

AMERSHAM FREE CHURCH
REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST DECEMBER 2022

Charity Number 1137287

AMERSHAM FREE CHURCH
REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST DECEMBER 2022

Contents	Page
Trustees' Report	1 - 6
Report of the Independent Examiner	7
Statement of Financial Activities	8
Balance Sheet	9
Notes to the Accounts	10-18

AMERSHAM FREE CHURCH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2022

The trustees present their report with the financial statements of the charity for the year ended 31 December 2022. The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102). The financial statements are drawn up on the historical cost basis of accounting.

Reference and Administrative Information

Charity name	Amersham Free Church
Charity registration number	1137287
Principal address	Woodside Road, Amersham, Buckinghamshire, HP6 6AJ
Trustees	
Minister	Revd Ian Green
Associate Minister	Revd Erna Stevenson
Secretary	TBA
Treasurer	Mr Robert Marshall
Elders	Mr Michael Autton Mrs Ann Clark (from March 2022) Mrs Beryl Cockerill Mr David Eldridge Mrs Norma Jenns Mr Bryan Long Mr Bob Marshall Mrs Amela Munro (from May 2022) Mrs Gillian Munro Mrs Mary Northen (to March 2022) Mrs Janet Reid (to March 2022) Mrs Hazel Richardson (from May