Voice Community Choir: OneVoice Community Choir continued to meet fortnightly in term time and continued to grow. It was encouraging to have many new members from the local community. In March we had our Charity concert at Green Fields Baptist Church which was a full house and raised £700 for Forget me nots – a local charity working with seniors with dementia and their carers. Throughout the summer we built up a new repertoire ready for a 2025 charity concert and also performed at Christmas in the courtyard at Standen National Trust.

Ifield Park Care Home Services: Once a month a small team go into Ifield Park Care Home to lead a service in two separate areas of the Home. The services include well known hymns, prayer and a short talk. We always theme our services around people that Jesus met, the difference that he made in their lives, and how we can meet Jesus today. We spend time talking with the residents before and after the service, and the relationship with residents and care staff has blossomed. Sometimes we are asked to pray with those who are nearing the end of life.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

We also go in to sing carols with a larger group at Christmas, and run a sing-a-long session of popular songs in the summer.

Christians Against Poverty (CAP): Christians Against Poverty (CAP) is a national Christian organization specializing in debt counselling for people in financial difficulty, including those facing bankruptcy or insolvency. There is a debt centre in Crawley, which is supported by many churches, including Crawley Baptist Church, and by Christians across the town.

Two courses are currently offered, namely CAP Life Skills and CAP Job Clubs. Since 2020, eight CAP Life Skills Courses have been run at CBC and other churches in our area. In January 2025, the team decided that it would be good to expand the services offered within Crawley and, following discussions with CAP Management, the Life Skills Coaches decided to train as Job Club Coaches under an accelerated arrangement offered by CAP Head Office for experienced Life Skill Coaches.

The additional monthly cost, payable to CAP Head Office to cover the Job Clubs course material, is £20 per month, which was agreed to be split evenly between Crawley Baptist Church and St Mary's C of E Church, Southgate.

There were four clients attending the first course, but this reduced to three by the third week.

Each client was offered a one to one coaching session and two took up this offer, which proved to be a very encouraging time, when we were able to pray afterwards for each. One of our clients decided to attend church at St Mary's. The other two clients already attend different churches in Crawley.

As a team we shall be reviewing the lessons learnt from this first course at a team meeting in February 2025 and will decide upon the date and location of our next Job Clubs course.

We have visited the Free Shop in Bewbush and the staff there are keen to work with us on a future course.

Members of the team have networked with other CAP Life Skills teams at CAP regional events and area catch-ups.

The team are thankful for all the prayer and support they receive from the supporting churches in Crawley and look forward to working with other churches in the area in the future.

POD: A vibrant, busy, weekly community children's club for school years 1 to 6. In 2024, we had 30 children. We were full and had to start a waitlist.

This year we decided to explore who this Jesus was, which the children asked us regularly. We looked at the character traits of Jesus and how we could apply these traits to ourselves in our everyday lives. The difference in the children's behaviour was noticeable. Even the parents were thanking us for the teaching, because it was making a difference at home too.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

A testimony that really stands out for 2024 was about the family we were supporting after the death of the mother at the age of 35.

The children loved the group so much that they invited 6 friends from school to join them. They are still with us. You just never know the difference that you are making....

We ended up handing out 10 new POD Bibles this year which was funded by the Church congregation through a general notice.

Another testimony was about a little boy who had to extensive surgery at our amazing Great Ormond Street Hospital. The parents were saying that a professional psychologist had been brought in to help the child in preparing for this surgery as it was affecting their mental health. As a group we prayed with this little boy every week for a few months. After his surgery the little boy shared how peaceful he was in hospital and it wasn't as bad as he thought it was going to be. How incredible is that! We were able to hold three Family Celebration events this year which are always well received and the families are so grateful for what we do. These events give us an opportunity to share the gospel of Christmas, Easter and the gift of family time during the Summer break. The children performed a wonderful Christmas Play written by one of the POD leaders. It was so good that we may use it at Church one day. We were also able to go Bowling and to a new venue Clip N' Climb, both were well attended and loved. POD is a group that provides a safe space for children to share their news and make friendships from quite often difficult situations.

The Rainbow Lounge Coffee Shop:Through the dedication and enthusiasm of the volunteers the coffee shop continues to hold an Elite 5* scores on the doors' food hygiene certificate from the local authority. We also have retained our 'Eat out Eat Well' Gold award for a healthy and nutritious menu with low fat and low sugar options. The coffee shop is open throughout the year on Wednesday and Thursday each week, though it is closed during school holidays and half terms. Trading hours are from 10.30 for coffee and cake and light lunches are served from 11.30 until we close at 14.00. Staffed entirely by volunteers, it is self-funding and any profit is used to buy new equipment for the church kitchens. For 2024, despite rising costs, we have managed to maintain our prices at the level set in 2021, making a two course lunch affordable at just £6.00. Card Reader payments continue to prove popular and payments made that way account for the majority of our meals served. As in the past any 'tips' received are converted to vouchers to provide a 'free meal' for those in the community who are disadvantaged. During 2024 we continued to attract the custom of members of the local community not attached to the church.

All coffee served is sourced from a supplier who donates a portion of their profits to improve the lives of workers in coffee growing nations. We ensure all our tea is Fair Trade. This year we have started to source all our cakes from a specialist bakery that only uses regenerative wild farmed flour. Wildfarmed wheat is produced without the use of pesticides, herbicides and grown alongside companion and cover crops, restoring biodiversity, soil and ecosystem health.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Other activities

Funerals: The church was used for eight funerals during 2024. Five of those were funerals for people who regularly attended the church and we able to provide the sanctuary for the service and the Rainbow Lounge for refreshments afterwards. Three services were for people from the community who had a connection to the church in some way or who wanted a church for a service.

Baptisms: We had two baptisms, one for one of our young people and one for one of our adult congregation. Both were wonderful occasions. The baptism pool was also used by Kingdom Faith church, who have no pool of their own. It's great to be able to share this resource with other churches.

Dedication Services: We had two Dedication services in 2024, in which we welcome the very youngest members of the church family and commit to share our faith with them as they grow.

Mission Team: The Mission Team of six meets mostly once a month. Our privilege is to share in the Great Commission, and act in an advisory capacity to the Senior Minister, the Leadership Team and the Deacons, as well as manage the annual allocated budget. We aim to help the fellowship at CBC to be Mission-aware by including regular prayer updates, sharing mission news and keeping the church up-to-date on relevant developments especially in those areas where we are involved. A Mission booklet in the vestibule regularly summarises this. In addition, we seek to encourage those individuals and organisations on the front line, at home and abroad, in their work for the Lord by our prayers and by other means.

We work to support and encourage any members of the fellowship if they are led to be involved in mission. This again will be in prayer, as well as financially with a one-off gift to help with travel or other expenses. Through the Baptist Missionary Society, Worldwide, (BMS), we were linked in 2024 with Jane Edwards working for justice with AMAC in Mozambique, and Ardi (South Pacific Federation) and Kalbassou Doubassou at Guinibor II Hospital in Chad. Our current links with Kalbassou, and a new partner, Valerie Kisaber in Uganda, are via the new project from BMS of Church Partnerships. Our mission involvement continues with New Life International in Kenya, Igniting Communities for Jesus in Burundi, Faith Centered Ministries in Rwanda and the Deo Gloria Church in Hunedoara, Romania.

Locally, we support and have CBC members involved with The Easter Team (Food Bank), Lighthouse (Children's School Assemblies and Lunch Clubs) and CAP (Christians Against Poverty). We regularly pray for these organisations during our Sunday Services and keep the Church informed of their work. We have collaborated with Barnabas Fund's "Food Gives" Programme, sending many boxes of dried food items via the fund to persecuted Christians around the world.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

In June, we again held a Mission Month, with a visit from MAF (Mission Aviation Fellowship), Barnabas Aid, and CAP, and benefited from a presentation by a small team of members based on their shared project with Kenyan Christians working with orphans, street-kids and male addicts in Kenya. We also had a special International Day that month, as well as welcoming a pastor from Rwanda, Bishop Charles, to preach on his ministry and the joint project with CED (Christian Engineers in Development) to build new church premises, and install better water supplies in the villages. We are looking to new methods of involving all children and young people in CBC to benefit from, and contribute to, mission through all our personal links.

We work to raise the profile of mission through inviting visitors to share in our midweek and Sunday services. We have sought to encourage individuals to rise to the challenge that we all, as Christians, are personally involved in mission through prayer and action in our everyday lives. Life groups are encouraged to develop relationships and support various mission activities.

Our congregation is very diverse, and increasingly so, and we are mindful that many of our attendees are newly arrived in Crawley. As a church we seek to make them feel welcomed and to help them to become an integral part of our fellowship. We work to appreciate the special insights and experiences that they bring to our church family.

We are very encouraged with the support and interest shown in CBC's Mission profile by so many of our congregation, by our Leadership Team and the Deacons. We continue to pray that the Lord will work in us and through us and will find us faithful in His work for the Gospel and the furtherance of His Kingdom.

Achievements

During 2025 we invested in the projects which form the three Thrusts.

Looking Up: At the beginning of 2024 we began a teaching series in the book of Mark with a view to encouraging people to wrestle with how life is in reality and in our experience when we hold a faith perspective. Mark was written to Christians in a different time and place, but with challenges as to how they lived out their Christian lives. We might have different challenges, but we can learn from what is written. We followed that teaching with a series from the gospel of John – a different perspective again, but with much to teach us about how to live now. Life Groups were invited to follow a study series on the talks from both gospels.

We encouraged people to share their life stories and experiences in their Life Groups to help one another. Some groups wrote down their stories to encourage each other.

When the amalgamation with Green Fields Baptist Church was completed in September, we organised a celebration service for November, to mark the occasion. We invited one of the Regional Ministers to speak, we had the Scratch Orchestra play and we invited many guests, some who had previously been part of the church at Green Fields. We were encouraged to reflect on the truth that the windscreen is larger than the rear view mirror, and that to look forward is more important than to look back. We did thank God for all the ministry of Green Fields over its almost sixty year history and testimony was shared by those who had been part of the journey. We then committed ourselves to the next part of the journey.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Looking In: We continued to walk towards a better understanding of what it means to serve one another love in the following ways:

Network: A group spent time looking at the Network Course, a course designed to help people explore the gifts they have and how they use them in the life of the church. The team spent time re-creating the course and getting it ready for the church to engage. Videos were recorded showing testimonies from people in the church. The material was tweaked to suit the church and the purpose for which the course would be used at this time.

Living Loss: This is a course, run over a number of weeks, that helps people following a loss. Its scope is broad and includes any kind of loss, not just the death of a loved one, but the loss of work, mobility, agency and many other losses people can experience. The course began well, but due to circumstances outside the control of the team was unable to complete in the way hoped for. This is something we might re-visit in the future.

Focal Points: The CYM Team organised a Sunday morning where they produced a display of the range of activities and scope of the ministry could be showcased to the wider church. CYM Team were on hand to talk to those who were interested in knowing more about the ministry and activities and those who were thinking of becoming a volunteer. This was a wonderful way for the church to see the extent of our children and young people's ministry

Looking Out: We encouraged people in the church to be looking out in the following ways:

Environmental Group: We have a group of folk passionate about how the church can respond to challenges of the environment: what is possible and realistic for the church, and people in the church to engage with. The group organised a afternoon where they could talk about some of the issues, help people to understand how they might be able to engage in responding, and inviting the church to think about what could change in the way we operate that would contribute to a more caring and sensitive way of living.

Heartisan: Heartisan is a group for people who love arts and crafts. Meeting at Green Fields on the first Friday of every month with a different array of small art and craft projects on offer, it is open to anyone from the church and the community. Beginning with a few folk, it has become a popular event for many of the local community, and a gentle, friendly and caring way to come into the church building and the church community. It was lovely to welcome a group from the community to the Carol Service simply because they were familiar with the building and had made relationships with the team.

One Voice Community Choir Concert: Green Fields hosted a concert by One Voice Community Choir which raised money for the local Forget-Me-Not Club in Crawley, chosen because it had been helpful to some in the choir. The choir is made up of a mixture of folk from the church and the community and the charity. It was a lovely evening and a great way to connect with, and support, the local community.

Refresh: We had intended to start a new Parent and Toddler group called Refresh, a drop in style group, in September, but the changing circumstances of the team meant this was postponed. It is hoped it will begin in early 2025

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Stories:

Looking Up: *We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.*

A new Youth Band formed during the year and was able to lead the worship in one of the morning services. This is a lovely way to experience what the Psalm says: "With praise from children and infants you have built a fortress." Psalm 8 v 2. It enhances our worship and reminds us that everyone, from the oldest to the youngest is welcome.

Sermon series in Mark and John challenged us to think about how we can live well in the world as we experience it today, and to Look Up!

Looking In:

The Kintsugi Hope course is a course designed to help and support people with top line mental health resources. A course was run in the Autumn, with people from the church leading and attending. It was a small group, but those attending found the material and the group dynamics supportive and of great value. It is a privilege to walk with people suffering in the mental well-being.

One of the church members with experience on the field of mental health, went through the leader's training for Kintsugi Hope and is able now to serve in their gifts within the fellowship of the church in this ministry.

We began the process of appointing a new minister to follow the retirement of a longstanding member of the staff team at the end of the year. Writing a Church Profile, advertising the role and beginning the interview process necessitated reflection on how we see the ministry of the church in the future, both for the benefit of the church and for the benefit of the community.

Packed Lunch Sundays proved a successful and appreciated new idea. We invited everyone to bring a packed lunch and stay after a morning service to meet other and to eat together. For some of the cultures represented in the church family, this is a something they are familiar with and really engage with, drawing others in.

Looking Out:

Heartisan, our Art and Craft ministry that takes place on the first Friday of every month, had attracted people from the local area, as well as some from across the town. It was lovely when some of them came to the Carol Service help at Green Fields, the place where Heartisan is held. They came because they had become familiar with the group and the place and met lovely people from the church. They arrived early for the refreshments before the service and told us they had been watching our Sunday service via the live stream.

One Voice Community Choir draws people from the church and from the community. One member from the community, who has sung in the choir for a little while, has begun to attend Sunday morning worship.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

We hosted the Alzheimer's Carol Service again and this year it was announced that "Christmas has begun" because this is now part of the Alzheimer's Christmas tradition! The service was attended by local dignitaries as well as those who regularly attend the groups and their carers. Two choirs sang and many took part by reading or singing. The Rainbow Lunge was full afterwards as people enjoyed refreshments and the opportunity to interact.

Plans for the future

When planning the year, the Trustees considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement for religion. We seek to provide a public benefit by reaching as many in the community as we can and to help them through:

- Regular services of worship with teaching and prayer
- Provision of pastoral care and practical support
- Explaining the Christian faith and providing opportunities for people to become followers of Jesus Christ.

In order to facilitate all this work, it is important to maintain the fabric of the premises.

We will continue to pursue our purposes: to declare God's praise, to develop Christian disciples, and to demonstrate Christian love. Our vision is that by 2025 Crawley Baptist Church will love without limits.

Our focus for 2024 can be seen in the Appendix: Thrusts for 2024.

Financial review

Policy on reserves

Crawley Baptist Church holds reserves in order to continue our operations in the face of future shortfalls in income or unexpected expenses. We have considered the financial risks we face and our policy is to hold £32,500 as free reserves.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Statement of Responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that 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, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The Trustees 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.

The annual report was approved by the Trustees of the charity on 25 September 2025 and signed on its behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CRAWLEY BAPTIST CHURCH

I report to the Trustees on my examination of the accounts of Crawley Baptist Church for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity Trustees of Crawley Baptist Church 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 Crawley Baptist Church'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 Crawley Baptist Church'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 Chartered Institute of Management Accountants, 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 Crawley Baptist Church 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 accounting 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.

.....
G W Schulz FCMA
Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

25 September 2025

CRAWLEY BAPTIST CHURCH

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	342,938	2,164	345,102	343,481
Charitable activities	3	32,503	-	32,503	21,816
Investment income	4	<u>1,935</u>	<u>-</u>	<u>1,935</u>	<u>3,716</u>
Total income		<u>377,376</u>	<u>2,164</u>	<u>379,540</u>	<u>369,013</u>
Expenditure on:					
Charitable activities	5	<u>413,500</u>	<u>2,480</u>	<u>415,980</u>	<u>415,499</u>
Total expenditure		<u>413,500</u>	<u>2,480</u>	<u>415,980</u>	<u>415,499</u>
Net expenditure		(36,124)	(316)	(36,440)	(46,486)
Transfer in Green Fields Baptist Church		<u>2,267</u>	<u>-</u>	<u>2,267</u>	<u>-</u>
Net movement in funds		(33,857)	(316)	(34,173)	(46,486)
Reconciliation of funds					
Total funds brought forward		<u>97,358</u>	<u>2,658,196</u>	<u>2,755,554</u>	<u>2,802,040</u>
Total funds carried forward	12	<u><u>63,501</u></u>	<u><u>2,657,880</u></u>	<u><u>2,721,381</u></u>	<u><u>2,755,554</u></u>

The notes on pages 23 to 32 form an integral part of these financial statements.

CRAWLEY BAPTIST CHURCH

BALANCE SHEET AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	9	<u>2,653,600</u>	<u>2,653,600</u>
		<u>2,653,600</u>	<u>2,653,600</u>
Current assets			
Debtors	10	8,767	12,586
Cash at bank and in hand		<u>87,526</u>	<u>111,190</u>
		96,293	123,776
Creditors: Amounts falling due within one year	11	<u>(28,512)</u>	<u>(21,822)</u>
Net current assets		<u>67,781</u>	<u>101,954</u>
Net assets		<u>2,721,381</u>	<u>2,755,554</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		2,657,880	2,658,196
Unrestricted income funds			
Unrestricted funds		<u>63,501</u>	<u>97,358</u>
Total funds	12	<u>2,721,381</u>	<u>2,755,554</u>

The financial statements on pages 21 to 32 were approved by the Trustees, and authorised for issue on 25 September 2025 and signed on their behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Statement of compliance

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

Basis of preparation

Crawley Baptist Church meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Gift aid

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Freehold property owned by the charity is included in the financial statements at its historical deemed cost and depreciated by writing off the difference between the cost and estimated residual value over its useful economic life. The useful economic life of the property is so long and the residual value so high that any depreciation would not be material.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

Depreciation and amortisation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Asset class	Depreciation method and rate
Freehold property	not material

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Fund structure

Unrestricted income funds are general funds that are available for use at the Trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the Trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

2 Income from donations and legacies

	Unrestricted funds Designated £	General £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and legacies;					
Donations	33,963	254,374	2,164	290,501	283,582
Legacies	-	-	-	-	5,000
Gift aid reclaimed	867	53,734	-	54,601	54,899
	<u>34,830</u>	<u>308,108</u>	<u>2,164</u>	<u>345,102</u>	<u>343,481</u>

3 Income from charitable activities

	Unrestricted funds Designated £	General £	Total 2024 £	Total 2023 £
Use of premises	-	21,300	21,300	16,801
Events	7,558	1,500	9,058	5,015
Other	2,145	-	2,145	-
	<u>9,703</u>	<u>22,800</u>	<u>32,503</u>	<u>21,816</u>

4 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>1,935</u>	<u>1,935</u>	<u>3,716</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	General £	Restricted funds £	Total 2024 £	Total 2023 £
Mission costs		-	1,285	-	1,285	2,413
Ministry costs		38,003	20,145	316	58,464	51,222
Church premises costs		10,988	66,912	-	77,900	91,433
Manse costs		-	9,013	-	9,013	7,915
Administrative support		5,025	20,564	-	25,589	31,642
Independent examination		-	1,656	-	1,656	1,620
Grant funding of activities	6	375	47,317	2,164	49,856	48,531
Staff costs	8	-	192,217	-	192,217	180,723
		<u>54,391</u>	<u>359,109</u>	<u>2,480</u>	<u>415,980</u>	<u>415,499</u>

6 Grant-making

Analysis of grants

	Grants to institutions	
	2024 £	2023 £
Mission grants	<u>49,856</u>	<u>48,531</u>

7 Trustees remuneration and expenses

During the year, 3 Trustees received remuneration of £89,733 (2023 - £87,671).

During the year, 3 Trustees received benefits in kind in the form of pension contributions of £15,535 (2023 - £15,135).

During the year, 3 Trustees received reimbursement of expenses of £5,659 (2023 - £4,125).

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

8 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	159,714	151,179
Social security costs	9,274	8,041
Pension costs	23,229	21,503
	<u>192,217</u>	<u>180,723</u>

The number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Employees	<u>6</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year

Paid Staff

Senior Minister: Ian Phillips
Children and Families: Mrs. Denise Beer
Financial Assistant: Mrs. Lesley King
Children and Youth: Mrs. Sue Lindridge
Premises Manager: Mrs Clare Sage
Pastoral Care: Mrs. Sandra Warner

Volunteer Staff

Financial Assistant: Mr. Steve Pidgeon

Note: the following Paid Staff are also Trustees under the Constitution:

Senior Minister: Rev Ian Phillips
Pastoral Care: Mrs. Sandra Warner
Children and Youth: Mrs. Sue Lindridge

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

9 Tangible fixed assets

	Land and buildings £	Total £
Cost		
At 1 January 2024	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2024	2,653,600	2,653,600
Depreciation		
At 31 December 2024	<u>-</u>	<u>-</u>
Net book value		
At 31 December 2024	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2023	<u>2,653,600</u>	<u>2,653,600</u>

The charity owns and utilises the church premises at Crabtree Road, West Green, Crawley, RH11 7HJ which have been included in the financial statements in accordance with the new accounting framework at the insurance value of £2,431,222. The church manse at 27 Crabtree Road, West Green, Crawley, RH11 7HL, occupied by the senior minister, has also been included at its insurance value of £222,378.

10 Debtors

	2024 £	2023 £
Trade debtors	1,846	1,053
Prepayments	1,874	3,341
Accrued income	5,011	6,842
Other debtors	<u>36</u>	<u>1,350</u>
	<u>8,767</u>	<u>12,586</u>

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	3,078	2,859
Accruals	23,952	16,451
Deferred income	<u>1,482</u>	<u>2,512</u>
	<u>28,512</u>	<u>21,822</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

12 Funds

Current year

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
<i>General</i>					
General Funds	40,036	332,843	(359,109)	5,467	19,237
<i>Designated</i>					
Gift Day Fund	43,914	6,059	(11,556)	-	38,417
Memorial Fund	6,053	-	(5,372)	-	681
Mission Trip Fund	1,797	-	-	-	1,797
Specified Ministries	3,446	29,764	(29,372)	(2,627)	1,211
Rainbow Lounge	1,713	6,848	(6,797)	(58)	1,706
Parent and toddler fund	399	1,862	(1,294)	(515)	452
	<u>57,322</u>	<u>44,533</u>	<u>(54,391)</u>	<u>(3,200)</u>	<u>44,264</u>
Total unrestricted funds	<u>97,358</u>	<u>377,376</u>	<u>(413,500)</u>	<u>2,267</u>	<u>63,501</u>
Restricted funds					
Koinonia Fund	4,596	-	(316)	-	4,280
Easter Team Fund	-	1,321	(1,321)	-	-
Other Specific Charities	-	843	(843)	-	-
Building fund	2,653,600	-	-	-	2,653,600
	<u>2,658,196</u>	<u>2,164</u>	<u>(2,480)</u>	<u>-</u>	<u>2,657,880</u>
Total funds	<u>2,755,554</u>	<u>379,540</u>	<u>(415,980)</u>	<u>2,267</u>	<u>2,721,381</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

Prior year

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
General					
General Funds	53,778	319,021	(335,513)	2,750	40,036
Designated					
Gift Day Fund	41,504	11,746	(9,336)	-	43,914
Memorial Fund	19,999	5,000	(18,946)	-	6,053
Mission Trip Fund	1,797	-	-	-	1,797
Specified Ministries	4,800	19,916	(19,020)	(2,250)	3,446
Rainbow Lounge	1,679	8,485	(8,451)	-	1,713
Parent and toddler fund	496	2,104	(1,701)	(500)	399
	<u>70,275</u>	<u>47,251</u>	<u>(57,454)</u>	<u>(2,750)</u>	<u>57,322</u>
Total unrestricted funds	<u>124,053</u>	<u>366,272</u>	<u>(392,967)</u>	<u>-</u>	<u>97,358</u>
Restricted funds					
Koinonia Fund	5,046	580	(1,030)	-	4,596
Evangelism Outreach & Mission Fund	19,341	-	(19,341)	-	-
Easter Team Fund	-	1,477	(1,477)	-	-
Other Specific Charities	-	684	(684)	-	-
Building fund	2,653,600	-	-	-	2,653,600
	<u>2,677,987</u>	<u>2,741</u>	<u>(22,532)</u>	<u>-</u>	<u>2,658,196</u>
Total funds	<u>2,802,040</u>	<u>369,013</u>	<u>(415,499)</u>	<u>-</u>	<u>2,755,554</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

13 Analysis of net assets between funds

Current year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2024
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	47,749	44,264	4,280	96,293
Current liabilities	(28,512)	-	-	(28,512)
Total net assets	<u>19,237</u>	<u>44,264</u>	<u>2,657,880</u>	<u>2,721,381</u>

Prior year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	61,708	57,472	4,596	123,776
Current liabilities	(21,822)	-	-	(21,822)
Total net assets	<u>39,886</u>	<u>57,472</u>	<u>2,658,196</u>	<u>2,755,554</u>

CRAWLEY BAPTIST CHURCH

England & Wales - Charity number 1134616

Accounts

Annual Report and Financial Statements
for the Year Ended 31 December 2023

Crawley Baptist Church

Charity registration number: 1134616

Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

CRAWLEY BAPTIST CHURCH

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CRAWLEY BAPTIST CHURCH

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	Rev Ian Phillips, Senior Minister Mr Ade Aderounmu, Deacon Mr Graham Durrant, Church Secretary Mr Graham Poole, Deacon Mr Ian Larkham, Deacon Mrs Sandra Warner, Minister, Pastoral Care Mrs Sue Lindridge, Minister, Children and Youth Mrs Sharon Golightly, Deacon Mr Philip Munt, Deacon Mrs Shamima McAdjar, Deacon
Charity Registration Number	1134616
Principal Office	Crabtree Road West Green Crawley West Sussex RH11 7HJ
Independent Examiner	G W Schulz ACMA Independent Examiners Ltd 2 Broadbridge Business Centre Delling Lane Bosham Chichester West Sussex PO18 8NF
Bankers	The Royal Bank of Scotland Drummond House PO Box 1727 Edinburgh Midlothian EH12 9RH

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT

The Trustees present the annual report together with the financial statements of the charity for the year ended 31 December 2023.

Structure, governance and management

Nature of governing document

Crawley Baptist Church is governed by its constitution based on the Approved Governing Document provided by the Baptist Union. The Church received Charity Status from the Charity Commission in 2010.

The constitution explains that 'Church Members shall meet together in a Church Members' Meeting under the guidance of the Holy Spirit and under the Lordship of Christ to discern the mind of God in the affairs of the Church'. Ordinary Church Meetings – which we call 'Body Talk' – are held at least four times each year to consider routine matters associated with the life of the church including issues related to church membership and the appointment and dismissal of the charity trustees.

The constitution defines the Trustees of Crawley Baptist Church as the Minister, Deacons, Secretary, Treasurer and those employed staff who by the nature of their role work together with the Minister and the Deacons in the overall leadership of the Church.

1. The Qualifications of a Deacon:

A Deacon should be a person:

I. Of mature faith

II. Filled with the Holy Spirit

III. Who supports to the full the worship and witness of the church

IV. Who supports a life group as fully as they are able

V. Able to work in harmony with the Minister and Fellow Deacons

A Deacon is a person appointed by the church, under the guidance of the Holy Spirit, to share in the spiritual leadership, oversight and administration of the church.

A Deacon is a member of 18 years or over and a member not less than six months.

2. The Election of a Deacon

Deacons are elected at the AGM and require over 50% of the vote cast. They serve for a three-year term.

3. The Responsibility of a Deacon

Deacons meet on the first Thursday of every month, at least one away day and one weekend away for business, training and development.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Induction and training of the responsibility of Trustees is done on an informal basis as they are nominated for election. They are made aware of the role and responsibilities and relevant information is passed to them as and when it is received either at the regular monthly meeting or on training or planning days.

Recruitment and appointment of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the The Approved Governing Document provided by the Baptist Union and adopted in July 2009.

Risk management

Under the Statement of Recommended Practice (SORP (FRS 102) effective 1 January 2019) regulations it is recommended that the Deacons, as Trustees, complete an ongoing Risk Management review. The Deacons have undertaken this review during the year in order to identify and manage the principal risks that may deter Crawley Baptist Church from achieving its main objectives. A copy of the latest review as at 31st December 2022 is included as Appendix A.

Objectives and activities

In September 2021 we adopted a new vision:

By 2026 Crawley Baptist Church will love without limits.

To achieve this Vision we have three main thrusts: Looking up, Looking in and Looking out:

Looking Up: We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.

Looking In: We will be a community who are fully using our gifts and fully equipped to serve one another in love.

Looking Out: We will be people who fearlessly proclaim God's magnificent love, always and everywhere.

It is through this Vision that we hope to fulfil our principal purpose as set out in the church's constitution: 'the advancement of the Christian faith according to the principles of the Baptist denomination'. We like to describe our purpose as simply being to:

- Declare God's Praise
- Develop Christian Disciples
- Demonstrate Christian Love

As a GOSPEL people, the church's values are:

- Grace - We will be motivated by God's free gift of love in all that we do.
- One another - We will be real as we care for one another and work together.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

- Servant hearts - We will serve those in the local community and beyond with integrity and love.
- People - We will share the Good News of Jesus with anyone who does not know him.
- Equipped - We will identify, develop and use our God given gifts.
- Lifestyle - We will be good stewards of our time, talents and possessions.

Public benefit

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The Trustees maintain an overview of all the activities of the church and are constantly monitoring them in order to make any changes necessary in order to involve as wide a group of people as possible, thereby continuing to deliver a clear public benefit.

Achievements and performance

Review of activities

Activities focused on our vision that 'Crawley Baptist Church will love without limit!'

In 2023 we continued to implement the new Vision we adopted in September 2021.

In many ways the church went back to "normal" with most people attending in person. Some things stayed changed because people found them helpful, so for example, we kept the wall between the Rainbow Lounge and the sanctuary out, as we had during the pandemic to create more space. We found that some families found the different space helpful for their young families because of the tables and the set up of the room, so we continued with this arrangement throughout 2023.

Many of the activities that had struggled during the pandemic began to grow again, both in terms of the church's internal activities and the activities from those outside the church.

We continued to hold our bi-monthly Body Talk meetings in hybrid form, which for some had enabled them to be part of a meeting they otherwise would not be able to access. We continued to Live Stream the Sunday Morning services because, again, we have some people for whom this is a way they access what they would otherwise miss.

We have seen new people joining us for worship throughout the year, and some of those have stayed.

Examples of the Vision coming to life in the church for the community over the last year are set out below under the headings of the three Thrusts associated with that Vision.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Looking Up: We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.

Church services: In 2023 we continued to meet every Sunday morning to worship together as a community. We did this in various ways including a communion service once a month, All Age services once a month and throughout the summer holiday time. We continued to live stream the services and received regular messages from those who watch them about how helpful they are.

We have a full band each Sunday morning, with 24 people participating on a rota system. This means that various mixes of musicians provide a constantly changing, but refreshing musical lead to our worship.

Once again, at least 20 people of all ages and abilities got together in Scratch Orchestra to play at the Easter and Remembrance services.

We welcomed new people who have joined the service throughout the year for all sorts of different reasons and from many different circumstances, nationalities and cultures.

We held an afternoon service at Green Fields Baptist Church in the fourth Sunday of every month, to encourage the congregation there and to anticipate what the future might look like if the churches become one church.

We continued to have a growing number attending Mid-Week Church, who met every other week on a Thursday, enjoying a time of worship and reflection. Many of us then shared lunch in the Rainbow Lounge coffee shop.

Life Groups: Throughout 2023 we supported our eighteen Life Groups in various ways. We invited the leaders together in February to share the Vision in the form of the Thrusts for 2023 and to spend time encouraging the groups. We heard stories of what's happening in different groups, the joys and the challenges. In July we hosted the Life Group Leaders' Banquet and as well as a lovely two course meal, we had a harpist play through the evening. The purpose of the banquet was to celebrate the work Life Groups, and particularly their leaders, do in the life and ministry of the church. Life Group Study Guides were written to accompany each sermon series and made accessible for groups if they wished to use them.

Looking In: We will be a community who are fully using our gifts and fully equipped to serve another in love.

Youth Activities: During 2023 we were in regular contact with 43 young people between the ages of 11 and 18. We also continued to connect with and support 10 young adults at university, work or training.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Regular activities included:

Re:allsorts Youth group (Wednesday evening)

Re:allsorts continued to be a vibrant community for young people connected with the church and the wider community. We have continued to be intentional in engaging parents through the Re:allsorts community WhatsApp group and community events with parents in June and November. Through the year we have covered a number of topics including poverty, loneliness, popularity and faithfulness and well as taking a fresh look at some Bible stories. We also continued to find other ways to build community amongst the young people with games night, a fencing session led by a member of the church and a sleepover in February. The group also has a heart to help the community and has helped the Easter Team sort food and pack parcels on 3 occasions during the year.

Doughnuts (Sunday morning)

We continued to see an increase in the numbers of young people joining the group as we welcomed new families to the church. Together we followed a series in the Old Testament and also covered topics such as friendships, mission and Christian foundations. We also encouraged the young people to use their gifts and abilities in the life of the church. Throughout the summer, and on other occasions, the young people joined the Tech Team in the gallery on a Sunday morning. Others volunteered at the summer holiday club and were regular volunteers at our community children's group, Pod.

Young People's life group (Sunday evening)

At the end of 2022, there was recognition that many of the members were moving on to university or as a result of work and the nature of the group would change. The members of the group continued to meet once a month until May 2023.

YP Day away at Blackland's Farm 15th July 2023

We were pleased to take 20 young people from across the church and community for an activity day at Blackland farm. We had a great day of activities and strengthening relationships with the young people. We were thankful for the Green Hills Christian Trust who awarded a grant to cover over half the cost of the day so that it was accessible to all.

Volunteers

We are thankful to the volunteers who have continue to serve the young people and their families this year. We have sought to thank and support them through encouragement and thank you gifts as well as appropriate training. This included the National Youth Ministry Weekend in November and CYM team mornings in March and October.

Children's Ministry: 2023 was all about running a programme for lots of new families and recruiting new volunteers to support this increase. God did immeasurably more than we could have hoped or imagined. We were able to run age-related groups, which supported creating new friendship groups. When these groups were established and an element of trust was found, children were open to lots of fun, discussion and prayer.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

We were able to run a Holiday Club for 40 children based around the theme of the 'Miracles of Jesus'. Great fun was had by all. The church kept the cost to a minimum so that families could afford the small fee. At the end an invitation was given to all of the children to join our local community group on a Tuesday evening from September, which 9 children accepted.

Family Ministry: At the start of 2023, the Family Ministry team felt that they needed some direction with the 184 families that were now a part of the church either on a Sunday or through the week.

The team decided to have a review using a book by Gail Adcock titled 'The Essential Guide to Family Ministry'. The idea was that the book would give the team all the answers they needed and some direction, but actually what it did was challenge them with the importance of families both spiritually and pastorally.

Therefore, it was decided to stand down from running Kids Matter parenting programmes for a season, which Kids Matter felt was important. Their words were – if you have 184 families attending your church, this is significant moment in the life of your church and CBC needs to put the brakes on and pray as to what God wants for his people.

They spent months reading and praying through the areas that the book brought to the surface for them.

They felt it would be good to take the families on a journey of faith, but they were not quite sure what that looked like, other than relationship building and offering invitations to events that are already being run by the church, which they could signpost them to.

The families continue to be impacted by the cost of living rise and the pressures of both parents having to work to make ends meet. Attendance at church is both difficult and important, especially for parents who have to work shifts.

We ran a Light Party in October which 16 families attended. We supplied hot dogs and ice-cream in a warm building. Again, the cost was kept to a minimum to support families financially. The theme 'Let Your Light Shine' in a world with so much war and darkness felt more important than ever to proclaim.

We ran a Family Film & Craft evening again in a warm building in December, where 87 people attended with hot dogs and ice-cream. Families were so grateful that they asked when the next one would be.

Parents & Toddlers: A two day per week support group for parents/grandparents of under 3's. We have noticed a slight decrease in numbers with 61 families attending over the two days. What has impacted the group is the cost of living rise. In every family that attends, both parents are having to work to make ends meet. Parents are having to reduce the amount of maternity leave they have, so that they don't fall into debt. The increase in grandparents having to look after their grandchildren in retirement has grown. This is causing anxiety and sadness for our families. To support this shift, we have introduced a Christian encouragement of the day for parents and grandparents. We have a Christian craft, story and worship song every week which we always pray will give these community families a flavour of God's love. To see children with other children learning through play is amazing.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Women's Ministry: In January we went away as a group of women to spend time growing in our relationship with God and each other. We also held two other events, one at Lent and one during Advent, that offered renewal and refreshment, focusing on what and who God wants for us as his children.

Men's Ministry: At the end of November around thirty men gathered at a local hotel to enjoy a meal and an evening together to talk, reflect and to get to know each other better. During the year we held regular Men's Breakfasts at which there was breakfast, chat and a theme for each morning. One explored how historical items in the British Museum speak to the accuracy on the Biblical text historically. Another was the story of a Formula One mechanic, what life is like in that industry and what the challenges can be in such a cut throat business.

Premises: During 2023 we have hosted 21 outside users of the building. These are mostly charities; alongside these we have two non-charity users; Pilates and Slimming World. One of these charities, The Alzheimer's Society, who have three different groups meeting here during the month, hosted their Christmas Concert here at CBC. It was wonderful to have so many people fill the building singing and thoroughly enjoying themselves; we hope to continue this as a yearly event. Those that use the building have made some lovely comments on the feel of the building – these are a few; "Best venue we have been in", "Very welcoming, bright and peaceful" and "What a lovely feeling in the building".

We run our café two days a week. Many people from the community come to eat there and some of the charities using the building make use of the cafe. We have had a return of the mums from the Parent & Toddler group come to the café on Wednesdays; it's great to see the kids running around. The café has a lovely ambience to it, unhurried with lots of laughter and joy. It is run entirely by volunteers who 'Love without Limit.'

We have hosted an Alpha course, a Living Out conference, two big parties, six funerals, one wedding, Women's World day of prayer, a full day with MAF, complete with an aeroplane in the car park. The usual CYM and SPOT meetings continue, as well as Life Group meetings, Parent & Toddlers and Holly Hedgehog and all the everyday regular meetings that fill the building each and every week, making this a very special place to work.

Over the Christmas period, we hosted two fabulous Carol Services, one at Green Fields church and one here at CBC; joyous celebrations to begin a very special time of year. Sunday services still remain at one service with refreshments either side, it is good to see people enjoying each other's company.

The regime of yearly contractors continues, on top of that, this year, we had some major work done around the building, keeping us compliant with current legislation. August saw the building buzzing with many contractors updating, adding and fixing parts of the building. Policies and risk assessments continue to be updated and adhered to, with a few additions to come in 2024. The Manse also boasted some improvements which will continue into 2024.

The community continues to engage with Crawley Baptist Church in various guises and we celebrate this, thanking God that we still offer a welcome that is relevant and needed. We hope that this continues into 2024.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Looking Out: We will be people who fearlessly proclaim God's magnificent love, always and everywhere.

Christmas Services: Christmas Choir awayday was well attended, resulting in a large choir for the Carol Services this year. The church was full again for the first time since the lockdown, which was encouraging and a sign people find this service helpful. As last year we held a Carol Service at Greenfields Baptist Church which was again full.

We hosted West Green Primary School's Christmas Carol Service. It was a delight to welcome the children and many of the parents and to be able to take part in the service with them. We invited parents to stay afterwards for mince pies, tea, coffee or mulled wine. Some of them took up the invitation to stay afterwards which was lovely.

The Alzheimer's Society held their Carol Service in the sanctuary and we welcomed the High Sherriff of Sussex along with other dignitaries, local choirs and groups as well, of course, as those who benefit from the various Alzheimer's groups that meet throughout the year in the church building. It was a pleasure to host this service.

SPOT: The Senior Persons Outreach Team, (SPOT), have been able to offer a different activity each month on Tuesday afternoons. We share a craft afternoon, a meal together, a friendship group covering interesting seasonal topics, and a games afternoon which also includes armchair exercises. Our numbers on Tuesday afternoons continue to grow, and we enjoy sharing activities together, building relationships and offering new challenges for our well being, such as quizzes, puzzles, reminiscing and exercises for both mind and body. On the second Tuesday of each month, after we have shared a meal, we encourage one of our guests to share something of their walk and journey of life and give testimony as to how God has helped them.

Daycation was a huge success this year, meeting for the whole day on each Tuesday during August. We enjoyed a variety of activities including craft work of all descriptions, flower arranging, pottery painting, book folding, card making, board games, snooker/pool, chess and word games. This event was very well attended with up to 70 guests on some Tuesdays being welcomed with coffee and croissant. We provided a home-cooked 2 course meal at lunch time. Each afternoon we had a different entertainer. This included a harpist, ukulele band, and Jaws and Claws. We were able to make a donation to St Catherine's Hospice which was the Ukulele band's chosen charity.

We have also this year arranged four coach outings which were always a great success, especially our trip to the beach! Our small but dedicated 'Listening Ear' team continue to offer shopping, lifts, practical help and communion. They are of pastoral support as and when needed.

Football Club: Football club continued to thrive during 2023. We had good numbers each week, varying from 14 to 22 but mostly around the 18 mark with some people drifting away because of changing circumstances, and others joining us. Some of them made contact through the church website; others through members of the club. We have a steady and committed group of about 30 players who attend when they can. It varies from week to week with work commitments, illness, injury and holidays, but those who come consistently say it's the highlight of the week. Most of those who attend are not regularly part of the church.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

One Voice Community Choir: One Voice Community Choir continued to meet fortnightly in term time and continued to grow. Having been honoured to receive an award at the Crawley awards ceremony for "Best Community Group" in 2022, we were invited to perform on the stage at the Hawth for the Awards ceremony in 2023. We also sang at "Race for Life" at Tilgate Park in the summer, and in the courtyard at Standen National Trust at Christmas. We had the privilege of singing in County Mall at Christmas to raise money for St. Catherine's Hospice, and a few of us were invited to sing at the new hospice in Pease Pottage.

Christians Against Poverty (CAP): Christians Against Poverty (CAP) is a national Christian organisation specialising in debt counselling for people in financial difficulty, including those facing bankruptcy or insolvency. There is a debt centre in Crawley which is supported by many churches (including Crawley Baptist Church) and Christians across the town. As part of their support CAP offers courses to help people improve their financial management and lifestyles. One of these courses is called 'Life Skills'. It covers the four key topics of money, organisation, health and relationships. The course generally lasts for 8 weeks and contains three main elements, which are the course, community and coaching. Community time is planned into the course so that the members, coaches and volunteers can get to know each other and have fun. It is an opportunity to openly profess and share our faith and build stronger relationships with the members. By the end of the course, each member is encouraged to join a church community if they are not part of one already. Each member has the opportunity to benefit from friendly one-to-one support and coaching from a trained CAP Life Skills Coach. Two church members are trained in delivering the course, and another three members provide support at the sessions. As well as this, people from other churches in Crawley help to run the courses. To date we have run eight courses and are planning our next course to be available soon. There is consideration to modify the length of the course and to this end, topics that overlap would be combined thereby offering a course with 3-4 sessions instead of 8-9 sessions. The team are thankful for all the prayer and support they receive from the supporting churches in Crawley, which includes CBC. The CAP courses we were involved in last year were held at Broadfield Church, Holy Trinity, Tilgate, and St Andrews, Furnace Green.

POD: A vibrant, busy, weekly community children's club for school years 1 to 6. In 2023, we had 27 children. The group has offered a bible-based programme since it opened over 30 years ago. As a team we felt that we could go a little deeper with exploring the Christian faith in 2023, as the majority of children came from non-faith backgrounds. The difference has been extraordinary. We introduced prayer; children are now praying for one another. We introduced a God slot whilst making a craft and having refreshments. The children have so many questions about this 'Jesus'. One family whose mother had died at the age of 35, thanked the team at POD for supporting and encouraging the children during their time of grief. One of our children had broken their arm whilst skateboarding; their friends at POD said we must pray for them!

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

We were able to hold 3 Family Celebration events each year which were always well received. The families are so grateful for what we do. These events give us an opportunity to share the Gospel at Christmas and Easter and the gift of family time during the Summer break. The children performed their very first POD Christmas Play based on the story the 'Grumpy Innkeeper'. The play was so funny and the children did their families proud. We were also able to go bowling and to Go Ape in 2023, which is a real luxury for the majority of the children This is financially supported by the church. Each year we give any new POD child a Bible, again financially supported by the church, In 2023 we handed out 7, which was wonderful! We were able to enjoy Pancake Day, and explore the topic of Lent. POD is a group that provides a safe space for children from difficult situations to share their news and make friendships.

The Rainbow Lounge Coffee Shop: Through the dedication and enthusiasm of the volunteers the coffee shop continues to hold an Elite 5* scores on the doors food hygiene certificate from the local authority. We also have retained our 'Eat out Eat Well' Gold award for a healthy and nutritious menu with low fat and low sugar options. The coffee shop is open throughout the year on Wednesday and Thursday each week, though it is closed during school holidays and half terms. Trading hours are from 10.30 for coffee and cake and light lunches are served from 11.30 until we close at 14.00. Staffed entirely by volunteers, it is self-funding and any profit is used to buy new equipment for the church kitchens. Despite rising costs, we have managed to maintain our prices at the level set in 2021, making a two course lunch affordable at just £6.00. The introduction of a card reader for payments last year has proved popular and the number of payments made that way now accounts for approximately 80% of our meals served. As in the past any 'tips' received are converted to vouchers to provide a 'free meal' for those in the community who are disadvantaged. During 2023 we enjoyed the custom of members of the local community including two brothers who regularly brought their elderly parents for a meal. Unfortunately their mother died during the latter part of the year, but because of the relationship we had built up they requested that the funeral wake was held in the Rainbow Lounge. We were able to honour this commitment to their satisfaction and the brothers continue to bring their father to the coffee shop for lunch.

Other activities

Weddings: We hosted one wedding in the church during 2023 for a couple very much part of the church.

Funerals: The church was used for six funerals during 2023. Some of those were funerals for people who regularly attended the church and we were able to provide the sanctuary for the service and the Rainbow Lounge for refreshments afterwards. Other services were for people from the community who had a connection to the church in some way or who needed a church for a service. We were also able to help and support a family who didn't live in Crawley, but whose loved one did, and we were able to host their church and provide what they needed in challenging and difficult circumstances.

Baptisms: We had one baptism which was a lovely and powerful service for someone who had recently joined us from challenging and difficult circumstances.

Dedication Services: We had three Dedication service in 2023, in which we welcome the very youngest members of the church family and commit to share our faith with them as they grow.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Mission Team: The Mission Team consists of a small team of six and meets mostly once a month. As a team, our privilege is to share in the Great Commission and act in an advisory capacity to the Senior Minister, the Leadership Team and the Deacons, as well as manage the annual allocated budget.

Our aim is to help the fellowship at CBC to be Mission-aware by including regular prayer updates, sharing mission news and keeping the church informed of relevant developments regarding those areas in which we have involvement. This information is summarised in the Mission booklet available in the vestibule. In addition, we seek to encourage those individuals and organizations on the front line, at home and abroad, in their work for the Lord by our prayers and by other means. We also seek to support and encourage any members of the fellowship if they feel led to be involved in mission. This again will be in prayer, as well as financially with a one-off gift to help with travel or other expenses.

Through the Baptist Missionary Society, Worldwide, (BMS) we are linked with Jane Edwards in Mozambique and Kalbassou Doubassou at Guinibor II Hospital in Chad. Kalbassou's link is via the relatively new project from BMS of Church Partnerships.

Our mission involvement continues with New Life International in Kenya, Igniting Communities for Jesus in Burundi, Faith Centered Ministries in Rwanda and the Deo Gloria Church in Hunedoara, Romania.

Locally, we support and have CBC personnel involved with The Easter Team (Food Bank), Lighthouse (Children's School Assemblies and Lunch Clubs) and CAP (Christians Against Poverty). We regularly pray for these organisations during our Sunday Services and keep the Church informed of their news and activities.

We have collaborated with Barnabas Fund's "Food Gives" Programme and have sent many boxes of dried food items via the fund to persecuted Christians around the world.

In June, we held a Mission Month with a visit from MAF (Mission Aviation Fellowship) including having a Cessna Aircraft and Simulator on the premises as well as representatives from BMS, Good News For Everyone (formerly the Gideons). We also presented an introduction to Alpha.

We strive to raise the profile of Mission through inviting visitors to share in our Sunday Services, by keeping the Church informed of activities and developments in the Mission world and by encouraging individuals and Life Groups to participate in various Mission activities.

Our congregation is very diverse and we are mindful that many of our attendees are away from their original homeland. As a church we seek to make them feel welcomed and to help them to become an integral part of our fellowship.

As a small team, we are very encouraged with the support and interest shown in CBC's Mission profile by so many of our congregation, by our Leadership Team and the Deacons. We continue to pray that the Lord will find us all faithful in His work for the Gospel and the furtherance of His Kingdom.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

The church is committed to enabling as many people as possible to join in its services of worship and its activities and to become part of the church community. The Trustees maintain an overview of all the activities of the church and are constantly monitoring them in order to make any changes necessary in order to involve as wide a group of people as possible, thereby continuing to deliver a clear public benefit.

Achievements

During 2023 we invested in the projects which form the three Thrusts.

Looking Up: In September we ran a 24/7 week of prayer following on from the Church Anniversary. We used the sanctuary and set up prayer stations that could be used to stimulate topics for which to pray. These stations included a gazebo in the middle of the sanctuary which was themed around the preaching series from September to December in the minor prophets, entitled: "This is Our God". Other stations included an opportunity to pray for the merger with Green Fields Baptist Church, opportunities to pray for the work of the Children's and Youth Ministries of the church, an opportunity to pray for the mission work support by the church and a space for those who wanted to take time to reflect and listen to God. On two evenings we held "Endless Song", an opportunity to worship with others and allow God to speak through worship in song.

From September to December we spent time in the Minor Prophets as a way of learning more about the God who is our God. The team preached one talk in each of the eleven prophets (we spent longer on the twelfth earlier in the year). Life Groups were encouraged to follow up each talk in their groups. The series asked the question: what kind of God do we love and serve? and encouraged us to "Look Up"!

Looking In: We continued to walk towards a better understanding of what it means to serve one another love in the following ways:

Living Out Conference: Following on from our conferences with Affirm, we hosted Living Out in September 2023, an organisation with a different theological view of the sexuality discussion to that of Affirm. The morning involved input and discussion and an opportunity to reflect on the different ways of understanding the issues.

Refresh: At our Life Group Leaders' morning, we explored how people were feeling coming out of the lockdowns and how we might helpfully respond. In discussion we produced some questions for leaders to take to their groups which some did, to encourage them to reflect together on how we can move towards our aim of serving one another in love.

Alpha: We ran an Alpha course for those in the church who wanted to further explore the basics of the Christian faith in a smaller setting than on a Sunday morning.

Looking Out: As the merger with Green Fields BC progressed during the year, we began to explore ways to grow the use of the building there. We held one of our Carol Services at Green Fields, again shipping in extra chairs and working with Green Fields to help serve refreshments. The church was full again and the service was very much appreciated. We were also able to link up with The Oaks Primary School and use their car park for the choir as we did last year.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

At the end of the year, we began a new venture at Green Fields called Heartisan, an art and craft activity aimed at attracting people from Tilgate. We are excited about how this might develop during 2024.

We had ideas about a number of other activities to run alongside the move towards a merger, but we didn't get that far in 2023.

We welcomed new people into the church during 2023 as well as saying goodbye to others.

During the year, across all the activities for children and young people we had regular contact with about 180 families.

During the year many of the members and congregation have met in one of the eighteen Life Groups, to build and deepen relationships and to "do life together".

Stories:

Looking Up: *We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.*

At the end of the year we had the privilege of baptising someone who had been forced to flee their home because of their Christian faith. The church community welcomed them and they have, for now, found a home in the church, regularly attending services and attending one of our Life Groups when it has been possible. It has been a lovely, if challenging journey, but one where we have seen the presence of God at work.

As sometimes happens, our Minister took a funeral for a local family whose loved one had died in difficult circumstances. As a result of meeting and being with the family through a difficult time, some of them came to the church and have been part of us since that time. To walk some of their journey through their grief continues to be a privilege.

Looking In:

We ran an Alpha course for people in the church who wanted to further explore the basics of the Christian faith. This was a small group, but it facilitated some great time for discussion and reflection.

Looking Out:

During the year we hosted Menshare, a group that meets with men who want some time and space to talk about life. It proved so popular that they now meet on two days in the week. They tell us they love coming to the building. We are privileged to be a part of their healing by providing the space for them to meet.

As a development of Menshare, we began to host Sisterhood, a group for women to come and receive counselling in a safe space. We are able to offer them a confidential place to talk through some of the tough issues they face.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Our SPOT Christmas meal was attended by 70 guests. Afterwards one lady from the community said with tears in her eyes, "I really need this church, thank you". She now attends our activities every Tuesday afternoon. During the year another lady of over 90 years of age joined our group. She tells us almost every time she attends that she is so thankful to have found this church as it has helped her to reconnect with God. She has many happy memories of childhood faith and church activities she was involved with as a young person. She believes that attending our activities has given her a new sense of peace. She has made two donations to the church to help with our SPOT activities

We worked with MAF for a weekend in June and were able to connect with the Headteacher from West Green Primary School who loved this event. The whole school and their families attended an assembly and demonstrations throughout the day of the kind of planes MAF use. The Headteacher even arranged for a competition with the staff team who could best land the plane in the simulator!

We hosted the Alzheimer's Carol Service, which was attended by local dignitaries as well as those who regularly attend the groups and their carers. Two choirs sang and many took part by reading or singing. We received many comments about how friendly and welcoming the building is, and how much they appreciated the kind, caring and friendly atmosphere in the church. This may become a regular event!

Plans for future periods

When planning the year, the Trustees considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement for religion. We seek to provide a public benefit by reaching as many in the community as we can and to help them through:

- Regular services of worship with teaching and prayer
- Provision of pastoral care and practical support
- Explaining the Christian faith and providing opportunities for people to become followers of Jesus Christ.

In order to facilitate all this work, it is important to maintain the fabric of the premises.

We will continue to pursue our purposes: to declare God's praise, to develop Christian disciples, and to demonstrate Christian love. Our vision is that by 2025 Crawley Baptist Church will love without limits.

Our focus for 2024 can be seen in the Appendix: Thrusts for 2024

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Financial review

All cash balances are held with the Baptist Union Corporation in an interest earning deposit account. When the Church committed to the rebuilding project it set up the double tithe in support of the External Tithe Fund (support to outside organisations) and the Evangelism, Outreach and Mission Fund (support for these activities from within the Church). Whilst the External Tithe Fund was distributed as received, the Evangelism, Outreach and Mission Fund was allowed to accumulate and has been used over the following years. It was decided to increase the Children and Family Worker's hours during 2023 and use this fund to finance this. It was also used for surveyor and solicitor fees associated with the proposed Green Fields amalgamation. This Fund is now fully spent. It is anticipated that the Children's and Family worker will be fully funded from revenue income in 2024.

During 2023 the raised costs of gas and electricity led to an increase in expenditure of 275% on 2022 to £30,164. The church also spent £10,939 on legal costs associated with an amalgamation with another smaller church, in order to bring life into that community.

The main points to note from the detailed accounts attached are shown overleaf (figures in brackets relate to the year ended 31st December 2022) :

- Revenue income amounted to £369,513 (2022 - £346,070) and comprised General Offerings, miscellaneous donations, tax refund on Gift Aid, interest received and income from use of premises.
- Revenue expenditure amounted to £415,999 (2022 - £376,083).
- All debtors are considered good for the full amount owing; all obligations have been met and will continue to be met as they fall due.

Policy on reserves

Crawley Baptist Church holds reserves in order to continue our operations in the face of future shortfalls in income or unexpected expenses. We have considered the financial risks we face and our policy is to hold £32,500 as free reserves.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Statement of Responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that 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, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The Trustees 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.

The annual report was approved by the Trustees of the charity on 12 September 2024 and signed on its behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CRAWLEY BAPTIST CHURCH

I report to the Trustees on my examination of the accounts of Crawley Baptist Church for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity Trustees of Crawley Baptist Church 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 Crawley Baptist Church'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 Crawley Baptist Church'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 Chartered Institute of Management Accountants, 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 Crawley Baptist Church 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 accounting 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.

.....
G W Schulz ACMA
Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

12 September 2024

CRAWLEY BAPTIST CHURCH

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	2	340,740	2,741	343,481	329,026
Charitable activities	3	21,816	-	21,816	15,010
Investment income	4	3,716	-	3,716	2,034
Total income		<u>366,272</u>	<u>2,741</u>	<u>369,013</u>	<u>346,070</u>
Expenditure on:					
Charitable activities	5	<u>392,967</u>	<u>22,532</u>	<u>415,499</u>	<u>376,083</u>
Total expenditure		<u>392,967</u>	<u>22,532</u>	<u>415,499</u>	<u>376,083</u>
Net expenditure		(26,695)	(19,791)	(46,486)	(30,013)
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes		<u>-</u>	<u>-</u>	<u>-</u>	<u>23,400</u>
Net movement in funds		(26,695)	(19,791)	(46,486)	(6,613)
Reconciliation of funds					
Total funds brought forward		<u>124,053</u>	<u>2,677,987</u>	<u>2,802,040</u>	<u>2,808,653</u>
Total funds carried forward	12	<u>97,358</u>	<u>2,658,196</u>	<u>2,755,554</u>	<u>2,802,040</u>

The notes on pages 21 to 30 form an integral part of these financial statements.

CRAWLEY BAPTIST CHURCH

BALANCE SHEET AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	9	<u>2,653,600</u>	<u>2,653,600</u>
		<u>2,653,600</u>	<u>2,653,600</u>
Current assets			
Debtors	10	12,586	9,281
Cash at bank and in hand		<u>111,190</u>	<u>150,816</u>
		123,776	160,097
Creditors: Amounts falling due within one year	11	<u>(21,822)</u>	<u>(11,657)</u>
Net current assets		<u>101,954</u>	<u>148,440</u>
Net assets		<u>2,755,554</u>	<u>2,802,040</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		2,658,196	2,677,987
Unrestricted income funds			
Unrestricted funds		<u>97,358</u>	<u>124,053</u>
Total funds	12	<u>2,755,554</u>	<u>2,802,040</u>

The financial statements on pages 19 to 30 were approved by the Trustees, and authorised for issue on 12 September 2024 and signed on their behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Statement of compliance

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

Basis of preparation

Crawley Baptist Church meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Gift aid

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Freehold property owned by the charity is included in the financial statements at its historical deemed cost and depreciated by writing off the difference between the cost and estimated residual value over its useful economic life. The useful economic life of the property is so long and the residual value so high that any depreciation would not be material.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

Depreciation and amortisation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Asset class	Depreciation method and rate
Freehold property	not material

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Fund structure

Unrestricted income funds are general funds that are available for use at the Trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

2 Income from donations and legacies

	Unrestricted funds Designated £	General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;					
Donations	40,041	240,800	2,741	283,582	276,804
Legacies	5,000	-	-	5,000	-
Gift aid reclaimed	<u>2,210</u>	<u>52,689</u>	<u>-</u>	<u>54,899</u>	<u>52,222</u>
	<u>47,251</u>	<u>293,489</u>	<u>2,741</u>	<u>343,481</u>	<u>329,026</u>

3 Income from charitable activities

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Use of premises	16,801	16,801	15,010
Events	<u>5,015</u>	<u>5,015</u>	<u>-</u>
	<u>21,816</u>	<u>21,816</u>	<u>15,010</u>

4 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>3,716</u>	<u>3,716</u>	<u>2,034</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	General £	Restricted funds £	Total 2023 £	Total 2022 £
Mission costs		-	2,413	-	2,413	1,775
Ministry costs		29,022	21,170	1,030	51,222	65,932
Church premises costs		23,333	68,100	-	91,433	51,824
Manse costs		-	7,915	-	7,915	10,307
Administrative support		4,949	15,858	10,835	31,642	14,564
Independent examination		-	1,620	-	1,620	1,620
Grant funding of activities	6	150	46,220	2,161	48,531	56,457
Staff costs	8	-	172,217	8,506	180,723	173,604
		<u>57,454</u>	<u>335,513</u>	<u>22,532</u>	<u>415,499</u>	<u>376,083</u>

6 Grant-making

Analysis of grants

	Grants to institutions		Grants to individuals	
	2023 £	2022 £	2023 £	2022 £
Mission grants	<u>47,121</u>	<u>56,157</u>	<u>-</u>	<u>300</u>

7 Trustees remuneration and expenses

During the year, 3 Trustees received remuneration of £87,671 (2022 - 4 Trustees received £89,173).

During the year, 3 Trustees received benefits in kind in the form of pension contributions of £15,135 (2022 - £15,253).

During the year, 3 Trustees received reimbursement of expenses of £4,125 (2022 - 3 Trustees received £4,943).

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

8 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	151,179	142,617
Social security costs	8,041	6,834
Pension costs	21,503	24,153
	<u>180,723</u>	<u>173,604</u>

The number of persons (including senior management team) employed by the charity during the year was as follows:

	2023 No	2022 No
Employees	<u>6</u>	<u>7</u>

No employee received emoluments of more than £60,000 during the year

Paid Staff

Senior Minister: Rev Ian Phillips
Children and Families: Mrs Denise Beer
Financial Assistant: Mrs Lesley King
Children and Youth: Mrs Sue Lindridge
Premises Manager: Mrs Clare Sage
Pastoral Care: Mrs Sandra Warner

Volunteer Staff

Financial Assistant: Mr. Steve Pidgeon

Note: the following Paid Staff are also Trustees under the Constitution:

Senior Minister: Rev Ian Phillips
Pastoral Care: Mrs. Sandra Warner
Children and Youth: Mrs. Sue Lindridge

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

9 Tangible fixed assets

	Land and buildings £	Total £
Cost		
At 1 January 2023	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2023	2,653,600	2,653,600
Depreciation		
At 31 December 2023	<u>-</u>	<u>-</u>
Net book value		
At 31 December 2023	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2022	<u>2,653,600</u>	<u>2,653,600</u>

The charity owns and utilises the church premises at Crabtree Road, West Green, Crawley, RH11 7HJ which have been included in the financial statements in accordance with the new accounting framework at the insurance value of £2,431,222. The church manse at 27 Crabtree Road, West Green, Crawley, RH11 7HL, occupied by the senior minister, has also been included at its insurance value of £222,378.

10 Debtors

	2023 £	2022 £
Trade debtors	1,053	1,207
Prepayments	3,341	2,816
Accrued income	6,842	5,258
Other debtors	<u>1,350</u>	<u>-</u>
	<u>12,586</u>	<u>9,281</u>

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	2,859	2,499
Accruals	16,451	4,143
Deferred income	<u>2,512</u>	<u>5,015</u>
	<u>21,822</u>	<u>11,657</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

12 Funds

Current year

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
<i>General</i>					
General Funds	53,778	319,021	(335,513)	2,750	40,036
<i>Designated</i>					
Gift Day Fund	41,504	11,746	(9,336)	-	43,914
Memorial Fund	19,999	5,000	(18,946)	-	6,053
Mission Trip Fund	1,797	-	-	-	1,797
Specified Ministries	4,800	19,916	(19,020)	(2,250)	3,446
Rainbow Lounge	1,679	8,485	(8,451)	-	1,713
Parent and toddler fund	496	2,104	(1,701)	(500)	399
	<u>70,275</u>	<u>47,251</u>	<u>(57,454)</u>	<u>(2,750)</u>	<u>57,322</u>
Total unrestricted funds	<u>124,053</u>	<u>366,272</u>	<u>(392,967)</u>	<u>-</u>	<u>97,358</u>
Restricted funds					
Koinonia Fund	5,046	580	(1,030)	-	4,596
Evangelism Outreach & Mission Fund	19,341	-	(19,341)	-	-
Easter Team Fund	-	1,477	(1,477)	-	-
Other Specific Charities	-	684	(684)	-	-
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,677,987</u>	<u>2,741</u>	<u>(22,532)</u>	<u>-</u>	<u>2,658,196</u>
Total funds	<u>2,802,040</u>	<u>369,013</u>	<u>(415,499)</u>	<u>-</u>	<u>2,755,554</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

Prior year

	Balance at 1 January 2022 £	Incoming Resources resources expended £	Resources £	Transfers £	Other recognised gains/ losses) £	Balance at 31 December 2022 £
Unrestricted funds						
General						
General Funds	37,170	304,477	(313,769)	2,500	23,400	53,778
Designated						
Gift Day Fund	46,487	-	(4,983)	-	-	41,504
Memorial Fund	19,999	-	-	-	-	19,999
Mission Trip Fund	19,148	2,668	(20,019)	-	-	1,797
Specified Ministries	2,935	20,886	(17,521)	(1,500)	-	4,800
Rainbow Lounge	1,701	8,071	(7,093)	(1,000)	-	1,679
Parent and toddler fund	-	1,427	(931)	-	-	496
	<u>90,270</u>	<u>33,052</u>	<u>(50,547)</u>	<u>(2,500)</u>	<u>-</u>	<u>70,275</u>
Total unrestricted funds	<u>127,440</u>	<u>337,529</u>	<u>(364,316)</u>	<u>-</u>	<u>23,400</u>	<u>124,053</u>
Restricted funds						
Koinonia Fund	7,552	200	(2,706)	-	-	5,046
Evangelism Outreach & Mission Fund	20,061	-	(720)	-	-	19,341
Easter Team Fund	-	983	(983)	-	-	-
Other Specific Charities	-	7,358	(7,358)	-	-	-
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,681,213</u>	<u>8,541</u>	<u>(11,767)</u>	<u>-</u>	<u>-</u>	<u>2,677,987</u>
Total funds	<u>2,808,653</u>	<u>346,070</u>	<u>(376,083)</u>	<u>-</u>	<u>23,400</u>	<u>2,802,040</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

13 Analysis of net assets between funds

Current year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	61,708	57,472	4,596	123,776
Current liabilities	(21,822)	-	-	(21,822)
Total net assets	<u>39,886</u>	<u>57,472</u>	<u>2,658,196</u>	<u>2,755,554</u>

Prior year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2022
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	65,435	70,275	24,387	160,097
Current liabilities	(11,657)	-	-	(11,657)
Total net assets	<u>53,778</u>	<u>70,275</u>	<u>2,677,987</u>	<u>2,802,040</u>

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Finance</u>		
Potential risk	Potential impact	Steps/controls in place to mitigate risk
Revenue income does not increase at the rate required to sustain the increase in budgeted expenditure, e.g., via loss of major donors within congregation	Cut back on revenue expenditure thus reducing overall outreach and impact.	Monthly financial reports are provided to the Deacons showing actual income compared with projections, including any significant changes in expected giving/expenditure. Bi-monthly reporting to Church Members to indicate need to increase giving. Encourage members and regular attendees to reassess their giving on a regular basis (e.g., annually at beginning of each year).
Unexpected expenditure of General Fund.	Reduced revenue expenditure thus reducing overall outreach and impact.	A reserves policy is in place that is reviewed by the Finance Team on an annual basis and approved by the trustees. This is currently set at £32,500 plus one month's average expenditure.
Loss of key personnel/data with specialist knowledge of financial support systems.	Loss of all financial management and control.	All critical data backed up using NAS (Network Attached Storage) drive. Two trained system operators are always maintained.
Being the victim of Fraud	loss of capital/ reputational damage	Processes for identifying and responding to fraud / key policies are in place Ensure instances of potential fraud are communicated to trustees and employees. Serious incidents reported to Charity Commission.
Theft of Sunday offering	Loss of funds	Money is stored in the safe as soon as practical after the service by suitably appointed personnel (e.g. trustees/finance team) Giving by standing order is encouraged.
Loss of charity status and subsequent loss of gift and tax refunds	Cut back on revenue expenditure thus reducing overall outreach and impact.	Ensure all Charity Commission and HMRC requirements are met.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Personnel</u>		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Staff and other key personnel/volunteers e.g., through relocation, promotion, retirement, ill health, accident, grievance, employee tribunal or burn out.	Loss of direction and/or control of key areas of Church life. Additional pressure on remaining staff. Reduction in the Church's activities.	Risk reduced as far as practical by devolving responsibilities amongst teams led by staff and other key personnel. Sharing responsibilities through regular staff and team meetings. Encouraging open channels of communication with Deacons. Review job descriptions and procedures for regular appraisal, review and development, including succession planning. Annual budget review of staff remuneration package. Appropriate policies are in place (e.g., sickness lone working, grievance) Future staffing structure being explored. Team training days in place for volunteers and other volunteer engagements in place. Trustees are willing to stop activities if required.
Inadequate performance of staff	Loss of direction and/or control of key areas of Church life. Additional pressure on remaining staff. Reduction in the Church's activities.	Check job specifications, regularly do reviews/assessments

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Data Security		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Data/Records/Work from laptops due to theft, loss, damage, or breakdown	Loss of critical information	NAS server is available for staff to back up all data. Critical finance data is backed up. Availability of this at home to be reviewed as part of data protection review.
Data breach or loss of data (including cyber-attack on the church website)	Heavy financial penalties or prosecution. Reputational damage Safe-guarding breach	Review of GDPR in progress aiming to be complete with training in place by the end of 2025. Data protection policy in place. Data handling processes in place. Control content of website and links to other sites. Security updates are applied to our IT system. Church Computer Policy in place.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Activities		
Potential risk	Potential impact	Steps to mitigate risk
Child abuse allegations made against an individual or individuals as part of CYM or other Church organisations working with children.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the church. Adverse public reaction towards the Church. Damage to the children, parents and families resulting in a decline of young people in the Church. Damage and loss of confidence by and in Children and Youth Ministry leaders affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with children.
Allegations made against an individual or individuals as part of a Church organisation working with vulnerable adults.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the Church. Adverse public reaction towards the Church. Damage and loss of confidence by and in the work with vulnerable adults affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy for Vulnerable Adults implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with vulnerable adults.
Abuse by member of the public or accident otherwise incurred causing harm/damage to other people, staff or premises.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church. Adverse public reaction towards the Church.	Appropriate/relevant insurance cover held relating to the premises. Stewards appointed and staff aware of need for vigilance and support and building security procedures.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Activities		
Potential risk	Potential impact	Steps to mitigate risk
Allegations made against staff, pastoral and counselling workers and other leaders.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church. Adverse public reaction towards Crawley Baptist Church and/or legal claims against individuals and/or Crawley Baptist Church.	Insurance protection held through the Baptist Union Minister's Insurance, subject to regular review. Additional insurance cover held through the Association of Christian Counsellors. Adherence to established good practice. Advice from insurers have confirmed that the "legal liability arising from pastoral care" covers all employees and authorised volunteers.
Trustees make unintentional mistakes and/or bring the Church into disrepute through their actions.	Possible legal action against the church.	Greater training of Trustees in respect of their legal duties and Baptist principles to be made available. Regular trustees' meetings held, with records kept and communication channels maintained Appropriate Trustees insurance cover in place.
Breakdown of tolerance from neighbours due to disturbance from church activities	Negative impact on church activities Possible legal action against the church.	Keep neighbours informed of relevant events. Avoid things that knowingly upset neighbours.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Premises		
Potential risk	Potential impact	Steps to mitigate risk
Inadequate Health & Safety procedures and measures.	Claims from staff and/or voluntary staff due to actual or potential accidents occurring. Death or injury to persons Adverse inspection from H&S officials resulting in legal action being taken against the Trustees. Deficiencies in Health and Safety provisions prevent the use of the premises, resulting in curtailment of the Church's activities. Overheating in sanctuary causing illness. Adequate ventilation (natural or mechanical) required to obtain cross flow of air. Damage or loss of premises due to fire.	Ongoing training arranged in, first aid, fire safety and food hygiene procedures, and personnel appointed in key areas. H&S training to be planned in by end of 2025. Fire extinguishers regularly maintained Holly Hedgehog and Parents and Toddlers hold fire drills annually. Other fire drills planned following training. H&S Policy reviewed annually and revised as appropriate. Risk Assessments carried out, implemented and under regular review. Ensure appropriate ventilation. Ensure that air conditioning is switched on as necessary (where fitted). Ensure that windows are open where required. Fire drills held twice yearly.
Premises left unlocked when unattended.	Unauthorised access, possible theft and/or damage.	All key holders and leaders are briefed on security and lock-up procedures. Car park gates are normally closed and secured when there is no one in the building.
Loss of external door keys.	Unauthorised access, possible theft and/or damage.	Intruder alarm system is normally set when no one is in the building.
Unauthorised parking in the car park.	Restricted/limited use by authorised users.	Car park gates are normally closed and secured when there is no one in the building.
Intruder	Theft of equipment or resources.	CCTV installed and in use 24 hours. Usage of CCTV planned to be reviewed by the end of 2025.
Outside user groups using the premises unattended.	Misuse of premises Emergency during use	Before bookings are made – new users are checked as appropriate. Appropriate training in procedures for fire and first aid in place.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Premises		
Potential risk	Potential impact	Steps to mitigate risk
Lack of / or insufficient insurance held by CBC	Insufficient / no cover if anything happens to any leader or volunteer, anybody using the premises, anybody on external activities.	Trustees to ensure that the appropriate insurance is maintained
Lack of / or insufficient insurance held by Contractors/external users when working on/using the premises	CBC Trustees prosecuted if something happens to the contractor, other users, staff or property, etc.	Premises Manager or other approved person confirms that contractors hold correct or adequate insurance to comply with at least the appropriate laws plus our requirements.
Outbreak of any national pandemic/virus amongst staff, volunteers or other building users.	Viruses caught by staff or volunteers or other building users resulting in illness of various degrees from minor illness through serious illness, disability or even death.	Premises are regularly cleaned, hand sanitisers are provided and general hygiene measures being followed
Merger with Greenfields Baptist Church results in CBC being responsible for unknown premises issues	Unbudgeted spending required to resolve issues at Greenfields premises Litigation and loss of reputation if a safety incident arise	Appropriate surveys have been undertaken before the merger formally takes place.
Falling Objects, terrorist action	Significant damage or total loss of premises	Suitable policies in place

CRAWLEY BAPTIST CHURCH

England & Wales - Charity number 1134616

Accounts

Annual Report and Financial Statements
for the Year Ended 31 December 2022

Crawley Baptist Church

Charity registration number: 1134616

Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

CRAWLEY BAPTIST CHURCH

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CRAWLEY BAPTIST CHURCH

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	Rev Ian Phillips, Senior Minister Mr Ade Aderounmu, Deacon Mr Graham Durrant, Church Secretary Mr Graham Poole, Deacon Mr Ian Larkham, Deacon Mrs Sandra Warner, Minister, Pastoral Care Mrs Sue Lindridge, Minister, Children and Youth Mrs Marian Hayden, Minister, Music and Worship Mr Paul Stewart, Deacon Mrs Sharon Golightly, Deacon Mr Benjamin McMillan, Deacon
Charity Registration Number	1134616
Principal Office	Crabtree Road West Green Crawley West Sussex RH11 7HJ
Independent Examiner	G W Schulz ACMA Independent Examiners Ltd 2 Broadbridge Business Centre Delling Lane Bosham Chichester West Sussex PO18 8NF
Bankers	The Royal Bank of Scotland Drummond House PO Box 1727 Edinburgh Midlothian EH12 9RH

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT

The Trustees present the annual report together with the financial statements of the charity for the year ended 31 December 2022.

Structure, governance and management

Nature of governing document

Crawley Baptist Church is governed by its constitution based on the Approved Governing Document provided by the Baptist Union. The Church received Charity Status from the Charity Commission in 2010.

The constitution explains that 'Church Members shall meet together in a Church Members' Meeting under the guidance of the Holy Spirit and under the Lordship of Christ to discern the mind of God in the affairs of the Church'. Ordinary Church Meetings – which we call 'Body Talk' – are held at least four times each year to consider routine matters associated with the life of the church including issues related to church membership and the appointment and dismissal of the charity trustees.

The constitution defines the Trustees of Crawley Baptist Church as the Minister, Deacons, Secretary, Treasurer and those employed staff who by the nature of their role work together with the Minister and the Deacons in the overall leadership of the Church.

1. The Qualifications of a Deacon:

A Deacon should be a person:

I. Of mature faith

II. Filled with the Holy Spirit

III. Who supports to the full the worship and witness of the church

IV. Who supports a life group as fully as they are able

V. Able to work in harmony with the Minister and Fellow Deacons

A Deacon is a person appointed by the church, under the guidance of the Holy Spirit, to share in the spiritual leadership, oversight and administration of the church.

A Deacon is a member of 18 years or over and a member not less than six months.

2. The Election of a Deacon

Deacons are elected at the AGM and require over 50% of the vote cast. They serve for a three-year term.

3. The Responsibility of a Deacon

Deacons meet on the first Thursday of every month, at least one away day and one weekend away for business, training and development.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Induction and training of the responsibility of Trustees is done on an informal basis as they are nominated for election. They are made aware of the role and responsibilities and relevant information is passed to them as and when it is received either at the regular monthly meeting or on training or planning days.

Recruitment and appointment of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the The Approved Governing Document provided by the Baptist Union and adopted in July 2009.

Risk management

Under the Statement of Recommended Practice (SORP (FRS 102) effective 1 January 2019) regulations it is recommended that the Deacons, as Trustees, complete an ongoing Risk Management review. The Deacons have undertaken this review during the year in order to identify and manage the principal risks that may deter Crawley Baptist Church from achieving its main objectives. A copy of the latest review as at 31st December 2022 is included as Appendix A.

Objectives and activities

In September 2021 we adopted a new vision:

By 2025 Crawley Baptist Church will love without limits.

To achieve this Vision we have three main thrusts: Looking up, Looking in and Looking out:

Looking Up: We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.

Looking In: We will be a community who are fully using our gifts and fully equipped to serve one another in love.

Looking Out: We will be people who fearlessly proclaim God's magnificent love, always and everywhere.

It is through this Vision that we hope to fulfil our principal purpose as set out in the church's constitution: 'the advancement of the Christian faith according to the principles of the Baptist denomination'. We like to describe our purpose as simply being to:

- Declare God's Praise
- Develop Christian Disciples
- Demonstrate Christian Love

As a GOSPEL people, the church's values are:

- Grace - We will be motivated by God's free gift of love in all that we do.
- One another - We will be real as we care for one another and work together.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

- Servant hearts - We will serve those in the local community and beyond with integrity and love.
- People - We will share the Good News of Jesus with anyone who does not know him.
- Equipped - We will identify, develop and use our God given gifts.
- Lifestyle - We will be good stewards of our time, talents and possessions.

Public benefit

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The Trustees maintain an overview of all the activities of the church and are constantly monitoring them in order to make any changes necessary in order to involve as wide a group of people as possible, thereby continuing to deliver a clear public benefit.

Achievements and performance

Review of activities

Activities focused on our vision that 'Crawley Baptist Church will love without limits!'

In 2022 we began to implement the new Vision we adopted in September 2021.

We moved towards fully opening the premises for worship and activities during the week. Not everyone came back into the building on Sundays and many chose to watch the service on live stream. As the year progressed more people returned to the building with fewer watching online. By the end of 2022 most people were attending worship services in the building, with a steady, but smaller number accessing these online.

This was mirrored in church activities and external users during the week. Gradually church activities returned to a pre-pandemic pattern and external users began to meet in the premises more regularly.

We took a vote at an "in-person" Body Talk meeting to continue using a hybrid model which still holds.

The church worked hard to re-connect with people both from within the church community and those outside the church as we moved through the transition from lockdowns to a new normal.

Examples of the Vision coming to life in the church for the community over the last year are set out below under the headings of the three Thrusts associated with that Vision.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Looking Up: We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.

Church services: During 2022, we saw a gradual awakening post COVID, from services being only live streamed at Christmas 2021 to regular services of worship every week throughout 2022, with live streaming also continuing. As the year went by the congregation grew and we were seeing new people, but also realising that many had not returned to regular worship.

It was a delight to be able to draw together Scratch Orchestra again, after a few years of inactivity. This drew in twenty participants, many for whom it was a first time, and we were able to be part of our worship on Remembrance Day.

In the Autumn we ran a couple of "Open music group evenings" which again, drew in new people, so that by December, when forming the next term's rota, we had people returning and new musicians joining our regular band rota.

Christmas Choir awayday was well attended, and it was a joy to be part of a Carol Service with congregation in the building, but also to take a Carol Service at Green Fields Baptist Church.

Life Groups: Our Life Groups are small groups which meet to learn, develop and "do life" together. They continued to meet in various forms throughout 2022. In February 2022 we held a Life Group Leader's Morning to support and encourage our leaders. It was also an opportunity to share stories of what had been happening in our groups and how God has been present along the way. We take this opportunity to share the details of the Vision in the form of the "Thrusts" for the year, so that people can be fully engaged. In June we celebrated our volunteers by putting on a meal for them and to say "Thank you!"

Looking In: We will be a community who are fully using our gifts and fully equipped to serve one another in love.

Youth Activities: During 2022 we were in regular contact with 43 young people between the ages of 11 and 18. We also continued to connect with and support 9 young adults at university, work or training.

Regular activities included:

Re:allsorts Youth group (Wednesday evening)

Re:allsorts continued to be a welcoming and inclusive community for young people connected with the church and the wider community. One young person who recently joined the group said 'It is like I have found family here'. We have also been intentional in engaging parents starting with a Re:allsorts community WhatsApp group, leading onto our first Re:allsorts Community Quiz with young people and parents in November. The group also has a heart to help the community and has helped the Easter Team sort food and pack parcels on 3 occasions during the year.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Doughnuts (Sunday morning)

As families gradually felt able to return to church services on a Sunday morning so we saw an increase of young people joining and regularly attending the group in 2022. It has been good to see the young people building friendships, encouraging and supporting one another as they navigated life post COVID.

Young People's life group (Sunday evening)

Through 2022 there was a recognition that this was a season of change for the group as many had or would turn 18 during the year. In March the group planned and led a Sunday morning service involving young people from the different groups. They were able to use their gifts and encourage gifts in others. From March to June the group met as a Kintsugi Hope well-being group which provided a very helpful framework for discussing issues around mental health and developing an increased sense of trust in the group. In September, as some moved to university and started new jobs, the pattern of meetings changed to meet monthly, organised by the young adults. Some members of the group have also started to volunteer in youth ministry and other areas of church life.

Breakfast Club

A new venture for 2022 was the YP breakfast club. It was started in recognition that there were a number of young people who through the pandemic had become disconnected but who may value a more informal group to talk through issues they were facing. 6 young people joined the group which met monthly from February to July 2022. A range of topics were covered led by the young people. It was a helpful short-term intervention with good feedback from the young people.

Kenya Trip

We were very pleased that the trip to Kenya postponed from 2020 was able to take place in July this year. 8 young adults and 3 leaders went with Amor (Europe) to work with Pursue Kenya in Butere from the 24th July – 5th August. We were engaged in a variety of activities including schools work, assisting in the treatment of Jiggers, building garden towers and visiting orphanages and widows in rural communities. We also helped to build mud houses. The trip ended with a safari before we returned home. Learning points included a wider appreciation of other cultures and how we can learn from them, increased confidence in engaging with and trying new things and a greater reliance on God. The team were also able to share their shared and personal experiences in church services at CBC and locally.

Volunteers

We are thankful to the volunteers who have continued to serve the young people and their families this year. We have sought to thank and support them through appropriate training (internal and external), regular team mornings and encouragement and thank you gifts.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Children's Ministry: 2022 was all about investing lots of time valuing and re-building relationships with our volunteers and children that were part of our church before the pandemic. Through Christ who strengthens us and prayer, we became increasingly aware that we were not seeing some of the children that came regularly to church on a Sunday. The early part of 2022 was a hard time for us all and at times quite sad! Losing children that were a big part of our church before was painful. But..... after running a Holiday Club in the July for 40 children, in the autumn of 2022, something quite extraordinary happened. We started a new programme looking at Characters from the Bible and how God used these people years and years ago and how God can use us still today. Our church started to fill up again on a Sunday with new children. We were all so encouraged. It has been hard letting go of the children we once knew, but there is an excitement of getting to know these new children and what God will do through us all in the coming weeks and months.

Family Ministry: Where we were in 2021 was very different with how we were by the end of 2022. The hardship and pain of losing some families because of the impact of the pandemic in 2021 changed a lot in 2022. We invested time valuing and re-building relationships with every family that we knew before the pandemic, but we were also seeing an increasing amount of new families appear through our Kids Matter programme, Parents & Toddlers, POD, Little Holly Hedgehog Pre-School and on a Sunday. By the end of 2022, we had 184 families walking through our doors during term time. Just amazing.

Every family has been impacted by the cost of living rise and the increase in their gas and electricity bills. Even with financial support from the government, times are tough for everyone. As a church we have signposted families to the Food Bank, but we are finding walking the journey with each family individually has been a better approach with personal prayer, support and encouragement.

We were able to run a Kids Matter programme for 11 families this year ending with a family breakfast paid for by the church. We also laid on a Kids Matter reunion morning with coffee and pastries looking at specific areas of parenting where folks could get some support.

We ran a Family Film & Craft evening in December where 67 people attended with hot dogs and popcorn. Families were so grateful that they asked when the next one would be.

Parents & Toddlers: A two day per week support group for parents/grandparents of under 3's before the pandemic was very well attended, but the impact of the pandemic meant that we had to reduce numbers to 20 families per day until restrictions were lifted. During 2022 we could run at full capacity offering 35 families per day a place. As this is written we are full again and have 11 on a waitlist! We have parents/grandparents from all walks of life attending this group each week, making new friends over coffee and a biscuit with lots of chaotic fun. We have a Christian craft, story and worship song every week which we always pray will give these community families a flavour of God's love. To see children with other children again learning through play is just wonderful.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Women's Ministry: We have enjoyed being able to meet together and held special evening events for women to come along to. At these events they could be renewed, refreshed and grow in understanding of how much God loves them. Our main events were at Easter and Advent.

Men's Ministry: At the end of November around thirty men gathered at a local hotel to enjoy a meal, an evening together and to think about how Men's Ministry might look in 2023. It produced a list of thoughts and reflections!

Kintsugi Hope: In the summer, from June to August we ran the Kintsugi Hope course with ten people attending. This is a Mental Health Well-being course covering topics like grief, forgiveness, anxiety, anger and depression. It runs for 12 weeks with a different topic addressed in each session. In the current climate of much uncertainty and challenge, more people are suffering with their mental health. Kintsugi Hope offers an opportunity to talk, in a safe and supportive environment. The course proved helpful for those attending.

Premises: By the end of 2022 our outside user bookings were almost at pre-pandemic levels. It has been good to see the building wake up and feel alive with people on a daily basis. It has been great to witness Little Holly Hedgehog do their Easter parade with their Easter hats, and see them with miniature ponies, and have the Christmas story told to them underneath our tree. The upstairs is full all week with Little Holly Hedgehog and Parent and Toddlers using the space; lots of little people add joy to the space.

We have 21 groups who meet regularly in the building, and have had old customers come back like South East Coast Ambulance Service for a training session. We hope to see more of them in 2023.

We hosted a 12-week Kintsugi Hope mental wellbeing course. We have had three weddings, a farewell, sadly seven funerals, two Affirm conferences, a One Voice Community Choir concert and events for women and men throughout this year. Sunday Services still remain at one service but that is filling up, we are serving refreshments again and people are reconnecting. Our café runs term time twice a week and the takings are often quite high, the buzz is truly delightful with superb food and good company.

People using the building truly enjoy the ambiance, the welcome and the feel of the building, and are happy to comment, even taking the time to send messages to us about this building and its people. We are fortunate to be able to host so many charities and groups who are doing such good work in the community by helping those who struggle.

The building itself is starting to show its age and so we have had some repairs and replacements done during 2022. We have done the same in the Manse. There is a plan of yearly maintenance contractors, as well as a rolling decoration scheme. We are moving towards plant-based chemicals used in the church, and all the COSHH regulations, risk assessments, policies and H&S guidance are being adhered to.

We move into 2023 with quiet confidence despite the cost of living crisis as we see more groups want to engage with us from the community, and most of our members using the building again. God is faithful and we are Loving without Limits.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Looking Out: We will be people who fearlessly proclaim God's magnificent love, always and everywhere.

Christmas Services: The Christmas Choir awayday was well attended. It was a joy to be part of a Carol Service with a congregation in the building, and also to take a Carol Service at Green Fields Baptist Church which was full.

SPOT: The joy of the older folk being able to come together each Tuesday afternoon and enjoy different activities each week has been very encouraging. We have perhaps, appreciated each other more than before COVID. We have shared in crafts, a monthly meal together, celebration meals at Christmas and Easter, friendship, armchair exercises, board games and outings to garden centres and the coast. We have had new people joining in our activities from the community of West Green and from the Social Prescribing initiative. We have continued to send monthly letters to our 'shut ins'. We were able to enjoy our annual 'Daycation'. This runs for a whole day each Tuesday through August. Up to seventy people attended on each day. 'Daycation' offers a variety of activities, meals and an entertainment each afternoon which in 2022 included a ukulele band and a harpist. We were able to make a donation to St Catherine's Hospice from our collected funds, this being the chosen charity of the ukulele band. Through the 'Listening Ear' team we continue to offer help as and when needed in the form of shopping, lifts, picking up prescriptions, taking communion, general love and pastoral care, to individuals at their point of need.

Football Club: Football club thrived during 2022. We had good numbers each week, varying from 14 to 22 but mostly around the 18 mark. For the first time we had to turn people away because we didn't have the space to play safely with the numbers on that evening. We have a steady and committed group of about 30 players who attend when they can. It varies from week to week with work commitments, illness, injury and holidays, but those who come consistently say it's the highlight of the week. One or two have had to drop out but others have found their way to joining us. We had people joining us because they googled football in Crawley and were connected to the church website where they were able to find out where and when we play.

One Voice: One Voice Community Choir continued to meet fortnightly in term time with fluctuating numbers to start with due to COVID, but picking up by the Summer so that we were able to run a Charity concert in October and be part of two charity events in the town. We were also honoured to receive an award at the Crawley awards ceremony for "Best Community Group."

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Christians Against Poverty (CAP): Christians Against Poverty (CAP) is a national Christian organisation specialising in debt counselling for people in financial difficulty, including those facing bankruptcy or insolvency. There is a debt centre in Crawley which is supported by many churches (including Crawley Baptist church) and Christians across the town. As part of their support CAP offers courses to help people improve their financial management and lifestyles. One of these courses is called 'Life Skills'. It covers the four key topics of money, organisation, health and relationships. The course generally lasts for 8 weeks and contains three main elements, which are the course, community and coaching. Community time is planned into the course so that the members and coaches and volunteers, can get to know each other and have fun. It is an opportunity to openly profess and share our faith and build stronger relationships with the members. By the end of the course, each member is encouraged to join a church community if they are not part of one already. Each member has the opportunity to benefit from friendly one-to-one support and coaching from a trained CAP Life Skills Coach. Three church members are trained in delivering the course, and another three members provide support at the sessions. As well as this people from other churches in Crawley help to run the courses. To date 6 courses have been run, and another one is planned. They have all been very well received, and participants are able to talk about the very positive impact that the course has on them. In 2022 we supported courses in July – August and October – November.

POD: A vibrant, busy, weekly community children's club for school years 1 to 6 of 30 children before the pandemic has changed to a slightly smaller group of 24 children. With cubs, brownies and swimming lessons re-opening across the town, we are back to seeing children who cannot afford these type of groups and really love attending POD and making new friends. We were able to go to Go Ape in July of 2022, which is a real luxury for the majority of the children and which is financially supported by the church. Each year we give any new POD children a Bible, again financially supported by the church. In 2022 we handed out 16, which is incredible! We were able to enjoy Pancake Day, and also three Family Celebration events at Easter, July and December. These were times for the families to all be together to hear a message of hope from the Bible and enjoy lots of yumminess and laughter. POD is a group that provides a safe space for children to share their news and make friendships from quite often difficult situations.

The Rainbow Lounge Coffee Shop: The coffee shop is open throughout the year on Wednesday and Thursday each week, though it is closed during school holidays and half terms. Trading hours are from 10.30 for coffee and cake and light lunches are served from 11.30 until last orders at 13.15. Staffed entirely by volunteers it is self-funding and any profit is used to buy new equipment for the church kitchens. Through the dedication and enthusiasm of the volunteers the coffee shop continues to hold an Elite 5* scores on the doors from the local authority. We also have retained our 'Eat out Eat Well' Gold award for our healthy and nutritious menu. Despite rising costs, we have managed to maintain our prices at the level set in 2021. The introduction of a card reader for payments has proved popular with our clientele and now 65% of payments are made that way. As in the past any 'tips' received are converted to vouchers to provide a 'free meal' for those in the community who are disadvantaged.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Kids Matter: A parenting programme for families needing support either through our local school or other community connections. With the restrictions of COVID lifted, we were able to run a Kids Matter programme for 11 families. These families attended with all kinds of pain and challenges, but the support of the programme and one another showed a glimmer of hope and light. We have since seen these families for a Kids Matter reunion breakfast, at our Christmas Family Fun Film & Craft Event and some of them attending our community groups or having lunch in the café. Each family thanked us for our encouragement and support and are seeing the difference that the programme has made in their children's behaviour and with their family routines.

Other activities

Weddings: There were three weddings in the church during 2022, all for people directly connected to the church.

Funerals: The church was used for eight funerals during 2022. Some of those were funerals for people who regularly attended the church and we were able to provide the sanctuary for the service and the Rainbow Lounge for refreshments afterwards. Other services were for people from the community who had a connection to the church in some way or who needed a church for a service. We were also able to help and support a family new to Crawley, but without a church. We provided the sanctuary and Rainbow Lounge for them in difficult circumstances.

Mission: The Mission Team consists of a small team of six, and meets mostly once a month. As a team, our privilege is to share in the Great Commission and act in an advisory capacity to the Minister, the Leadership Team and the Deacons, as well as manage the annual allocated budget. We seek to increase the numbers and diversity of the team.

Our aim is to help the fellowship at CBC to be Mission aware by including regular prayer updates, sharing mission news and keeping the church informed of relevant developments regarding those areas for which we have involvement. This information has been summarised in the new Mission booklet available for all to see in the vestibule. In addition, we seek to encourage those individuals and organisations on the front line, at home and abroad, in their work for the Lord by our prayers, and by other means. We also seek to encourage and support any members of the fellowship if they feel led to be involved in mission. This again will be in prayer, as well as financially with one-off contributions for travel and/or materials such as craft/literature.

In recent times, we have continued informal links with our former Missionary partners, Mark and Susanna Barrell. We now have new links and partner through BMS with Jayne Edwards, and Liz and Sergio Vilela, in Mozambique. We continue our mission involvement in Kenya (New Life International), Burundi (Igniting communities for Jesus), Malawi (Faith in action Churches), and we maintain a link with Deo Gloria in Hunedoara, Romania.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

At home, we support the ecumenical work of the Easter Team (Food Bank), Lighthouse (Children's school assemblies and lunch clubs) and CAP (Christians Against Poverty.) We share all of this through news and prayers in answer to their prayer request during Sunday morning services and at bi-monthly Body Talk. We now keep the church Mission page updated with similar materials, bi-monthly letters from our BMS partners, current news and online links to these and wider Christian organisations like Tear Fund and BMS, as well as our local missions.

In 2022, we reviewed and revived our **team Mission Statement**.

Additionally, we seek to raise the **profile and concept** of Mission by:

- Mission services conducted by BMS visitors as well as our mission partners on furlough, and by local mission workers;
- Publicity and support for fund-raising for the young people's visit to Kenya in summer 2022;
- Placing emphasis on the increasing diversity of our congregation, and seeking to encourage newcomers, by intentional welcome, a projected Newcomers' Meal, our twice-weekly café and lunch meals and extended coffee sessions before and after Sunday service.

We are beginning to see and appreciate that each of us in CBC is an important 'missionary' in our individual and communal life. More information is being shared, more encouragement is being generated and there is more awareness of our collective role in spreading the Good News.

The church is committed to enabling as many people as possible to join in its services of worship and its activities and to become part of the church community.

Achievements

During 2022 we invested in the projects which form the three Thrusts.

Looking Up: At the Life Group Leader's Morning in February we gave out journals to each Life Group. The purpose of these journals was to help us reflect on how God is present in the everyday of life. People were encouraged to tell their own stories in their groups of times when they had seen God at work and experienced his presence. These could be recorded in the journal and used as an encouragement and reminder to "Look Up". Stories ranged from very simple experiences to some more spectacular moments.

A preaching series in the Psalms of Ascent (Psalms 120 to 124) began in January and ran through to the end of June. The aim of the series was to reflect on God's presence with the Israelites through their history and learn how God is with his people today in the same way. Titled "Between the Dreaming and the Coming True" it encouraged us to "Look Up" as we travel through life.

Looking In: There are a number of challenges as we navigate our way through life and we engaged with two of them during the year: the changing nature of how we understand gender and sexuality, and how we look after our mental health. To do this we invested in two different things.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Affirm Conference: In February and again in November, we invited Affirm Baptists to talk with us about gender and sexuality. The February conference was online and covered some basic parameters in the debate. In November we met in person to engage with some Biblical interpretations. The focus of these two conferences was from the affirming side of the debate, which not everyone agrees with. This has been a challenging journey, but one that is important since we live in a world where there are many opinions.

Kintsugi Hope: We trained a couple of leaders for the adult course and one for the youth course and we ran both adult and youth Kintsugi Hope courses during the year. The aim of the courses is to give a safe space to engage with the challenges of mental health and well-being.

We also looked at the information booklets we have produced which give information about who we are, what's happening, and how people can get involved in volunteering in the church.

Looking Out: The major project of 2022 has been focused around Green Fields Baptist Church. This was originally a church plant out of Crawley Baptist Church (CBC) in the late 1960s. Over recent years it has struggled and CBC was asked if it would consider a merger with Green Fields BC. At the March Church Meeting in 2022, CBC voted in favour of a merger. Green Fields BC subsequently also voted in favour of a merger and since then we have been working towards a merger of the two churches.

During 2022 we began to meet regularly again with Green Fields BC on the fourth Sunday afternoon of the month. This had stopped during lockdowns, but there was a new impetus to meet as we anticipated the merger.

Out of our regular meeting together, we decided to hold one of our Carol Services at Green Fields BC. This meant we had to ship in extra chairs and ask for volunteers to help serve refreshments. The church was full and it generated great excitement and anticipation for the future. We were able to link up with The Oaks Primary School and use their car park for the choir. We hope this is a first step in developing a stronger relationship with the school.

We had ideas about a number of other activities to run alongside the move towards a merger, but we didn't get that far in 2022.

As the year progressed, and particularly towards the end of the year. We began to see new faces in the congregation. It took a long time to get to what looked like a new normal attendance post COVID. We lost a few folk who have found it difficult to return. But there were new people and new families. By the end of the year there was a steady number still connecting to the live-stream service and others watching on catch-up.

During the year, across all the activities for children and young people we had regular contact with about 180 families.

Over the year around 180 people from the church have regularly engaged in Life Groups, seeking to learn and grow together as they love and support each other in everyday life.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Stories:

Looking Up: *We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.*

We were asked by a local funeral director to host a funeral for a family who had recently moved to Crawley but had not found a church. We were able to help the family with the service and with the refreshments after the service. Many people attended the service and more the time afterwards, which in their tradition, was as important as the service. Out of these difficult circumstances the family began attending the church and have made it their church because they found a home in the church. It was, and continues to be, a lovely story of seeing God's presence in the challenges and tragedies of life.

Looking In:

Those who met to be part of the Kintsugi Hope course developed a deep bond as the course progressed. The space and permission to be honest about struggles with mental well-being enabled the group to speak openly and honestly about their own challenges. As the formal sessions came to a close, some members of the group decided they would continue to meet for a season such were the relationships that had formed.

Looking Out:

Last year Social Prescribing asked if one of their clients could attend our SPOT activities. These clients are always very welcome but this lady was not able to attend our usual Tuesday activities. However, we were able to find new ways of building relationship. In less than six months the lady, who is over 90, felt very much part of us and was engaging twice weekly most weeks. She is a real asset to our groups and her words at the end of our Christmas meal were, "I'm so pleased I found this church". The best Christmas present any of us involved with that ministry could receive.

Through contact with one of our elderly church members, a retired school teacher, two brothers have been bringing their elderly, frail parents for a meal in our coffee shop on a regular basis. They enjoy their visits and love talking to the coffee shop volunteers about the church and what it has to offer. It is a 'safe' place for them to bring their parents and they are always grateful for the food, care and friendship we offer.

Plans for future periods

When planning the year, the Trustees considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement for religion. We seek to provide a public benefit by reaching as many in the community as we can and to help them through:

- Regular services of worship with teaching and prayer
- Provision of pastoral care and practical support
- Explaining the Christian faith and providing opportunities for people to become followers of Jesus Christ.

In order to facilitate all this work, it is important to maintain the fabric of the premises.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

We will continue to pursue our purposes: to declare God's praise, to develop Christian disciples, and to demonstrate Christian love. Our vision is that by 2025 Crawley Baptist Church will love without limits.

Financial review

All cash balances are held with the Baptist Union Corporation in an interest earning deposit account. When the Church committed to the rebuilding project it set up the double tithe in support of the External Tithe Fund (support to outside organisations) and The Evangelism, Outreach and Mission Fund (support for these activities from within the Church). Whilst the External Tithe Fund was distributed as received, the Evangelism, Outreach and Mission Fund was allowed to accumulate and has been used over the following years. This Fund now stands at £17,121. A quarter of the costs of increasing the hours of the Children's and Family Worker was met from this fund during 2022. It is anticipated that the Children's and Family worker will be fully funded from revenue income in 2023.

The Church has additional Designated Funds; the Memorial Fund which is used to hold legacies and the Gift Day Fund which is used to hold gifts given for specific purposes. In addition, the Koinonia Fund is restricted and is used for members and non-members needing financial support.

Revenue income amounted to £346,070 (2021 - £366,490) and comprised General Offerings, miscellaneous donations, tax refund on Gift Aid, interest received and income from use of premises.

Revenue expenditure amounted to £376,083 (2021 - £371,509).

The difference in income/ expenditure is mostly due to a mission trip undertaken by our young people which was postponed from 2020. The rest is because of a decrease in giving due to the economic situation in the country, and capital expenditure from designated funds.

All debtors are considered good for the full amount owing; all obligations have been met and will continue to be met as they fall due.

Policy on reserves

Crawley Baptist Church holds reserves in order to continue our operations in the face of future shortfalls in income or unexpected expenses. We have considered the financial risks we face and our policy is to hold £32,500 as free reserves.

CRAWLEY BAPTIST CHURCH

TRUSTEES' REPORT (CONTINUED)

Statement of Responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that 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, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The Trustees 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.

The annual report was approved by the Trustees of the charity on 28 September 2023 and signed on its behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CRAWLEY BAPTIST CHURCH

I report to the Trustees on my examination of the accounts of Crawley Baptist Church for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity Trustees of Crawley Baptist Church 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 Crawley Baptist Church'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 Crawley Baptist Church'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 Chartered Institute of Management Accountants, 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 Crawley Baptist Church 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 accounting 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.

.....
G W Schulz ACMA
Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

28 September 2023

CRAWLEY BAPTIST CHURCH

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies	2	320,485	8,541	329,026	359,950
Charitable activities	3	15,010	-	15,010	6,267
Investment income	4	<u>2,034</u>	<u>-</u>	<u>2,034</u>	<u>273</u>
Total income		337,529	8,541	346,070	366,490
Expenditure on:					
Charitable activities	5	<u>364,316</u>	<u>11,767</u>	<u>376,083</u>	<u>371,509</u>
Net expenditure		(26,787)	(3,226)	(30,013)	(5,019)
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes		<u>23,400</u>	<u>-</u>	<u>23,400</u>	<u>6,081</u>
Net movement in funds		(3,387)	(3,226)	(6,613)	1,062
Reconciliation of funds					
Total funds brought forward		<u>127,440</u>	<u>2,681,213</u>	<u>2,808,653</u>	<u>2,807,591</u>
Total funds carried forward	13	<u><u>124,053</u></u>	<u><u>2,677,987</u></u>	<u><u>2,802,040</u></u>	<u><u>2,808,653</u></u>

The notes on pages 20 to 31 form an integral part of these financial statements.

CRAWLEY BAPTIST CHURCH

BALANCE SHEET AS AT 31 DECEMBER 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	9	<u>2,653,600</u>	<u>2,653,600</u>
		<u>2,653,600</u>	<u>2,653,600</u>
Current assets			
Debtors	10	9,281	5,498
Cash at bank and in hand		<u>150,816</u>	<u>177,853</u>
		160,097	183,351
Creditors: Amounts falling due within one year	11	<u>(11,657)</u>	<u>(9,970)</u>
Net current assets		<u>148,440</u>	<u>173,381</u>
Total assets less current liabilities		2,802,040	2,826,981
Creditors: Amounts falling due after more than one year		<u>-</u>	<u>(18,328)</u>
Net assets		<u>2,802,040</u>	<u>2,808,653</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		2,677,987	2,681,213
Unrestricted income funds			
Unrestricted funds		<u>124,053</u>	<u>127,440</u>
Total funds	13	<u>2,802,040</u>	<u>2,808,653</u>

The financial statements on pages 18 to 31 were approved by the Trustees, and authorised for issue on 28 September 2023 and signed on their behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Crawley Baptist Church meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Gift aid

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Freehold property owned by the charity is included in the financial statements at its historical deemed cost and depreciated by writing off the difference between the cost and estimated residual value over its useful economic life. The useful economic life of the property is so long and the residual value so high that any depreciation would not be material.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

Depreciation and amortisation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Asset class	Depreciation method and rate
Freehold property	not material

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Fund structure

Unrestricted income funds are general funds that are available for use at the Trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

2 Income from donations and legacies

	Unrestricted funds Designated £	General £	Restricted funds £	Total 2022 £	Total 2021 £
Donations and legacies;					
Donations	33,052	235,211	8,541	276,804	299,695
Gift aid reclaimed	-	52,222	-	52,222	55,809
Grants, including capital grants;					
Government grants	-	-	-	-	4,446
	<u>33,052</u>	<u>287,433</u>	<u>8,541</u>	<u>329,026</u>	<u>359,950</u>

3 Income from charitable activities

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Use of premises	<u>15,010</u>	<u>15,010</u>	<u>6,267</u>

4 Investment income

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>2,034</u>	<u>2,034</u>	<u>273</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	General £	Restricted funds £	Total 2022 £	Total 2021 £
Mission costs		-	1,775	-	1,775	1,856
Ministry costs		43,564	19,662	2,706	65,932	43,378
Church premises costs		4,983	46,841	-	51,824	67,233
Manse costs		-	10,307	-	10,307	5,276
Administrative support		-	13,844	720	14,564	15,451
Independent examination		-	1,620	-	1,620	1,620
Grant funding of activities	6	2,000	46,116	8,341	56,457	54,000
Staff costs	8	-	173,604	-	173,604	182,695
		<u>50,547</u>	<u>313,769</u>	<u>11,767</u>	<u>376,083</u>	<u>371,509</u>

6 Grant-making

Analysis of grants

	Grants to institutions		Grants to individuals	
	2022 £	2021 £	2022 £	2021 £
Mission grants	<u>56,157</u>	<u>52,000</u>	<u>300</u>	<u>2,000</u>

The support costs associated with grant-making are £Nil (31 December 2021 - £Nil).

7 Trustees remuneration and expenses

During the year, 4 Trustees received remuneration of £89,173 (2021 - 4 Trustees received £95,305).

During the year, 4 Trustees received benefits in kind in the form of pension contributions of £15,253 (2021 - £16,253).

During the year, 3 Trustees received reimbursement of expenses of £4,943 (2021 - 3 Trustees received £2,391).

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

8 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	142,617	145,206
Social security costs	6,834	7,729
Pension costs	24,153	26,552
Redundancy	-	3,208
	<u>173,604</u>	<u>182,695</u>

The number of persons (including senior management team) employed by the charity during the year was as follows:

	2022 No	2021 No
Employees	<u>7</u>	<u>8</u>

No employee received emoluments of more than £60,000 during the year

Paid Staff

Senior Minister: Rev Ian Phillips
Children and Families: Mrs Denise Beer
Financial Assistant: Mrs Lesley King
Music and Worship: Mrs Marian Hayden (until Dec 22)
Children and Youth: Mrs Sue Lindridge
Premises Manager: Mrs Clare Sage
Pastoral Care: Mrs Sandra Warner

Volunteer Staff

Financial Assistant: Mr. Steve Pidgeon

Note: the following Paid Staff are also Trustees under the Constitution adopted by the church in July 2009:

Senior Minister: Rev Ian Phillips
Pastoral Care: Mrs. Sandra Warner
Children and Youth: Mrs. Sue Lindridge
Music and Worship: Mrs. Marian Hayden

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

9 Tangible fixed assets

	Land and buildings £	Total £
Cost		
At 1 January 2022	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2022	2,653,600	2,653,600
Depreciation		
At 31 December 2022	<u>-</u>	<u>-</u>
Net book value		
At 31 December 2022	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2021	<u>2,653,600</u>	<u>2,653,600</u>

The charity owns and utilises the church premises at Crabtree Road, West Green, Crawley, RH11 7HJ which have been included in the financial statements in accordance with the new accounting framework at the insurance value of £2,431,222. The church manse at 27 Crabtree Road, West Green, Crawley, RH11 7HL, occupied by the senior minister, has also been included at its insurance value of £222,378.

10 Debtors

	2022 £	2021 £
Prepayments	2,816	-
Accrued income	5,258	4,574
Other debtors	<u>1,207</u>	<u>924</u>
	<u>9,281</u>	<u>5,498</u>

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	2,499	2,578
Other creditors	-	5,072
Accruals	4,143	2,320
Deferred income	<u>5,015</u>	<u>-</u>
	<u>11,657</u>	<u>9,970</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

12 Pension commitments

The Church is a participating employer the Baptist Pension Scheme ("the Scheme"), which is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). 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. [Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.]

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. Because it is not possible to attribute the Scheme's assets and liabilities to specific employers, the scheme is accounted for as if the Scheme were a defined contribution scheme.

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

Actuarial valuation as at 31 December 2019

A formal valuation of the DB Plan as at 31 December 2019 was carried out by a professionally qualified Actuary using the Projected Unit Method. At the valuation date the market value of the DB Plan assets was £298 million, whilst the level of assets needed to pay benefits was £316m, giving a deficit of £18m (equivalent to a past service funding level of 94%). The Church and the other participating employers in the DB Plan are collectively responsible for funding this deficit.

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

The key financial assumptions underlying the valuation were as follows:

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

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

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

Recovery Plan

In addition to the contributions to the DC Plan set out above, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan. Following the 2019 valuation a Recovery Plan was signed in September 2020 under which deficiency contributions are payable until June 2026. These contributions were broadly based on each employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

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

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

13 Funds

Current year

	Balance at 1 January 2022 £	Incoming Resources £	resources expended £	Transfers £	Other recognised gains/ (losses) £	Balance at 31 December 2022 £
Unrestricted funds						
General						
General Funds	37,170	304,477	(313,769)	2,500	23,400	53,778
Designated						
Gift Day Fund	46,487	-	(4,983)	-	-	41,504
Memorial Fund	19,999	-	-	-	-	19,999
Mission Trip Fund	19,148	2,668	(20,019)	-	-	1,797
Specified Ministries	2,935	20,886	(17,521)	(1,500)	-	4,800
Rainbow Lounge	1,701	8,071	(7,093)	(1,000)	-	1,679
Parent and toddler fund	-	1,427	(931)	-	-	496
	<u>90,270</u>	<u>33,052</u>	<u>(50,547)</u>	<u>(2,500)</u>	<u>-</u>	<u>70,275</u>
Total unrestricted funds	<u>127,440</u>	<u>337,529</u>	<u>(364,316)</u>	<u>-</u>	<u>23,400</u>	<u>124,053</u>
Restricted funds						
Koinonia Fund	7,552	200	(2,706)	-	-	5,046
Evangelism Outreach & Mission Fund	20,061	-	(720)	-	-	19,341
Easter Team Fund	-	983	(983)	-	-	-
Other Specific Charities	-	7,358	(7,358)	-	-	-
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,681,213</u>	<u>8,541</u>	<u>(11,767)</u>	<u>-</u>	<u>-</u>	<u>2,677,987</u>
Total funds	<u>2,808,653</u>	<u>346,070</u>	<u>(376,083)</u>	<u>-</u>	<u>23,400</u>	<u>2,802,040</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

Prior year

	Balance at 1 January 2021 £	Incoming Resources resources expended £	Resources £	Transfers £	Other recognised gains/ losses £	Balance at 31 December 2021 £
Unrestricted funds						
General						
General Funds	21,838	320,715	(310,331)	(1,133)	6,081	37,170
Designated						
Gift Day Fund	65,613	-	(20,259)	1,133	-	46,487
Memorial Fund	5,243	20,000	(5,244)	-	-	19,999
Mission Trip Fund	19,136	12	-	-	-	19,148
Specified Ministries	6,374	16,799	(20,238)	-	-	2,935
Rainbow Lounge	1,726	2,584	(2,609)	-	-	1,701
	<u>98,092</u>	<u>39,395</u>	<u>(48,350)</u>	<u>1,133</u>	<u>-</u>	<u>90,270</u>
Total unrestricted funds	<u>119,930</u>	<u>360,110</u>	<u>(358,681)</u>	<u>-</u>	<u>6,081</u>	<u>127,440</u>
Restricted funds						
Koinonia Fund	7,566	1,030	(1,044)	-	-	7,552
Evangelism Outreach & Mission Fund	26,495	-	(6,434)	-	-	20,061
Easter Team Fund	-	415	(415)	-	-	-
Other Specific Charities	-	4,935	(4,935)	-	-	-
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,687,661</u>	<u>6,380</u>	<u>(12,828)</u>	<u>-</u>	<u>-</u>	<u>2,681,213</u>
Total funds	<u>2,807,591</u>	<u>366,490</u>	<u>(371,509)</u>	<u>-</u>	<u>6,081</u>	<u>2,808,653</u>

CRAWLEY BAPTIST CHURCH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONTINUED)

14 Analysis of net assets between funds

Current year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2022
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	65,435	70,275	24,387	160,097
Current liabilities	(11,657)	-	-	(11,657)
Total net assets	<u>53,778</u>	<u>70,275</u>	<u>2,677,987</u>	<u>2,802,040</u>

Prior year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2021
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	65,468	90,270	27,613	183,351
Current liabilities	(9,970)	-	-	(9,970)
Creditors over 1 year	(18,328)	-	-	(18,328)
Total net assets	<u>37,170</u>	<u>90,270</u>	<u>2,681,213</u>	<u>2,808,653</u>

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Finance</u>		
Potential risk	Potential impact	Steps/controls in place to mitigate risk
Revenue income does not increase at the rate required to sustain the increase in budgeted expenditure, e.g., via loss of major donors within congregation	Cut back on revenue expenditure thus reducing overall outreach and impact.	Monthly financial reports are provided to the Deacons showing actual income compared with projections, including any significant changes in expected giving/expenditure Bi-monthly reporting to Church Members to indicate need to increase giving. Encourage members and regular attendees to reassess their giving on a regular basis (e.g., annually at beginning of each year)
Unexpected expenditure of General Fund.	Reduced revenue expenditure thus reducing overall outreach and impact.	A reserves policy is in place that is reviewed by the Finance Team on an annual basis and approved by the trustees. This is currently set at £32,500 plus one month's average expenditure.
Loss of key personnel/data with specialist knowledge of financial support systems.	Loss of all financial management and control.	All critical data backed up using NAS (Network Attached Storage) drive. Two trained system operators are always maintained.
Being the victim of Fraud	loss of capital/ reputational damage	Processes for identifying and responding to fraud / key policies are in place Ensure instances of potential fraud are communicated to trustees and employees. Serious incidents reported to Charity Commission
Theft of Sunday offering	Loss of funds	Money is stored in the safe as soon as practical after the service by suitably appointed personnel (e.g., trustees/finance team) Giving by standing order is encouraged.
Loss of charity status and subsequent loss of gift and tax refunds	Cut back on revenue expenditure thus reducing overall outreach and impact.	Ensure all Charity Commission and HMRC requirements are met

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Personnel</u>		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Staff and other key personnel/volunteers e.g., through relocation, promotion, retirement, ill health, accident, grievance, employee tribunal or burn out.	Loss of direction and/or control of key areas of Church life. Additional pressure on remaining staff. Reduction in the Church's activities.	Risk reduced as far as practical by devolving responsibilities amongst teams led by staff and other key personnel. Sharing responsibilities through regular staff and team meetings. Encouraging open channels of communication with Deacons. Review job descriptions and procedures for regular appraisal, review and development, including succession planning. Annual budget review of staff remuneration package. Appropriate policies are in place (e.g., sickness loan working, grievance) Future staffing structure being explored. Team training days in place for volunteers and other volunteer engagements in place Trustees are willing to stop activities if required
Inadequate performance of staff	Loss of direction and/or control of key areas of Church life. Additional pressure on remaining staff. Reduction in the Church's activities.	Check job specifications, regularly do reviews/assessments

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Data Security</u>		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Data/Records/Work from laptops due to theft, loss, damage, or breakdown	Loss of critical information	NAS server is available for staff to back up all data Critical finance data is backed up Availability of this at home to be reviewed as part of data protection review
Data breach or loss of data (including cyber-attack on the church website)	Heavy financial penalties or prosecution. Reputational damage Safe-guarding breach	Review of GDPR in progress with aim for updated policy and training to be performed by end of 2023 Data protection policy in place Data handling processes in place Control content of website and links to other sites.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Activities		
Potential risk	Potential impact	Steps to mitigate risk
Child abuse allegations made against an individual or individuals as part of CYM or other Church organisations working with children.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the church. Adverse public reaction towards the Church. Damage to the children, parents and families resulting in a decline of young people in the Church. Damage and loss of confidence by and in Children and Youth Ministry leaders affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with children.
Allegations made against an individual or individuals as part of a Church organisation working with vulnerable adults.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the Church. Adverse public reaction towards the Church. Damage and loss of confidence by and in the work with vulnerable adults affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy for Vulnerable Adults implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with vulnerable adults.
Abuse by member of the public or accident otherwise incurred causing harm/damage to other people, staff or premises.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church. Adverse public reaction towards the Church.	Appropriate/relevant insurance cover held relating to the premises. Stewards appointed and staff aware of need for vigilance and support and building security procedures.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Activities		
Potential risk	Potential impact	Steps to mitigate risk
Allegations made against staff, pastoral and counselling workers and other leaders.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church Adverse public reaction towards Crawley Baptist Church and/or legal claims against individuals and/or Crawley Baptist Church.	Insurance protection held through the Baptist Union Minister's Insurance, subject to regular review. Additional insurance cover held through the Association of Christian Counsellors. Adherence to established good practice. Advice from insurers have confirmed that the "legal liability arising from pastoral care" covers all employees and authorised volunteers.
Trustees make unintentional mistakes and/or bring the Church into disrepute through their actions.	Possible legal action against the church.	Greater training of Trustees in respect of their legal duties and Baptist principles to be made available. Regular trustees' meetings held, with records kept and communication channels maintained Appropriate Trustees insurance cover in place.
Breakdown of tolerance from neighbours due to disturbance from church activities	Negative impact on church activities Possible legal action against the church.	Keep neighbours informed of relevant events. Avoid things that knowingly upset neighbours.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Premises		
Potential risk	Potential impact	Steps to mitigate risk
Inadequate Health & Safety procedures and measures.	Claims from staff and/or voluntary staff due to actual or potential accidents occurring. Death or injury to persons Adverse inspection from H&S officials resulting in legal action being taken against the Trustees. Deficiencies in Health and Safety provisions prevent the use of the premises, resulting in curtailment of the Church's activities. Overheating in sanctuary causing illness. Adequate ventilation (natural or mechanical) required to obtain cross flow of air. Damage or loss of premises due to fire	Ongoing training arranged in H&S, first aid, fire safety and food hygiene procedures, and personnel appointed in key areas. Fire extinguishers regularly maintained Holly Hedgehog and Parents and Toddlers hold fire drills annually. Other fire drills planned following training. H&S Policy reviewed annually and revised as appropriate. Risk Assessments carried out, implemented and under regular review. Ensure appropriate ventilation. Ensure that air conditioning is switched on as necessary (where fitted). Ensure that windows are open where required (Window openers for the large sanctuary windows are planned for 2023)
Premises left unlocked when unattended.	Unauthorised access, possible theft and/or damage.	All key holders and leaders are briefed on security and lock-up procedures. Car park gates are normally closed and secured when there is no one in the building.
Loss of external door keys.	Unauthorised access, possible theft and/or damage.	Intruder alarm system is normally set when no one is in the building.
Unauthorised parking in the car park.	Restricted/limited use by authorised users.	Car park gates are normally closed and secured when there is no one in the building.
Intruder	Theft of equipment or resources.	CCTV installed and in use 24 hours.
Outside user groups using the premises unattended.	Misuse of premises Emergency during use	Before bookings are made – new users are checked as appropriate. Appropriate training in procedures for fire and first aid in place.
Lack of / or insufficient insurance held by CBC	Insufficient / no cover if anything happens to any leader or volunteer, anybody using the premises, anybody on external activities.	Trustees to ensure that the appropriate insurance is maintained

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Premises</u>		
Potential risk	Potential impact	Steps to mitigate risk
Lack of / or insufficient insurance held by Contractors/external users when working on/using the premises	CBC Trustees prosecuted if something happens to the contractor, other users, staff or property, etc.	Premises Manager or other approved person confirms that contractors hold correct or adequate insurance to comply with at least the appropriate laws plus our requirements.
Outbreak of any national pandemic/virus amongst staff, volunteers or other building users.	Viruses caught by staff or volunteers or other building users resulting in illness of various degrees from minor illness through serious illness, disability or even death.	Ensure that premises are virus safe by following HM Government Regulations and Guidance, Baptists Together Guidance (updated as HM Government Regulations and Guidance are updated), HSE Guidance, and other Guidance, Regulations and requirements from other organisations as determined from time to time. Premises are regularly cleared, hand sanitisers are provided and general hygiene measures being followed
Merger with Greenfields Baptist Church results in CBC being responsible for unknown premises issues	Unbudgeted spending required to resolve issues at Greenfields premises Litigation and loss of reputation if a safety incident arise	Appropriate surveys undertaken before the merger formally takes place. Ensure that before the merger any decisions are formally made and funded by Greenfields.
Falling Objects, terrorist action	Significant damage or total loss of premises	Suitable policies in place

CRAWLEY BAPTIST CHURCH

Thrusts 2023

“By 2025 Crawley Baptist Church will love without limits!”

Looking Up

We will be people who are continually seeing and knowing God’s transforming love as we follow him wholeheartedly.				
Project	Scope	When?	Who?	Monitoring
• 24/7/ Prayer	• Whole church: involve CYM and Life Groups • A variety of approaches: art, music, reflection, reading, writing and recording • Focus: The Character of God	• Beginning of September 2023	• Ian and others	•
• Teaching Series	• The Character of God	• September to December 2023	• Ian, Ian, David, Seidel	•

CRAWLEY BAPTIST CHURCH

Looking In

We will be a community who are fully using our gifts and fully equipped to serve one another in love.				
Project	Scope	When?	Who?	Monitoring
• Connect	• To find ways of connecting people in the church with one another, with a focus on new people and people who feel on the edge	• Now and ongoing	• Whole Church	•
• Connect Team	• Explore ways to move towards connection and oversee how we're doing	• Connect Team	• Establish Team: to include Welcome Team and new volunteers	•
• Refresh	• To find ways to encourage and refresh all those who are busy and tired in their commitment to church	• Life Group Leaders Morning Feb 2023 • Other meetings as and when	• Ian, Lisa, Staff and Deacons	•

CRAWLEY BAPTIST CHURCH

Looking Out

We will be people who fearlessly proclaim God's magnificent love, always and everywhere.				
Project	Scope	When?	Who?	Monitoring
Communication of what church offers	- Social media, QR codes kinked to website, visual display boards "Tag" activities with a stage of faith to make each accessible	Now and ongoing	Tech Team, Staff and Deacons	
Just Looking	A pre-Alpha course for anyone wanting to explore faith	September 2023?	Just Looking Team	
Parents and Toddlers at Green Fields	Parents of toddler age children who can access Green Fields BC	September 2023	- Denise - New P&T Team	
Young Adults	Get the group together to ask them what would help and what they need from the church rather than just us assuming what is needed.	April 2023	Sue and others	
Just Volunteering	Offer opportunities to volunteer in neutral setting e.g. Easter Team, Coronation Celebrations	Ongoing	Anyone who wants to	

CRAWLEY BAPTIST CHURCH

England & Wales - Charity number 1134616

Accounts

Annual Report and Financial Statements
for the Year Ended 31 December 2021

Crawley Baptist Church

Charity registration number: 1134616

Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
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CRAWLEY BAPTIST CHURCH

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CRAWLEY BAPTIST CHURCH

Reference and Administrative Details

Trustees

Rev Ian Phillips, Senior Minister
Mr Ade Aderounmu, Deacon
Mr Graham Durrant, Church Secretary
Mr Graham Poole, Deacon
Mr Ian Larkham, Deacon
Mrs Sandra Warner, Minister, Pastoral Care
Mrs Sue Lindridge, Minister, Children and Youth
Mrs Marion Hayden, Minister, Music and Worship
Mr Paul Stewart, Deacon
Mrs Sharon Golightly, Deacon
Mr Graham Piper, Deacon
Mr Benjamin McMillan, Deacon

Principal Office

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Charity Registration Number

1134616

Independent Examiner

G W Schulz ACMA
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Bankers

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PO Box 1727
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Midlothian
EH12 9RH

CRAWLEY BAPTIST CHURCH

Trustees' Report

The Trustees present the annual report together with the financial statements of the charity for the year ended 31 December 2021.

Structure, governance and management

Nature of governing document

Crawley Baptist Church is governed by its constitution based on the Approved Governing Document provided by the Baptist Union. The Church received Charity Status from the Charity Commission in 2010.

The constitution explains that 'Church Members shall meet together in a Church Members' Meeting under the guidance of the Holy Spirit and under the Lordship of Christ to discern the mind of God in the affairs of the Church'. Ordinary Church Meetings – which we call 'Body Talk' – are held at least four times each year to consider routine matters associated with the life of the church including issues related to church membership and the appointment and dismissal of the charity trustees.

The constitution defines the Trustees of Crawley Baptist Church as the Minister, Deacons, Secretary, Treasurer and those employed staff who by the nature of their role work together with the Minister and the Deacons in the overall leadership of the Church.

1. The Qualifications of a Deacon:

A Deacon should be a person:

I. Of mature faith

II. Filled with the Holy Spirit

III. Who supports to the full the worship and witness of the church

IV. Who supports a life group as fully as they are able

V. Able to work in harmony with the Minister and Fellow Deacons

A Deacon is a person appointed by the church, under the guidance of the Holy Spirit, to share in the spiritual leadership, oversight and administration of the church.

A Deacon is a member of 18 years or over and a member not less than six months.

2. The Election of a Deacon

Deacons are elected at the AGM and require over 50% of the vote cast. They serve for a three-year term.

3. The Responsibility of a Deacon

Deacons meet on the first Thursday of every month, at least one away day and one weekend away for business, training and development.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Induction and training of the responsibility of Trustees is done on an informal basis as they are nominated for election. They are made aware of the role and responsibilities and relevant information is passed to them as and when it is received either at the regular monthly meeting or on training or planning days.

Risk Management

Under the Statement of Recommended Practice (SORP (FRS 102) effective 1 January 2019) regulations it is recommended that the Deacons, as Trustees, complete an ongoing Risk Management review. The Deacons have undertaken this review during the year in order to identify and manage the principal risks that may deter Crawley Baptist Church from achieving its main objectives. A copy of the latest review as at 31st December 2020 is included as Appendix A.

Objectives and activities

In September 2021 we adopted a new vision:

By 2025 Crawley Baptist Church will love without limits.

To achieve this Vision we have three main thrusts: Looking up, Looking in and Looking out:

Looking Up: We will be people who are continually seeing and knowing God's transforming love as we follow him wholeheartedly.

Looking In: We will be a community who are fully using our gifts and fully equipped to serve one another in love.

Looking Out: We will be people who fearlessly proclaim God's magnificent love, always and everywhere.

It is through this Vision that we hope to fulfil our principal purpose as set out in the church's constitution: 'the advancement of the Christian faith according to the principles of the Baptist denomination'. We like to describe our purpose as simply being to:

- Declare God's Praise
- Develop Christian Disciples
- Demonstrate Christian Love

As a GOSPEL people, the church's values are:

- Grace - We will be motivated by God's free gift of love in all that we do.
- One another - We will be real as we care for one another and work together.
- Servant hearts - We will serve those in the local community and beyond with integrity and love.
- People - We will share the Good News of Jesus with anyone who does not know him.

CRAWLEY BAPTIST CHURCH

Trustees' Report

- Equipped - We will identify, develop and use our God given gifts.
- Lifestyle - We will be good stewards of our time, talents and possessions.

Public benefit

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

Review of activities

Activities focused on our vision that 'Crawley Baptist Church will be bursting with life!'

In 2020 we had planned to adopt a new five-year vision for our church. The impact of the Covid-19 pandemic meant that it took us longer to develop this and we did not adopt our new vision until September 2021. For this report on 2021, therefore, we have described the church's activities under the three Thrusts we chose in support of our previous vision which was to be a church bursting with life. We explain how these activities were impacted by the Covid-19 pandemic.

Covid-19

The UK in 2020 was dominated by the impact of the Covid-19 pandemic. On the 23rd March 2020 the UK went into a national lockdown. Churches were closed and activities had to cease. While this meant many of the activities of the church and most of the external users stopped using the premises, the church continued to offer Sunday morning worship services online, and over time we harnessed technology to improve the depth and breadth of our shared worship.

Many meetings took place via Zoom including: Life Group meetings, Children and Youth Ministry activities, Deacons' meetings, staff meetings, and church members' meetings ('Body Talk'). The National Blood Service used the building regularly.

When the restrictions were lifted the church was able to hold a CAP Life Skills Course and make the premises available for Care Home Worker Training. The Deacons and Leaders chose not to open the building for Worship when restrictions were eased initially, but from June 2021 people were again able to attend the main Sunday services while we continued to stream them online.

During the whole period the church worked hard to connect with the church's members, the wider congregation, and those outside the church community in many ways: a blog and notices from the Minister on the website; weekly newsletters to Life Group Leaders; a regular mailing to 100 adults including newsletters, Bible study notes and copies of the weekly Sunday message; regular emails and newsletter to young people and families; goody bags and resources for children, young people and families.

Examples of the Vision coming to life in the church for the community over the last five years are set out below under the headings of the three Thrusts associated with that Vision.

CRAWLEY BAPTIST CHURCH

Trustees' Report

We will be living lives that are healthy, vibrant and mature. All of the following was underpinned by active prayer, shown by the daily early morning Zoom prayer meetings, prayer before church services and in many ministry meetings.

Premises: Because of COVID-19, 2021 was a very different year with regard to being open to the community. The beginning of the year had no-one using the building except for our pre-school, Little Holly Hedgehog. Slowly the community users and internal users started to come back from May increasing in September to 16 different community groups, some meeting once a month, others weekly or fortnightly.

Church groups started using the building with Life Groups first, who started coming back at the end of May. The older folk Tuesday group and Daycation followed soon after in June and July respectively. As the apprehension lifted people started to really enjoy using the building again.

Those from the community were happy to be in a place where there was noise and laughter, groups who had used the building for a long time prior to Covid and lockdown, said it was good to be home again. New people to the building say it has something, a feeling, a presence that is tangible and peaceful. Groups will talk about how welcoming this church is, it is a place where the welcome is paramount and the acceptance is total.

The groups using the building are mostly charities and range from services that provide art to those suffering from mental health issues; those who suffer with Dementia; counselling for men; parenting courses and many support groups. We hold exercise groups here and weekly afternoons dedicated to the older folk. It is a busy church, although not as busy as it was before the pandemic, but the numbers using the building are slowly rising. Our weekly café is becoming more popular with customers praising the lovely food and listening ear of the volunteers, who come in week by week and without whom the café would not be possible.

Church services: When the pandemic necessitated the closing of the church building, services went online. Initially these were done from various homes around Crawley and once the restrictions eased they were live streamed from the church and facilitated by a small team present on the premises. We became very creative using live elements and recorded elements, activities that could be done at home, worship and teaching. Once back in the building the variety of elements remained in recognition that many still watched the service online rather than attend in person. Numbers connecting online remained constant throughout and once back in the building reflected the combination of those present and those watching online. We had people connecting from all over the world at various points e.g. USA, Thailand (a church sent us pictures of them watching our live stream). We had a family join from Sunderland.

Life Groups: Our 20 Life Groups continued to meet as best they could over Zoom. Some Life Groups connected by letter or email producing a newsletter to keep in touch. Others connected regularly over the 'phone. A weekly newsletter was sent to all Life Group leaders and they met a few times over Zoom to connect and support one another.

Youth Activities: During 2021 we were in regular contact with 42 young people between the ages of 11 and 18. Regular activities included Re:allsorts youth group on a Wednesday evening, Doughnuts on a Sunday morning and the Young People's life group on a Sunday evening. These activities were both online and in person as restrictions allowed.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Alongside these regular activities, we continued to support young people and their families through messages, cards and delivering care packages. We also sent out Lent resources, gifts at Christmas and, at the start of the summer holidays, gifts and resources to help support the young people's mental health during the school holidays.

The young people continued to be keen to engage with their peers at regular activities but for some Zoom was difficult. It was great to see them again when we were able to meet in person – even when we met in the park in the pouring rain! Autumn activities included Bowling and a visit to the Panto!

In September, we asked the young people to share their experiences through the pandemic and bring items that had been significant to them that we could capture in a time capsule. The time capsule will be displayed in the church.

We had hoped to be able to go on two residentials that had been postponed from 2020 but sadly neither was possible. Our planned trip to Kenya has now been postponed to July 2022. However, the relaxing of restrictions did enable the Kenya team to go to Carrotty Wood activity centre for the weekend in July. The young people said that this had been a significant time of rest, a time to reflect on their experiences of the pandemic and focusing on the future.

The Kenya Team have also been able to continue to build links with those we will visit in Kenya by Zoom calls and sending and receiving letters.

The role of volunteers has continued to be vital in continuing to keep in contact and support young people and their families. We have sought to thank and support them through appropriate training (safeguarding), regular zoom meets and encouragement and thank you gifts.

Children's Ministry: As the pandemic continued throughout 2021, our children's ministry team used their gifts and time to show God's love in action. Gone were the normal groups meeting in a church building every week so a 'new normal' to stay connected was created either over zoom, family faith packs into the home and email, individual cards, walks in the parks and smaller groups in church when allowed. By the autumn of 2021, most of the children were catching COVID, but when they were well enough, they were able to return to church either during the week or on a Sunday to re-build relationships again.

CRAWLEY BAPTIST CHURCH

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Family Ministry: As families prepared for another year of a pandemic, the family ministry team and church family supported one another in challenging times. With high unemployment in the town because of the closure of Gatwick Airport, schooling happening at home, parents forced to work from home, visits with family and friends taken away, the cost of living rising, life became very hard for everyone and took its toll. To encourage families through this time: services were live streamed with a children's talk added; the prayer team covered us all; food parcels were delivered, meals were provided when times were hard; weekly faith at home newsletter was written to encourage and bring a smile; walks with parents who needed respite and a coffee were arranged. By the autumn of 2021, when families felt comfortable they slowly returned to the church building. It is going to take a while for our families to recover. However, across our community programmes – Parents & Toddlers and Kids Matter Parenting Programme – we have seen a huge increase of new families. This is due to the closure of many children's services in our town from the effect of the pandemic and government budgets.

Parents & Toddlers: A two day per week support group for parents/grandparents of under 3's before the pandemic became a doorstep, email, phone support group whilst the church doors were closed. We had 70 families on our books. Some families were hugely impacted financially during this time so we were able to assist with food and craft treats to show God's love. When the church doors reopened, we were inundated with enquiries from parents/grandparents wanting to join a support again as many, many families had had babies during lockdown and had nowhere to go and felt isolated and anxious. Once the doors reopened we were able to offer places to 40 families places the volunteers adjusted to the large volumes of people again. To see families make friendships and play again has been wonderful.

Women's Ministry: We held an online Women's ministry event, offering an Easter Reflection on Zoom. We sent out a package to every woman connected with the church during the four Sundays during Advent. Many still have copies of the ideas or craft activities we sent out.

Crawley Baptist Church will be a magnetic, innovative and welcoming community centre.

Christmas Services: With COVID cases rising leading up to Christmas, the decision was made to hold one Christmas Carol Service which was live streamed with only the choir, readers and minister present in the building. There were nearly 600 connections to the YouTube stream and nearly 300 on the Facebook stream.

SPOT: During this time period we as a church family and the community that we have contact with experienced the following:

We used existing teams and structures and due to the Pandemic created new teams to show love and care for each other by:

Telephone Ministry: We used a team of people to phone weekly the person they had been "buddied" with to ensure each person received care and comfort at this difficult time. 'Buddies' were also able to ask each person if they required any shopping etc. This ministry was a lifeline to the elderly, sick or vulnerable and for many of them it became so important that they were waiting by the phone for their call!

CRAWLEY BAPTIST CHURCH

Trustees' Report

Meal Ministry: We had a team of people cooking a meal once a week, which would be delivered by a separate team. Meals were not just distributed to the elderly or vulnerable, but also to NHS and frontline workers. The meals were beautifully presented and we received cards, phone calls, and emails expressing not just gratitude for the meal but also for the thought behind it.

Knock and Natter: We had a team of people who would knock on the door of an elderly or vulnerable person attached to the church, and would spend some time chatting on the doorstep. This ensured that particularly those who lived alone would see a smiling face. Often a cake would change hands on these occasions! Again we received many messages of thanks for the difference this had made during lockdown.

Card Ministry: From the first week of lockdown in March 2020 until Christmas 2021, 100 cards were sent out each week to the elderly, sick or vulnerable. A team of volunteers prepared batches of 100 cards. Another team filled, addressed and stamped envelopes for posting. As well as the card each envelope contained a letter of encouragement, a thought for the week and an offer of help for anyone who needed it. The letters were called, 'Friday Treasure' as that was the day of the week that they arrived.

Shopping and Prescription pick up Team: A team of volunteers were available to access 'Click and collect' or 'Home Delivery' shopping services as well as picking up prescriptions and delivering them to the door step. The delivery by a happy smiling face was as welcome as the shopping itself.

Fish and Chips: At various times during lockdown and at other times we used a local Fish and Chip shop and placed a bulk order, delivering a meal to residents of the Dyers Alms-Houses. This initiative was met with great enthusiasm. The residents enjoyed meeting in 'bubbles' and having the table laid ready to enjoy their meal. The local chip shop was also very happy for our business at this difficult time.

Afternoon Tea in the Garden: When the lockdown restrictions were eased to allow people to meet outside, we offered weekly afternoon tea in the garden to small gatherings of maximum six people. That proved to be a real tonic to those who live alone.

Walk and Talk: We also offered a walk and talk ministry to individuals when Covid restrictions allowed.

Football Club: Whenever the restrictions have allowed the football club has continued to meet every Monday evening in 2021. Numbers vary from 10 to 25 on any week, with over 30 on the contact list. Towards the end of the year we had a number of new players. Most of those who come do not attend the church and are friends, colleagues or associates of others attending. Even with a significant increase in the cost in the middle of the year due to new pitches being laid, numbers have remained high. The players come because they like the friendly atmosphere which is competitive but in a relaxing way! One young man, who drives all the way from Woking each week, said he comes precisely because of that atmosphere.

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One Voice: From January to July, OneVoice community choir continued its virtual practices over zoom that it had begun in April 2020. Meeting together over zoom, recording songs individually and then creatively putting them together was a way to keep connected at a time when in person choir practices were not allowed. Although less than half of the original choir attended these regular zooms, those that did found the sense of community and belonging to something that we could still make work, despite restrictions, a very valuable part of living well during the pandemic. We managed to learn and film 11 songs during this time which we shared through our website and YouTube.

From September we ran hybrid practices with choir returning to practices in the church building, but also some joining in through zoom. It was so good to be back together, and during the autumn term we were able to sing a selection of Christmas songs at 2 outdoor venues and were filmed singing together in the church for the annual St. Catherine's Hospice tree of light virtual service of remembrance.

2021 was an unusual year for a choir, but against all odds we were still able to sing together and enjoy being together.

Christians Against Poverty (CAP): The CAP Life Skills Course covers the four key topics of money, organisation, health and relationships. The course generally lasts for 8 weeks and contains three main elements, which are the course, community and coaching.

The course aims to benefit each member through interactive sessions, by releasing them from stresses and pressures that come from money, relationships and everyday life and to let them know how much they are valued by others and by God. Community time is planned into the course so that the members and coaches and volunteers, can get to know each other and have fun. It is an opportunity to openly profess and share our faith and build stronger relationships with the members.

By the end of the course, each member is encouraged to join a church community, if they are not part of one already. Each member has the opportunity to benefit from friendly one-to-one support and coaching from a trained CAP Life Skills Coach.

We have held four courses so far, all taking place in Crawley Baptist Church the most recent, Course 4: 28th September 2021 – 16th December 2021, starting at 7.30pm where we had three people attending.

In December 2021 we were able to invite clients to the Crawley CAP Centre Christmas Party, All our clients at the time received a Christmas hamper.

We have been encouraged by the positive feedback we have received from the clients who have attended any of the four courses we have held, in Crawley, to date. In fact, two of our clients enjoyed the course so much, that they asked to come back to attend the subsequent course! One of our clients has attended three courses, bringing a new person along each time. For the fourth course we had made significant contact with three of the West Sussex Social Services teams and one of our clients was a referral via this route. He proved to be a very enthusiastic advocate for the course, so we are hoping that this avenue opens up more possibilities in the future.

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Trustees' Report

All clients are followed up and invited to a walk in Tilgate Park and a picnic. In November last year we held a large reunion and invited all our clients to date. The event centred on watching a live streamed CAP event. It was well received by those attending and provided an opportunity to catch up with those we hadn't seen for some time.

POD: A vibrant, busy, weekly community children's club for school years 1 to 6 of 30 children before the pandemic quickly changed to a group on zoom. All the time that the church was closed we operated an every other week zoom club for those families who would feel comfortable sitting in front of a screen. The time was reduced from an hour and a half to 40 minutes. An activity pack with treats was either posted or hand delivered to each family to bring a smile and fun. Everyone was very thankful for this time, but even more thankful when the doors of the church reopened later in the year.

The Rainbow Lounge Coffee Shop: The coffee shop, closed for most of 2021 due to the Covid 19 restrictions, was reopened at the beginning of October as those restrictions were eased. The coffee shop, which was first opened in 2003, was reopened with a new menu and for the first time the ability to take payment by card as well as cash. Aimed as an outreach ministry the coffee shop is completely staffed by volunteers. It is self funding and any profit made on sales is used to buy new equipment for the church kitchens. Any surplus has in the past been donated to the church General Fund. The volunteer staff are proud of the fact that through their hard work they have achieved an Elite 5* Scores on the Doors food hygiene rating from the local council as well as an 'Eat out, eat well' Gold award for healthy eating. The coffee shop is open from 10.00 am on Wednesday and Thursday of each week, for Coffee & cake, with light lunches being served from 11.30. The regular clientele come from both the general public as well as church members attending other ministries within the church building. Any 'tips' received are turned into vouchers to enable the coffee shop to provide a free meal for those in the community who are disadvantaged.

We will be seeing the extraordinary in the ordinary as we live fruitful lives in all the places we go.

Kids Matter: A parenting programme for families needing support either through our local school or other community connections was a lifeline for parents before the pandemic. Instead of two programmes per year, we were only able to run one with COVID restrictions in place. 8 families were able to attend the 6 week programme. One of the parents shared that this programme had changed their lives. We noticed that the children were able to attend school regularly improving isolation, attendance and education for both parents and children.

Other activities

Funerals: The church was used for one funeral, for a family who had long connections with the church. We were able to offer the use of the sanctuary for the service and the Rainbow Lounge for the refreshments afterwards. This provides a comfortable and welcoming space and atmosphere for a family at this time and a way the church serves the local community. Members of the family began attending worship after the funeral.

Mission: The Mission Strategy Group, also known as the Mission Team, consists of a small group of eight and meets mostly once a month. As a team, our privilege is to share in the Great Commission and act in an advisory capacity to the Minister, the Leadership Team and the Deacons and manage the allocated annual budget.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Our aim is to help the fellowship at CBC to be 'Mission Aware' by including regular prayer updates, sharing mission news and keeping the church informed of relevant developments regarding those areas for which we have involvement. In addition, we seek to encourage those individuals and organisations on the front line, at home and abroad, in their work for the Lord by supporting them in prayer and by other means. We also endeavour to encourage and support any members of the fellowship if they feel led to be involved in mission.

In recent times, we have linked with BMS Missionaries Mark and Susanna Barrell in Mozambique and kept in touch with them sharing their news and prayer requests with the church during Sunday morning services and at Body Talk. But in 2021, following their repatriation to the UK, due to Susanna's health problems, we began the process of linking with BMS Missionaries Jane Edwards and Liz and Sergio Vilela also working in Mozambique. We also have mission involvement in Kenya (New Life International), Burundi (Igniting communities for Jesus), Malawi (Faith in Action Churches), Uganda (WATSAN), and Cameroon and maintain a link with Deo Gloria Church in Hunedoara, Romania. At home, we support the work of the Easter Team, Lighthouse and Christians Against Poverty.

The church is committed to enabling as many people as possible to join in its services of worship and its activities and to become part of the church community. The Trustees maintain an overview of all the activities of the church and are constantly monitoring them in order to make any changes necessary in order to involve as wide a group of people as possible, thereby continuing to deliver a clear public benefit.

Achievements

In this section we would normally focus on the fruit of those church activities which were specifically identified as helping us move towards our Vision. However, as explained above, establishing our new Vision and the consequent projects was delayed by the pandemic. In this section therefore we have reflected back on the progress made towards our previous Vision that the church would be **'bursting with life'**.

During 2021 the church was bursting with life as it met to worship online in the most creative ways: videos, stories, music teaching, children's talks and over the summer the All Age Sundaes which included weekly "Where's Wally?" featuring the indomitable Inspector Clueless. The services enabled the church community to stay connected and to support one another through the challenge of lockdowns and restrictions. Many members and volunteers were involved to make these things happen and gave their time willingly and generously. This served to hold people in their faith during a difficult time

As the church opened again we saw many new faces joining us on Sunday mornings in the building. Some of those had connected online and had found community and so came in person. We have had new families join us.

During lockdown the numbers of online views remained constant. When the building opened a small number began to gather weekly in person. That number had grown steadily and by the end of 2021 constituted between about a third and a half of those attending pre-lockdown. Online connections remained steady and reflected the difference between those in the building and those watching remotely.

CRAWLEY BAPTIST CHURCH

Trustees' Report

At the end of the year membership was similar to the end of 2020. We regularly review the membership and remove those who have left the church.

A new Life Group was established for young adults enabling them to connect and meet together to encourage and challenge each other. With changing jobs, work patterns and some moving away this came to a natural end during the year. Attendance in the other 20 Life Groups varied between groups as some people found Zoom challenging. Some could not meet at all because they couldn't make the technology work. Other groups thrived and found members attended far more regularly.

2021 was a tough year with many struggling from the lack of contact with others. The activities of the church enabled people to stay connected, to feel part of community and to know they were loved and cared for.

We had the privilege of baptising one of our young people just before he went back to university.

During the year, across all the activities for children from 0-11, we had regular contact with 147 children.

Over the year around 180 people from the church have regularly engaged in Life Groups, seeking to learn and grow together as they love and support each other in everyday life.

We supported more than 75 seniors during the year across the whole range of the SPOT ministry activities, many of whom live on their own and benefit from the company and the care they receive.

Regular church attendance was difficult to monitor but online presence remained constant throughout lockdown at around 250 and total attendance remained at that level post lockdown, with people present in the building and others online.

Stories:

Family Life: We will be living lives that are healthy, vibrant and mature.

To connect as the family of the church we built a tangible reminder that, even in the challenges of the pandemic we were in God's hands and that he is capable of bring beauty out of the ruins. Teaching through the book of Nehemiah where God's people rebuild the walls of Jerusalem, we built a wall of our own. Everyone was invited to decorate a tile and we built those tiles into a tile wall which now adorns a wall in the Rainbow Lunge. The oldest to youngest engaged and it has become a real encouragement to the community of the church: we are in this together, each unique but part of God's bigger and better story.

Community Life: Crawley Baptist Church will be a magnetic, innovative and welcoming community centre.

Since the church building was closed of much of the year and people couldn't come to us, we went to them. And we joined with the local fish and chip shop to do it, taking fish and chip meals to the Dyers Alms houses which the residents loved!

Everyday Life: We will be seeing the extraordinary in the ordinary as we live fruitful lives in all the places we go.

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Trustees' Report

Volunteers stepped up to the plate during lockdowns cooking meals, doing shopping, collecting prescriptions, holding tea in the garden, making and sending cards, send out the weekly treasure (newsletters, cards and the Minister's sermon), walks and talks, treasure hunts and a daily prayer meeting to name a few.

Plans for future periods

When planning the year, the Trustees considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement for religion. We seek to provide a public benefit by reaching as many in the community as we can and to help them through:

- Regular services of worship with teaching and prayer
- Provision of pastoral care and practical support
- Explaining the Christian faith and providing opportunities for people to become followers of Jesus Christ.

In order to facilitate all this work, it is important to maintain the fabric of the premises.

We will continue to pursue our purposes: to declare God's praise, to develop Christian disciples, and to demonstrate Christian love. Our vision is that by 2025 Crawley Baptist Church will love without limits.

Financial review

All cash balances are held with the Baptist Union Corporation in an interest earning deposit account. When the Church committed to the rebuilding project it set up the double tithe in support of the External Tithe Fund (support to outside organisations) and The Evangelism, Outreach and Mission Fund (support for these activities from within the Church). Whilst the External Tithe Fund was distributed as received, the Evangelism, Outreach and Mission Fund was allowed to accumulate and has been used over the interim years. This Fund now stands at £20,061. Half of the costs of increasing the hours of the Children's and Family Worker and employing a 'Teacher' have been met from this fund over this year. While we no longer employ a 'Teacher', 25% of the costs of increasing the hours of the Children's and Family Worker will be met from this fund in 2022.

Revenue income amounted to £366,490 (£383,578) and comprised General Offerings, miscellaneous donations, tax refund on Gift Aid, interest received, government grants and income from use of premises. (The income figure for 2020 included a one-off transfer of monies held for use by different ministries in the church. This income was placed into three new designated funds - Mission Fund, Specified Ministries, Rainbow Lounge - as shown in note 14 to 2020 Accounts. The balance in these new funds totalled £27,236 on 31st December 2020).

Revenue expenditure amounted to £371,509 (£358,835).

All debtors are considered good for the full amount owing; all obligations have been met and will continue to be met as they fall due.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Policy on reserves

Crawley Baptist Church holds reserves in order to continue our operations in the face of future shortfalls in income or unexpected expenses. We have considered the financial risks we face and our policy is to hold £32,500 as free reserves.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that 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, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The Trustees 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.

The annual report was approved by the Trustees of the charity on 22 September 2022 and signed on its behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

Independent Examiner's Report to the Trustees of Crawley Baptist Church

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages 16 to 29.

Respective responsibilities of Trustees and examiner

As the charity's Trustees of Crawley Baptist Church 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 Crawley Baptist Church'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 Crawley Baptist Church'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 Chartered Institute of Management Accountants, 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 Crawley Baptist Church 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 accounting 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.

.....
G W Schulz ACMA

Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

22 September 2022

CRAWLEY BAPTIST CHURCH

Statement of Financial Activities for the Year Ended 31 December 2021

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies	2	353,570	6,380	359,950	374,475
Charitable activities	3	6,267	-	6,267	8,643
Investment income	4	273	-	273	460
Total income		<u>360,110</u>	<u>6,380</u>	<u>366,490</u>	<u>383,578</u>
Expenditure on:					
Charitable activities	5	<u>358,681</u>	<u>12,828</u>	<u>371,509</u>	<u>358,835</u>
Total expenditure		<u>358,681</u>	<u>12,828</u>	<u>371,509</u>	<u>358,835</u>
Net income/(expenditure)		1,429	(6,448)	(5,019)	24,743
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes		<u>6,081</u>	<u>-</u>	<u>6,081</u>	<u>18,258</u>
Net movement in funds		7,510	(6,448)	1,062	43,001
Reconciliation of funds					
Total funds brought forward		<u>119,930</u>	<u>2,687,661</u>	<u>2,807,591</u>	<u>2,764,590</u>
Total funds carried forward	13	<u>127,440</u>	<u>2,681,213</u>	<u>2,808,653</u>	<u>2,807,591</u>

The notes on pages 18 to 29 form an integral part of these financial statements.

CRAWLEY BAPTIST CHURCH

Balance Sheet as at 31 December 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	9	2,653,600	2,653,600
Current assets			
Debtors	10	5,498	7,018
Cash at bank and in hand		<u>177,853</u>	<u>198,444</u>
		183,351	205,462
Creditors: Amounts falling due within one year	11	<u>(9,970)</u>	<u>(27,353)</u>
Net current assets		<u>173,381</u>	<u>178,109</u>
Total assets less current liabilities		2,826,981	2,831,709
Creditors: Amounts falling due after more than one year		<u>(18,328)</u>	<u>(24,118)</u>
Net assets		<u><u>2,808,653</u></u>	<u><u>2,807,591</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		2,681,213	2,687,661
Unrestricted income funds			
Unrestricted funds		<u>127,440</u>	<u>119,930</u>
Total funds	13	<u><u>2,808,653</u></u>	<u><u>2,807,591</u></u>

The financial statements on pages 16 to 29 were approved by the Trustees, and authorised for issue on 22 September 2022 and signed on their behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Crawley Baptist Church meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Gift aid

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Tangible fixed assets

Freehold property owned by the charity is included in the financial statements at its historical deemed cost and depreciated by writing off the difference between the cost and estimated residual value over its useful economic life. The useful economic life of the property is so long and the residual value so high that any depreciation would not be material.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

Depreciation and amortisation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Asset class	Depreciation method and rate
Freehold property	not material

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Fund structure

Unrestricted income funds are general funds that are available for use at the Trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2 Income from donations and legacies

	Unrestricted funds		Restricted funds	Total 2021	Total 2020
	Designated	General			
	£	£	£	£	£
Donations and legacies;					
Donations	39,395	253,920	6,380	299,695	305,738
Gift aid reclaimed	-	55,809	-	55,809	54,597
Grants, including capital grants;					
Government grants	-	4,446	-	4,446	14,140
	<u>39,395</u>	<u>314,175</u>	<u>6,380</u>	<u>359,950</u>	<u>374,475</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

3 Income from charitable activities

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Use of premises	<u>6,267</u>	<u>6,267</u>	<u>8,643</u>

4 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>273</u>	<u>273</u>	<u>460</u>

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
Mission costs		-	1,856	-	1,856	1,957
Ministry costs		28,091	14,243	1,044	43,378	39,383
Church premises costs		20,259	46,974	-	67,233	33,190
Manse costs		-	5,276	-	5,276	3,577
Administrative support		-	15,451	-	15,451	17,729
Independent examination		-	1,620	-	1,620	1,620
Grant funding of activities	6	-	48,650	5,350	54,000	64,710
Staff costs	8	-	176,261	6,434	182,695	196,669
		<u>48,350</u>	<u>310,331</u>	<u>12,828</u>	<u>371,509</u>	<u>358,835</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

6 Grant-making

Analysis of grants

	Grants to institutions		Grants to individuals	
	2021	2020	2021	2020
	£	£	£	£
Mission grants	<u>52,000</u>	<u>63,130</u>	<u>2,000</u>	<u>1,580</u>

7 Trustees remuneration and expenses

During the year, 4 Trustees received remuneration of £95,305 (2020 - 4 Trustees received £92,160).

During the year, 4 Trustees received benefits in kind in the form of pension contributions of £16,253 (2020 - £15,746).

During the year, 3 Trustees received reimbursement of expenses of £2,391 (2020 - 3 Trustees received £3,370).

8 Staff costs

The aggregate payroll costs were as follows:

	2021	2020
	£	£
Staff costs during the year were:		
Wages and salaries	145,206	161,408
Social security costs	7,729	8,786
Pension costs	26,552	26,475
Redundancy	<u>3,208</u>	<u>-</u>
	<u>182,695</u>	<u>196,669</u>

The number of persons (including senior management team) employed by the charity during the year was as follows:

	2021	2020
	No	No
Employees	<u>8</u>	<u>9</u>

No employee received emoluments of more than £60,000 during the year

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

Paid Staff

Senior Minister: Ian Phillips
Children and Families: Mrs. Denise Beer
Financial Assistant: Mrs. Lesley King
Music and Worship: Mrs. Marian Hayden
Children and Youth: Mrs. Sue Lindridge
Premises Manager: Mrs Clare Sage
Pastoral Care: Mrs. Sandra Warner
Teacher: Rev. Chris Young (until April 2021)

Volunteer Staff

Financial Assistant: Mr. Steve Pidgeon

Note: the following Paid Staff are also Trustees under the Constitution adopted by the church in July 2009:

Senior Minister: Rev Ian Phillips
Pastoral Care: Mrs. Sandra Warner
Children and Youth: Mrs. Sue Lindridge
Music and Worship: Mrs. Marian Hayden

9 Tangible fixed assets

	Land and buildings £	Total £
Cost		
At 1 January 2021	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2021	2,653,600	2,653,600
Depreciation		
At 31 December 2021	<u>-</u>	<u>-</u>
Net book value		
At 31 December 2021	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2020	<u>2,653,600</u>	<u>2,653,600</u>

The charity owns and utilises the church premises at Crabtree Road, West Green, Crawley, RH11 7HJ which have been included in the financial statements in accordance with the new accounting framework at the insurance value of £2,431,222. The church manse at 27 Crabtree Road, West Green, Crawley, RH11 7HL, occupied by the senior minister, has also been included at its insurance value of £222,378.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

10 Debtors

	2021	2020
	£	£
Accrued income	4,435	4,172
Other debtors	<u>1,063</u>	<u>2,846</u>
	<u>5,498</u>	<u>7,018</u>

11 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	2,578	2,650
Other creditors	5,072	4,998
Accruals	<u>2,320</u>	<u>19,705</u>
	<u>9,970</u>	<u>27,353</u>

12 Pension commitments

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

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

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. (Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.) 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.

Actuarial valuation as at 31 December 2019

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

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

The key assumptions underlying the valuation were as follows:

Type of financial assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (RPI)	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

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

* 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.

Recovery Plan

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

Under the current Recovery Plan dated 30 September 2020, deficiency contributions are payable until 30 June 2026. These contributions are broadly based on the employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules. However, the Trustee and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 and 31 December 2020.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

13 Funds

Current year

	Balance at 1 January 2021 £	Incoming Resources resources £	expended £	Transfers £	Other recognised gains/ (losses) £	Balance at 31 December 2021 £
Unrestricted funds						
<i>General</i>						
General Funds	21,838	320,715	(310,331)	(1,133)	6,081	37,170
<i>Designated</i>						
Gift Day Fund	65,613	-	(20,259)	1,133	-	46,487
Memorial Fund	5,243	20,000	(5,244)	-	-	19,999
Mission Fund	19,136	12	-	-	-	19,148
Specified Ministries	6,374	16,799	(20,238)	-	-	2,935
Rainbow Lounge	<u>1,726</u>	<u>2,584</u>	<u>(2,609)</u>	<u>-</u>	<u>-</u>	<u>1,701</u>
	<u>98,092</u>	<u>39,395</u>	<u>(48,350)</u>	<u>1,133</u>	<u>-</u>	<u>90,270</u>
Total unrestricted funds	<u>119,930</u>	<u>360,110</u>	<u>(358,681)</u>	<u>-</u>	<u>6,081</u>	<u>127,440</u>
Restricted funds						
Koinonia Fund	7,566	1,030	(1,044)	-	-	7,552
Evangelism Outreach & Mission Fund	26,495	-	(6,434)	-	-	20,061
Easter Team Fund	-	415	(415)	-	-	-
Other Specific Charities	-	4,935	(4,935)	-	-	-
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,687,661</u>	<u>6,380</u>	<u>(12,828)</u>	<u>-</u>	<u>-</u>	<u>2,681,213</u>
Total funds	<u>2,807,591</u>	<u>366,490</u>	<u>(371,509)</u>	<u>-</u>	<u>6,081</u>	<u>2,808,653</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

Prior year

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 December 2020 £
Unrestricted funds					
General					
General Funds	1,964	325,641	(324,025)	18,258	21,838
Designated					
Gift Day Fund	63,200	2,413	-	-	65,613
Memorial Fund	463	6,600	(1,820)	-	5,243
Mission Fund	-	33,074	(13,938)	-	19,136
Specified Ministries	-	10,764	(4,390)	-	6,374
Rainbow Lounge	-	4,986	(3,260)	-	1,726
	<u>63,663</u>	<u>57,837</u>	<u>(23,408)</u>	<u>-</u>	<u>98,092</u>
Total unrestricted funds	<u>65,627</u>	<u>383,478</u>	<u>(347,433)</u>	<u>18,258</u>	<u>119,930</u>
Restricted funds					
Koinonia Fund	8,861	100	(1,395)	-	7,566
Evangelism Outreach & Mission Fund	36,502	-	(10,007)	-	26,495
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,698,963</u>	<u>100</u>	<u>(11,402)</u>	<u>-</u>	<u>2,687,661</u>
Total funds	<u>2,764,590</u>	<u>383,578</u>	<u>(358,835)</u>	<u>18,258</u>	<u>2,807,591</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2021

14 Analysis of net assets between funds

Current year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2021
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	65,467	90,271	27,613	183,351
Current liabilities	(9,971)	-	-	(9,971)
Creditors over 1 year	(18,328)	-	-	(18,328)
Total net assets	<u>37,168</u>	<u>90,271</u>	<u>2,681,213</u>	<u>2,808,652</u>

Prior year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2020
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	72,826	98,575	34,061	205,462
Current liabilities	(27,352)	-	-	(27,352)
Creditors over 1 year	(24,118)	-	-	(24,118)
Total net assets	<u>21,356</u>	<u>98,575</u>	<u>2,687,661</u>	<u>2,807,592</u>

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

The Risk Management Report was not reviewed at the end of 2021 but will be before the next annual report.

<u>Finance</u>		
Potential risk	Potential impact	Steps to mitigate risk
Revenue income does not increase at the rate required to sustain the increase in budgeted expenditure.	Cut back on revenue expenditure thus reducing overall outreach and impact.	Monthly financial reports to the Deacons showing actual income compared with projections. Bi-monthly reporting to Church Members to indicate need to increase giving. Encourage members and regular attendees to reassess their giving on a regular basis (e.g., annually at beginning of each year)
Unexpected expenditure of General Fund.	Reduced revenue expenditure thus reducing overall outreach and impact.	Maintain a reserve of £32,500 in the General Fund. This amount is to be determined by the Finance Team and recommended to the Deacons following a reasonable "stress test" in accordance with the agreed policy.
Loss of key personnel/data with specialist knowledge of financial support systems.	Loss of all financial management and control.	All data backed-up using NAS (Network Attached Storage) drive. Additional system operator trained.
Being the victim of fraud	Loss of capital/ reputational damage	Management assessment of fraud Processes for identifying and responding to fraud / key policies Reviewed and updated processes in light of Covid restrictions and remote working Communication to those charged with governance and employees around instances of actual / alleged / suspected fraud or misuse of funds Serious incidents reported to Charity Commission

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Personnel</u>		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Staff and other key personnel, e.g., through relocation, promotion, retirement, ill health or burn out.	Loss of direction and/or control of key areas of Church life. Additional pressure on remaining staff. Reduction in the Church's activities.	Risk reduced as far as practical by devolving responsibilities amongst teams led by staff and other key personnel. Sharing responsibilities through regular staff and team meetings. Encouraging open channels of communication with Deacons. Review job descriptions and procedures for regular appraisal, review and development, including succession planning. Annual budget review of staff remuneration package. Appropriate policies in place

<u>Data Security</u>		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Data/Records/Work from laptops due to theft, loss, damage, or breakdown	Loss of critical information	Server is available for staff to back up sensitive data Availability of this at home during remote learning to be reviewed as part of data protection review
Data breach or loss of data	Heavy financial penalties or prosecution. Reputational damage Safe-guarding breach	Review of GDPR in progress with aim for updated policy and training to be performed by end of 2021 Data protection policy in place Data handling processes in place

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Activities</u>		
Potential risk	Potential impact	Steps to mitigate risk
Child abuse allegations made against an individual or individuals as part of CYM or other Church organisations working with children.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the Church. Adverse public reaction towards the Church. Damage to the children, parents and families resulting in a decline of young people in the Church. Damage and loss of confidence by and in Children and Youth Ministry leaders affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with children.
Allegations made against an individual or individuals as part of a Church organisation working with vulnerable adults.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the Church. Adverse public reaction towards the Church. Damage and loss of confidence by and in the work with vulnerable adults affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy for Vulnerable Adults implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with vulnerable adults.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Activities</u>		
Potential risk	Potential impact	Steps to mitigate risk
Abuse by member of the public or accident otherwise incurred causing harm/damage to other people, staff or premises.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church. Adverse public reaction towards the Church.	Appropriate/relevant insurance cover held relating to the premises. Stewards appointed and staff aware of need for vigilance and support and building security procedures.
Allegations made against staff, pastoral and counselling workers and other leaders.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church Adverse public reaction towards Crawley Baptist Church and/or legal claims against individuals and/or Crawley Baptist Church.	Insurance protection held through the Baptist Union Minister's Insurance, subject to regular review. Additional insurance cover held through the Association of Christian Counsellors. Adherence to established good practice.
Trustees make unintentional mistakes and/or bring the Church into disrepute through their actions.	Possible legal action against the Charity.	Greater training of Trustees in respect of their legal duties. Appropriate Trustee insurance cover in place.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Premises		
Potential risk	Potential impact	Steps to mitigate risk
Inadequate Health & Safety procedures and measures.	Claims from staff and/or voluntary staff due to actual or potential accidents occurring. Adverse inspection from H&S officials resulting in legal action being taken against the Trustees. Deficiencies in Health and Safety provisions prevent the use of the premises, resulting in curtailment of the Church's activities. Overheating in sanctuary causing illness. Adequate ventilation (natural or mechanical) required to obtain cross flow of air. <i>(comment for consideration:) This is particularly important until COVID19 is eradicated as this virus thrives on poor ventilation)</i>	Ongoing training arranged in H&S, first aid, fire safety and food hygiene procedures, and personnel appointed in key areas. H&S Policy approved and implemented. Risk Assessments carried out, implemented and under regular review. Ensure appropriate ventilation. Ensure that air conditioning is switched on as necessary (where fitted). Ensure that windows are open where required.
Premises left unlocked when unattended.	Unauthorised access, possible theft and/or damage.	All Key Holders and leaders are briefed on security and lock-up procedures. Car park gates are normally closed and secured when there is no one in the building.
Loss of external door keys.	Unauthorised access, possible theft and/or damage.	Intruder alarm system is normally set when no one is in the building.
Unauthorised parking in the car park.	Restricted/limited use by authorised users.	Car park gates are normally closed and secured when there is no one in the building.
Intruder	Theft of equipment or resources.	CCTV installed and in use 24 hours.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

Premises		
Potential risk	Potential impact	Steps to mitigate risk
Outside user groups using the premises unattended.	Misuse of premises Emergency during use	Appropriate checks with groups Appropriate training in procedures for fire and first aid in place.
Lack of / or insufficient insurance held by CBC	Insufficient / no cover if anything happens to any leader or volunteer, anybody using the premises, anybody on external activities.	Trustees to ensure that the appropriate insurance is maintained
Lack of / or insufficient insurance held by Contractors/external users when working on/using the premises	CBC Trustees prosecuted if something happens to the contractor, other users, staff or property, etc.	Premises Manager or other approved person confirms that Contractors hold correct or adequate insurance to comply with at least the appropriate laws plus our requirements.
Outbreak of COVID-19 amongst staff, volunteers or other building users.	COVID-19 virus caught by staff or volunteers or other building users resulting in illness of various degrees from minor illness through serious illness, disability or even death.	Ensure that premises are covid safe by following HM Government Regulations and Guidance, Baptists Together Guidance (updated as HM Government Regulations and Guidance are updated), HSE Guidance, and other Guidance, Regulations and requirements from other organisations. Completing and regularly reviewing/revision as appropriate the following risk assessment and processes: • Baptists Together Covid Coronavirus Risk Assessment for Opening Baptist Churches • Reoccupation checklist • Pre-event checklist • Cleaning checklist • CBC COVID -19 Guidance to Internal Users of the Church Premises • CBC COVID-19: Guidance to External Users of the Church Premises

CRAWLEY BAPTIST CHURCH

England & Wales - Charity number 1134616

Accounts

Annual Report and Financial Statements
for the Year Ended 31 December 2020

Crawley Baptist Church

Charity registration number: 1134616

Independent Examiners Ltd
2 Broadbridge Business Centre
Delling Lane
Bosham
Chichester
West Sussex
PO18 8NF

CRAWLEY BAPTIST CHURCH

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CRAWLEY BAPTIST CHURCH

Reference and Administrative Details

Trustees

Rev Ian Phillips, Senior Minister
Mr Ade Aderounmu, Deacon
Mr Graham Durrant, Church Secretary
Mr Graham Poole, Deacon
Mr Ian Larkham, Deacon
Mr Alan Michell, Deacon (resigned 26 November 2020)
Mrs Sandra Warner, Minister, Pastoral Care
Mrs Sue Lindridge, Minister, Children and Youth
Mrs Marion Hayden, Minister, Music and Worship
Mr Paul Stewart, Deacon
Mrs Sharon Golightly (appointed 26 November 2020)
Mr Graham Piper

Principal Office

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Crawley
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RH11 7HJ

Charity Registration Number

1134616

Independent Examiner

Independent Examiners Ltd
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CRAWLEY BAPTIST CHURCH

Trustees' Report

The Trustees present the annual report together with the financial statements of the charity for the year ended 31 December 2020.

Structure, governance and management

Crawley Baptist Church is governed by its constitution following the Approved Governing Document provided by the Baptist Union (adopted July 2009). This constitution was submitted to the Charity Commission along with our formal application for independent Charity Registration. The constitution defines the trustees of Crawley Baptist Church as the Minister, Deacons, Secretary, Treasurer and those employed staff who by the nature of their role work together with the Minister and the Deacons in the overall leadership of the Church. The Church received Charity Status from the Charity Commission in early 2010.

1. The Qualifications of a Deacon:

- A Deacon should be a person:
 - I. Of mature faith
 - II. Filled with the Holy Spirit
 - III. Who supports to the full the worship and witness of the church
 - IV. Who supports a life group as fully as they are able
 - V. Able to work in harmony with the Minister and Fellow Deacons
- A Deacon is a person appointed by the church, under the guidance of the Holy Spirit, to share in the spiritual leadership, oversight and administration of the church.
- A Deacon is a member of 18 years or over and a member not less than six months.

2. The Election of a Deacon

- Deacons are elected at the AGM and require over 50% of the vote cast.
- They serve for a three-year term.

3. The Responsibility of a Deacon

- Deacons meet on the first Thursday of every month, at least one away day and one weekend away for business, training and development.

Induction and training of the responsibility of Trustees is done on an informal basis as they are nominated for election. They are made aware of the role and responsibilities and relevant information is passed to them as and when it is received either at the regular monthly meeting or on training or planning days.

Risk management report

Under the Statement of Recommended Practice (SORP (FRS 102) effective 1 January 2019) regulations it is recommended that the Deacons, as Trustees, complete an ongoing Risk Management review. The Deacons have undertaken this review during the year in order to identify and manage the principal risks that may deter Crawley Baptist Church from achieving its main objectives. A copy of the latest review as at 31st December 2020 is included as Appendix A.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Objectives and activities

Policies and objectives

Crawley Baptist Church's Purpose is to:

- Declare God's Praise
- Develop Christian Disciples
- Demonstrate Christian Love

As a GOSPEL People the church's values are:

Grace We will be motivated by God's free gift of love in all that we do.

One Another We will be real as we care for one another and work together.

Servant Hearts We will serve those in the local community and beyond with integrity and love.

People We will share the Good News of Jesus with anyone who does not know him.

Equipped We will identify, develop and use our God given gifts.

Lifestyle We will be good stewards of our time, talents and possessions.

The church's Vision Statement is that:

By 2020 Crawley Baptist Church will be bursting with life!

The church is committed to enabling as many people as possible to join in its services of worship and its activities and to become part of the church community. The Trustees maintain an overview of all the activities of the church and are constantly monitoring them in order to make any changes necessary in order to involve as wide a group of people as possible.

When planning the year, the Trustees have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement for religion. We try to help people in the community live out their faith by:

- Regular services of worship with teaching and prayer
- Provision of pastoral care
- Missionary work and outreach to the community

In order to facilitate this work, it is important to maintain the fabric of the premises.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Achievements and performance

Review of activities

The "Thrusts 2020" (Appendix B), provided our aims and objectives for the year. During the year we have been working towards the vision set for 2020. In working towards these the church has focused on living out its faith in the community of the church and in the wider community. This has resulted in greater links with the community and a deepening of faith. We have had several new people joining the church for worship. During the year we had a number of funerals for those who had been very much part of the church community.

Regular services of worship at the start of the year

The Church offers a range of services:

- Sunday morning with teaching and prayer: 9.15am and 11.15am
- Sunday evening for prayer and reflection: 6.30pm in the Rainbow Lounge
- All Age services: one service each month at 10.30am
- Mission oriented services
- Funeral and Wedding services
- Monthly Joint Ecumenical Service at 7pm (1st Sunday)
- Mid-Week Church: fortnightly at 10.30am

Other services:

- A Carol Service was held again in 2020 on Sunday 20th December.
- Midnight communion on Christmas Eve and a Christmas day celebration
- Easter services on Maundy Thursday and Good Friday
- Church Anniversary Re-commitment Service in September
- The CYM (Children and Youth Ministry) Team hold a Christmas Nativity play each year on Christmas Eve.
- Sunday evening services were held to support people in different spheres of work:
 - Business
 - Education
 - Public Service
- Coffee and Conversation: a discussion opportunity on current issues

Prior to lockdown regular morning services all have provision for children's and youth ministry where all ages are welcomed and catered for. During the week across a range of activities up to 185 children (up to 11 years) and 43 young people (12 to 18 years) attend at least one activity.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Membership

Membership of the Church was 216 at the end of the year. The Deacons want to keep an accurate record of those who are actively fulfilling the requirements of membership. New people had asked to become members while others had either ceased to attend, or had moved out of the area or in one or two cases had died.

Pastoral Care

In its broadest sense, Pastoral Care encompasses everything the church does and includes both the internal activities for the members and attendees and everything that involves the community and those outside of the church, including the use of the church premises.

Prior to lockdown the church premises were used by a number of external organisations during the year to help different sections of the local community. In an average week some 1,200 people will come through the building for the various activities.

The premises were used by all the following external community groups during the early part of 2020. Some of those were regular weekly users, some regular users but less than weekly, and some occasional users.

- Alzheimer's: Carers Support, Forward Thinking, De Café
- Blind Veterans – Lunch
- CAP (Christians against poverty) Life Skills training course
- Carers Support West Sussex
- Easter Team AGM
- Jigsaw – Bereavement charity
- Minister's Fraternal
- NHS Blood Transfusion Service
- NHS Integrated Response Team – helping to train those working in care homes
- O3W – Outreach 3 Way, Help those with physical and mental disadvantages.
- Phoenix Choir – concert
- Pilates
- Ramblers AGM
- SayAphasia – support group with those suffering the effects of a stroke
- Scrapbooking
- Sussex Oakleaf – relaxation classes, creative writing, art & Jewellery making/mental health support
- U3A (University of the 3rd Age) – Maj Jong
- Youth Hub Meetings

As well as external groups there are internal church groups who regularly use the premises for the benefit of the community both inside and outside the church:

CRAWLEY BAPTIST CHURCH

Trustees' Report

- **Parent and Toddlers:** on Tuesday and Wednesday mornings. There are a steady number of families represented at present.
- **Holly Hedgehog Pre-School** use the premises on Mondays, Thursday and Friday and up to 16 children from the local community attend.
- **Pilgrims, Friendship Club, "T" Set** and the **Craft Afternoon** all cater for senior members of the community on different Tuesday afternoons in the month. A variety of activities are held, some spiritual in nature, others practical and others for fun!
- **5th Tuesday:** when there is a 5th Tuesday in the month an outing is arranged e.g., a visit to garden centre. This is open to those from the church and those from the community.
- **The Listening Ear Team** supports those unable to get to church and those who are unwell and regularly meets to discuss who needs help and support. Volunteers and Staff make visits as and when necessary.
- **The Rainbow Lounge Coffee Shop** provides refreshments and light lunches on a Wednesday and Thursday from mid-morning until early afternoon and attracts many people using the premises as well as those from the community.

Other groups include:

- Body Talk (Church Meeting)
- Children and Youth Ministry (CYM) POD
- CYM Team Training
- Deacon's Meetings
- Endless Song
- Family Ministry Team
- Family Ministry Events
- Finance Team Meetings
- Life Group meetings
- Life Group Leader's Training
- Men's Prayer Breakfast
- Morning Prayer
- One Voice Community Choir
- PUSH Prayer Group
- Re:allsorts Youth Group weekly meeting
- Seniors' Conference
- Staff Meetings
- Worship Team
- Youth Life Group
- Youth Sleepover

CRAWLEY BAPTIST CHURCH

Trustees' Report

Mission and Outreach

Mission:

Through its Mission Team the church has supported individuals and mission organisations throughout the world during the year. The Church continues to support mission work:

- Mozambique: The church continued its commitment through the BMS World Mission to support a family in Mozambique.
- Romania: The church continued to partner with Deo Gloria church in Hunedoara and provided a week's hospitality and encouragement to a leadership team from Deo Gloria.
- The church supported individuals to go on a mission trip to Kenya
- The Easter Team: A local charity which supports members of the community in crisis.
- Samaritan's Purse Shoe Box Appeal: the church acts a dropping off point for those donating shoe boxes for the Samaritan's Purse Appeal.
- A Life Group regularly supports the Easter Team by sorting and packing foodstuffs.
- Baptist Home Mission: Resourcing UK Baptist churches to serve their local communities
- The Lighthouse Project Crawley: Serving local schools with assemblies and lunch clubs educating on the Christian faith
- CAP: Christians Against Poverty running debt advice and Life Skills courses

The Senior Minister meets regularly with other Ministers in the town to share together and to talk about how best the wider community can be served.

Outreach:

The Rainbow Lounge is open on Wednesday and Thursday lunchtimes for anyone who wants to come in and enjoy a cup of coffee and a light lunch. Many parents from the Parent and Toddlers group make use of it on Wednesday lunchtime when it is often full, and on a Thursday it serves those who attend mid-week church. It provides a place for people to meet and chat and an easy way for people to see the church and find out what it's about.

POD is the after school club run at the Church for years 1 to 5. Every Tuesday evening up to 25 children attend and they hear the Christian story and enjoy a range of activities.

Football Club is run every Monday evening at Oriel School in Maidenbower on the all-weather pitches from 7pm-8pm. This is primarily for adults and between 15 and 25 people regularly attend.

CRAWLEY BAPTIST CHURCH

Trustees' Report

Kids Matter Parenting Courses: Run in partnership with the local primary school these are parenting courses for parents finding parenting really challenging. They offer a safe place for parents to talk about family life and parenting challenges. Three Kids Matter courses working with 11 families have been run to help them build strong families and help kids to do their best in life. We have seen change, new friendships and some connecting with each other and church families through Family Ministry events.

Family Ministry

Various Family Ministry fun days have been held, picnics, fun games days and movie nights with hot dogs and ice cream. These were for church families alongside families from the community

CAP Life Skills Courses: The church stepped up its role as a CAP partnering church by running a Life Skills course, based at the church. These courses offer skills to those finding it hard to make life work and to introduce them to the Christian faith and the church community.

Examples of the Vision coming to life in the church for the community over the last five years:

Go & Do Life Groups!

Life Groups are small groups of people who "do life" together. They have been getting involved in various community projects including collecting food and packing it on a regular basis for the Easter Team to enable them to distribute it to those who need it. One group has established a chaplaincy service at the local YMCA hostel.

One Voice Community Choir

One Voice Community Choir has been running since January 2018 and now has 60 members with many from outside of CBC. It is great that some of these have been part of our Christmas choir and have joined us in other events.

Endless Song

Endless Song has been running since 2017 and is a key Ancient Path underpinning what we do in church life, as we join together for worship.

Welcome Team

We have grown and encouraged the Welcome Team, preparing Welcome Bags, organising Big Eat meals to welcome newcomers and encouraging everyone in the Church to welcome people.

CRAWLEY BAPTIST CHURCH

Trustees' Report

2020 and COVID-19

On the 23rd March 2020 the UK went into a national lockdown. Churches were closed and activities had to cease. While this meant many of the activities of the church and most of the external users stopped using the premises, the church continued to run some meetings via Zoom:

- Sunday Morning Worship: Live Streamed Service
- CYM groups
- Deacon's Meetings
- Church Meetings
- Life Group Leader's Meetings
- Staff Meetings
- Women's Ministry Meetings
- Finance Meetings
- Life Group Meetings
- The National Blood Service used the building regularly

When the restrictions were lifted the church was able to hold:

- CAP Life Skills Course
- Care Home Worker Training

During this time the church worked hard to connect with both the members, congregation and those outside the church community in the following ways:

- Weekly newsletters to Life Group Leaders
- Minister's Blog
- Regular mailing to 100 adults with limited access to technology, including: newsletters from the Minister and Minister for Pastoral Care and Counselling; Bible study notes; copy of the weekly Sunday message
- Sunday Specials: meals delivered to homes
- CYM Team meetings
- Regular emails and Newsletter to Young people and families
- Goody bags and resources for children, young people and families
- Regular phone calls and messages to families

The Deacons and Leaders chose not to open the building for Worship when restrictions were eased, however, we have invested in both equipment and skills to develop an effective online presence. Our live streamed services have attracted attendees not previously attached to the church both locally and further afield. It is our intention to continue live streaming once we are able to recommence physical services.

To protect the churches financial position the trustees took the decision to furlough a number of members of staff, particularly associated with the running of the premises.

CRAWLEY BAPTIST CHURCH

Trustees' Report

During the year our Operations Manager sadly died. This role was temporarily filled by volunteers and other members of staff, however, towards the end of 2020 the church restructured its staff team and appointed a new Premises Manager.

Plans for the future

Our plans for engaging in the process of Vision Building through 2020 were severely affected by the pandemic and effectively put on hold. We will engage with the process in 2021 in the following ways:

- The Deacons and Leaders will begin the process early in 2021:
- Inviting Life Groups to carry out a Vision casting process
- Deacons and Leaders to discern a Vision Statement from Life Groups information
- Deacons and Leaders to prepare Thrusts for 2021-22

The Thrusts for the Vision Statement will be launched in the summer of 2021:

- Vision Day: An All Age service when we launch the Thrusts (Summer 2021)

Next steps will be:

- Encourage Life Group Leaders to engage in the Vision building process
- Encourage members to be part of the Vision of the church through preaching on Sunday mornings (Autumn 2021)
- Encourage new "Life Groups" to form and existing ones to become welcoming to new people
- Encourage Life Groups to find a way to engage with the Vision

CRAWLEY BAPTIST CHURCH

Trustees' Report

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that 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, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The Trustees 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.

The annual report was approved by the Trustees of the charity on 30 September 2021 and signed on its behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

Independent Examiner's Report to the trustees of Crawley Baptist Church

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 December 2020 which are set out on pages 13 to 26.

Respective responsibilities of Trustees and examiner

As the charity's Trustees of Crawley Baptist Church 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 Crawley Baptist Church'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 Crawley Baptist Church'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 Chartered Institute of Management Accountants, 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 Crawley Baptist Church 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 accounting 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.

.....
G W Schulz ACMA

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30 September 2021

CRAWLEY BAPTIST CHURCH

Statement of Financial Activities for the Year Ended 31 December 2020

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Income and Endowments from:					
Donations and legacies	2	374,375	100	374,475	303,570
Charitable activities	3	8,643	-	8,643	14,772
Investment income	4	460	-	460	1,387
Total income		<u>383,478</u>	<u>100</u>	<u>383,578</u>	<u>319,729</u>
Expenditure on:					
Charitable activities	5	<u>347,433</u>	<u>11,402</u>	<u>358,835</u>	<u>338,779</u>
Total expenditure		<u>347,433</u>	<u>11,402</u>	<u>358,835</u>	<u>338,779</u>
Net income/(expenditure)		36,045	(11,302)	24,743	(19,050)
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes		<u>18,258</u>	<u>-</u>	<u>18,258</u>	<u>-</u>
Net movement in funds		54,303	(11,302)	43,001	(19,050)
Reconciliation of funds					
Total funds brought forward		<u>65,627</u>	<u>2,698,963</u>	<u>2,764,590</u>	<u>2,783,640</u>
Total funds carried forward	14	<u>119,930</u>	<u>2,687,661</u>	<u>2,807,591</u>	<u>2,764,590</u>

The notes on pages 15 to 26 form an integral part of these financial statements.

CRAWLEY BAPTIST CHURCH

Balance Sheet as at 31 December 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	9	2,653,600	2,653,600
Current assets			
Debtors	10	7,018	14,207
Cash at bank and in hand		<u>198,444</u>	<u>166,123</u>
		205,462	180,330
Creditors: Amounts falling due within one year	11	<u>(27,353)</u>	<u>(27,639)</u>
Net current assets		<u>178,109</u>	<u>152,691</u>
Total assets less current liabilities		2,831,709	2,806,291
Creditors: Amounts falling due after more than one year	12	<u>(24,118)</u>	<u>(41,701)</u>
Net assets		<u><u>2,807,591</u></u>	<u><u>2,764,590</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		2,687,661	2,698,963
Unrestricted income funds			
Unrestricted funds		<u>119,930</u>	<u>65,627</u>
Total funds	14	<u><u>2,807,591</u></u>	<u><u>2,764,590</u></u>

The financial statements on pages 13 to 26 were approved by the Trustees, and authorised for issue on 30 September 2021 and signed on their behalf by:

.....
Rev Ian Phillips
Trustee

.....
Mr Graham Durrant
Trustee

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Crawley Baptist Church meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Gift aid

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Tangible fixed assets

Freehold property owned by the charity is included in the financial statements at its historical deemed cost and depreciated by writing off the difference between the cost and estimated residual value over its useful economic life. The useful economic life of the property is so long and the residual value so high that any depreciation would not be material.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

Depreciation and amortisation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Asset class	Depreciation method and rate
Freehold property	not material

Trade debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Fund structure

Unrestricted income funds are general funds that are available for use at the Trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2 Income from donations and legacies

	Unrestricted funds		Restricted funds	Total 2020	Total 2019
	Designated	General			
	£	£	£	£	£
Donations and legacies;					
Donations	57,354	248,284	100	305,738	250,592
Gift aid reclaimed	483	54,114	-	54,597	52,978
Grants, including capital grants;					
Government grants	-	14,140	-	14,140	-
	<u>57,837</u>	<u>316,538</u>	<u>100</u>	<u>374,475</u>	<u>303,570</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

3 Income from charitable activities

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Use of premises	<u>8,643</u>	<u>8,643</u>	<u>14,772</u>

4 Investment income

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>460</u>	<u>460</u>	<u>1,387</u>

5 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2020 £	Total 2019 £
Mission costs		-	49,167	-	49,167	48,270
Ministry costs		23,408	14,580	1,395	39,383	18,109
Church premises costs		-	33,190	-	33,190	33,040
Manse costs		-	3,577	-	3,577	4,449
Administrative support		-	17,729	-	17,729	13,981
Independent examination		-	1,620	-	1,620	1,896
Grant funding of activities	6	-	17,500	-	17,500	8,975
Staff costs	8	-	186,662	10,007	196,669	210,059
		<u>23,408</u>	<u>324,025</u>	<u>11,402</u>	<u>358,835</u>	<u>338,779</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

6 Grant-making

Analysis of grants

	Grants to institutions	
	2020	2019
	£	£
Other missionary donations	<u>17,500</u>	<u>8,975</u>

7 Trustees remuneration and expenses

During the year, 4 Trustees received remuneration of £92,160 (2019 - 4 Trustees received £90,049).

During the year, 4 Trustees received benefits in kind in the form of pension contributions of £15,746 (2019 - £14,037).

During the year, 3 Trustees received reimbursement of expenses of £3,370 (2019 - 3 Trustees received £6,625).

8 Staff costs

The aggregate payroll costs were as follows:

	2020	2019
	£	£
Staff costs during the year were:		
Wages and salaries	161,408	175,098
Social security costs	8,786	10,336
Pension costs	<u>26,475</u>	<u>24,625</u>
	<u>196,669</u>	<u>210,059</u>

The number of persons (including senior management team) employed by the charity during the year was as follows:

	2020	2019
	No	No
Employees	<u>9</u>	<u>9</u>

No employee received emoluments of more than £60,000 during the year

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

Paid Staff

Pastoral Care: Mrs. Sandra Warner
Children and Youth: Mrs. Sue Lindridge
Children and Families: Mrs. Denise Beer
Music and Worship: Mrs. Marian Hayden
Operations Manager: Mr. Andrew Middleton
Reception Manager: Mrs. Clare Sage
Teacher: Rev. Chris Young
Financial Assistant: Mrs. Lesley King

Volunteer Staff

Financial Assistant: Mr. Steve Pidgeon

Note: the following Paid Staff are also Trustees under the Constitution adopted by the church in July 2009:

Pastoral Care: Mrs. Sandra Warner
Children and Youth: Mrs. Sue Lindridge
Music and Worship: Mrs. Marian Hayden

9 Tangible fixed assets

	Land and buildings £	Total £
Cost		
At 1 January 2020	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2020	2,653,600	2,653,600
Depreciation		
At 31 December 2020	<u>-</u>	<u>-</u>
Net book value		
At 31 December 2020	<u>2,653,600</u>	<u>2,653,600</u>
At 31 December 2019	<u>2,653,600</u>	<u>2,653,600</u>

The charity owns and utilises the church premises at Crabtree Road, West Green, Crawley, RH11 7HJ which have been included in the financial statements in accordance with the new accounting framework at the insurance value of £2,431,222. The church manse at 27 Crabtree Road, West Green, Crawley, RH11 7HL, occupied by the senior minister, has also been included at its insurance value of £222,378.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

10 Debtors

	2020 £	2019 £
Accrued income	4,172	12,673
Other debtors	2,846	1,534
	<u>7,018</u>	<u>14,207</u>

11 Creditors: amounts falling due within one year

	2020 £	2019 £
Other loans	-	1,000
Other taxation and social security	2,650	3,241
Other creditors	4,998	4,912
Accruals	19,705	18,486
	<u>27,353</u>	<u>27,639</u>

12 Creditors: amounts falling due after one year

	2020 £	2019 £
Baptist Union pension provision	<u>24,118</u>	<u>41,701</u>

13 Pension commitments

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

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

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. (Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.) 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.

Actuarial valuation as at 31 December 2019

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

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

The key assumptions underlying the valuation were as follows:

Type of financial assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (RPI)	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

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

* 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.

Recovery Plan

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

Under the current Recovery Plan dated 30 September 2020, deficiency contributions are payable until 30 June 2026. These contributions are broadly based on the employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules. However, the Trustee and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 and 31 December 2020.

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

14 Funds

Current year

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Other recognised gains/ (losses) £	Balance at 31 December 2020 £
Unrestricted funds					
General					
General Funds	1,964	325,641	(324,025)	18,258	21,838
Designated					
Gift Day Fund	63,200	2,413	-	-	65,613
Memorial Fund	463	6,600	(1,820)	-	5,243
Mission Fund	-	33,074	(13,938)	-	19,136
Specified Ministries	-	10,764	(4,390)	-	6,374
Rainbow Lounge	-	4,986	(3,260)	-	1,726
	<u>63,663</u>	<u>57,837</u>	<u>(23,408)</u>	<u>-</u>	<u>98,092</u>
Total unrestricted funds	<u>65,627</u>	<u>383,478</u>	<u>(347,433)</u>	<u>18,258</u>	<u>119,930</u>
Restricted funds					
Koinonia Fund	8,861	100	(1,395)	-	7,566
Evangelism Outreach & Mission Fund	36,502	-	(10,007)	-	26,495
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,698,963</u>	<u>100</u>	<u>(11,402)</u>	<u>-</u>	<u>2,687,661</u>
Total funds	<u>2,764,590</u>	<u>383,578</u>	<u>(358,835)</u>	<u>18,258</u>	<u>2,807,591</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

Prior year

	Balance at 1 January 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2019 £
Unrestricted funds					
<i>General</i>					
General Funds	(3,208)	310,674	(328,512)	23,010	1,964
<i>Designated</i>					
Gift Day Fund	67,152	-	-	(3,952)	63,200
Memorial Fund	463	-	-	-	463
	<u>67,615</u>	<u>-</u>	<u>-</u>	<u>(3,952)</u>	<u>63,663</u>
Total unrestricted funds	<u>64,407</u>	<u>310,674</u>	<u>(328,512)</u>	<u>19,058</u>	<u>65,627</u>
Restricted funds					
Koinonia Fund	10,073	80	(1,292)	-	8,861
Evangelism Outreach & Mission Fund	55,560	-	-	(19,058)	36,502
Easter Team Fund	-	1,961	(1,961)	-	-
Other Specific Charities	-	7,014	(7,014)	-	-
Building fund	<u>2,653,600</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,653,600</u>
	<u>2,719,233</u>	<u>9,055</u>	<u>(10,267)</u>	<u>(19,058)</u>	<u>2,698,963</u>
Total funds	<u>2,783,640</u>	<u>319,729</u>	<u>(338,779)</u>	<u>-</u>	<u>2,764,590</u>

CRAWLEY BAPTIST CHURCH

Notes to the Financial Statements for the Year Ended 31 December 2020

15 Analysis of net assets between funds

Current year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2020
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	72,826	98,575	34,061	205,462
Current liabilities	(27,352)	-	-	(27,352)
Creditors over 1 year	(24,118)	-	-	(24,118)
Total net assets	<u>21,356</u>	<u>98,575</u>	<u>2,687,661</u>	<u>2,807,592</u>

Prior year

	Unrestricted funds		Restricted funds	Total funds at 31 December 2019
	General	Designated		
	£	£	£	£
Tangible fixed assets	-	-	2,653,600	2,653,600
Current assets	71,304	63,663	45,363	180,330
Current liabilities	(27,639)	-	-	(27,639)
Creditors over 1 year	(41,701)	-	-	(41,701)
Total net assets	<u>1,964</u>	<u>63,663</u>	<u>2,698,963</u>	<u>2,764,590</u>

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Finance</u>		
Potential risk	Potential impact	Steps to mitigate risk
Revenue income does not increase at the rate required to sustain the increase in budgeted expenditure.	Cut back on revenue expenditure thus reducing overall outreach and impact.	Monthly financial reports to the Deacons showing actual income compared with projections. Bi-monthly reporting to Church Members to indicate need to increase giving. Encourage members and regular attendees to reassess their giving on a regular basis (e.g., annually at beginning of each year)
Unexpected expenditure of General Fund.	Reduced revenue expenditure thus reducing overall outreach and impact.	Maintain a reserve of £32,500 in the General Fund. This amount is to be determined by the Finance Team and recommended to the Deacons following a reasonable "stress test" in accordance with the agreed policy.
Loss of key personnel/data with specialist knowledge of financial support systems.	Loss of all financial management and control.	All data backed-up using NAS (Network Attached Storage) drive. Additional system operator trained.
Being the victim of fraud	Loss of capital/ reputational damage	Management assessment of fraud Processes for identifying and responding to fraud / key policies Reviewed and updated processes in light of Covid restrictions and remote working Communication to those charged with governance and employees around instances of actual / alleged / suspected fraud or misuse of funds Serious incidents reported to Charity Commission

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Personnel</u>		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Staff and other key personnel, e.g., through relocation, promotion, retirement, ill health or burn out.	Loss of direction and/or control of key areas of Church life. Additional pressure on remaining staff. Reduction in the Church's activities.	Risk reduced as far as practical by devolving responsibilities amongst teams led by staff and other key personnel. Sharing responsibilities through regular staff and team meetings. Encouraging open channels of communication with Deacons. Review job descriptions and procedures for regular appraisal, review and development, including succession planning. Annual budget review of staff remuneration package. Appropriate policies in place

<u>Data Security</u>		
Potential risk	Potential impact	Steps to mitigate risk
Loss of Data/Records/Work from laptops due to theft, loss, damage, or breakdown	Loss of critical information	Server is available for staff to back up sensitive data Availability of this at home during remote learning to be reviewed as part of data protection review
Data breach or loss of data	Heavy financial penalties or prosecution. Reputational damage Safe-guarding breach	Review of GDPR in progress with aim for updated policy and training to be performed by end of 2021 Data protection policy in place Data handling processes in place

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Activities</u>		
Potential risk	Potential impact	Steps to mitigate risk
Child abuse allegations made against an individual or individuals as part of CYM or other Church organisations working with children.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the Church. Adverse public reaction towards the Church. Damage to the children, parents and families resulting in a decline of young people in the Church. Damage and loss of confidence by and in Children and Youth Ministry leaders affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with children.
Allegations made against an individual or individuals as part of a Church organisation working with vulnerable adults.	Damage and harm to the individuals, families and friends arising from abuse Legal or other claims against individuals and/or the Church. Adverse public reaction towards the Church. Damage and loss of confidence by and in the work with vulnerable adults affecting purpose, values and vision of the Church.	Crawley Baptist Church Safeguarding Policy for Vulnerable Adults implemented and subject to regular review with referral to the Disclosure and Barring Service as appropriate. Regular training in Safeguarding Protection issues for all those working with vulnerable adults.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Activities</u>		
Potential risk	Potential impact	Steps to mitigate risk
Abuse by member of the public or accident otherwise incurred causing harm/damage to other people, staff or premises.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church. Adverse public reaction towards the Church.	Appropriate/relevant insurance cover held relating to the premises. Stewards appointed and staff aware of need for vigilance and support and building security procedures.
Allegations made against staff, pastoral and counselling workers and other leaders.	Damage and harm to the individuals, families and friends arising from abuse. Legal claim against the church Adverse public reaction towards Crawley Baptist Church and/or legal claims against individuals and/or Crawley Baptist Church.	Insurance protection held through the Baptist Union Minister's Insurance, subject to regular review. Additional insurance cover held through the Association of Christian Counsellors. Adherence to established good practice.
Trustees make unintentional mistakes and/or bring the Church into disrepute through their actions.	Possible legal action against the Charity.	Greater training of Trustees in respect of their legal duties. Appropriate insurance cover to be considered.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Premises</u>		
Potential risk	Potential impact	Steps to mitigate risk
Inadequate Health & Safety procedures and measures.	Claims from staff and/or voluntary staff due to actual or potential accidents occurring. Adverse inspection from H&S officials resulting in legal action being taken against the Trustees. Deficiencies in Health and Safety provisions prevent the use of the premises, resulting in curtailment of the Church's activities. Overheating in sanctuary causing illness.	Ongoing training arranged in H&S, first aid, fire safety and food hygiene procedures, and personnel appointed in key areas. H&S Policy approved and implemented. Risk Assessments carried out, implemented and under regular review. Ensure appropriate ventilation.
Premises left unlocked when unattended.	Unauthorised access, possible theft and/or damage.	All Key Holders and leaders are briefed on security and lock-up procedures. Car park gates are normally closed and secured when there is no one in the building.
Loss of external door keys.	Unauthorised access, possible theft and/or damage.	Intruder alarm system is normally set when no one is in the building.
Unauthorised parking in the car park.	Restricted/limited use by authorised users.	Car park gates are normally closed and secured when there is no one in the building.
Intruder	Theft of equipment or resources.	CCTV installed and in use 24 hours.
Outside user groups using the premises unattended.	Misuse of premises Emergency during use	Appropriate checks with groups Appropriate training in procedures for fire and first aid in place.

CRAWLEY BAPTIST CHURCH

Appendix A - Risk Management Report

<u>Premises</u>		
Potential risk	Potential impact	Steps to mitigate risk
Lack of / or insufficient insurance held by CBC	Insufficient / no cover if anything happens to any leader or volunteer, anybody using the premises, anybody on external activities.	Trustees to ensure that the appropriate insurance is maintained
Lack of / or insufficient insurance held by Contractors/external users when working on/using the premises	CBC Trustees prosecuted if something happens to the contractor, other users, staff or property, etc.	Premises Manager or other approved person confirms that Contractors hold correct or adequate insurance to comply with at least the appropriate laws plus our requirements.
Outbreak of COVID-19 amongst staff, volunteers or other building users.	COVID-19 virus caught by staff or volunteers or other building users resulting in illness of various degrees from minor illness through serious illness, disability or even death.	Ensure that premises are covid safe by following HM Government Regulations and Guidance, Baptists Together Guidance (updated as HM Government Regulations and Guidance are updated), HSE Guidance, and other Guidance, Regulations and requirements from other organisations. Completing and regularly reviewing/revision as appropriate the following risk assessment and processes: • Baptists Together Covid Coronavirus Risk Assessment for Opening Baptist Churches • Reoccupation checklist • Pre-event checklist • Cleaning checklist • CBC COVID -19 Guidance to Internal Users of the Church Premises • CBC COVID-19: Guidance to External Users of the Church Premises

CRAWLEY BAPTIST CHURCH

Thrusts 2020

“By 2020 Crawley Baptist Church will be bursting with life!”

“Family Life”

(Belonging)

We will be living lives that are healthy, vibrant and mature.				
Project	Scope	When?	Who?	Monitoring
▪ Engaging Younger Adults	▪ Identify: who they are ▪ New Life Group(s) / Integrate into existing groups ▪ Being seen: involvement ▪ Culture: adapting social media and website, visual communication	▪ Now and ongoing	▪ Young Adults Life Group?	▪ Food for Thought Life Group established. • Adapted the website during the pandemic to add content and enhance communication. • Facilitated Live Stream services: purchase of equipment and engaged with YouTube and Facebook for streaming services.

CRAWLEY BAPTIST CHURCH

Community Life (Befriending)

Crawley Baptist Church will be a magnetic, innovative and welcoming community centre.				
Project	Scope	When?	Who?	Monitoring
Connecting with those outside the church	Stories from the Frontline: encouraging connections between teams/ministry groups Sign Posting: Stepping Stones, Map, Journey – facilitating connections Visual Display: of what's on and how to connect	- Now and ongoing - Now and ongoing - Over next few months	- Leaders of teams / ministries - Leaders of teams / ministries - Staff and Deacons	- Lockdown made these projects challenging - The church made use of use of Live Stream, newsletters, blogs and post to connect with a wider audience than previously possible.

CRAWLEY BAPTIST CHURCH

Everyday Life (Being)

We will be seeing the extraordinary in the ordinary as we live fruitful lives in all the places we go.				
Project	Scope	When?	Who?	Monitoring
Recognising Gifts and Promoting Opportunities	Network Course: run the course Teaching series on Gifts: on Sunday and in Life Groups Frontline Stories: Dispatches from the Frontline Vision Fair: with 24/7 prayer	- September 2020 - May – July 2020 - Now and ongoing - Week of 7th – 15th June	- Chris, - Ian and others - Everyone! - Teams/Ministries	- Network and the Vision Fair were not possible because of lockdown and social distancing rules. - Teaching change to reflect the context of the lockdown, so a series called “Second Choice” based in Daniel was taught. - Stories and testimonies were encouraged and shared in online services.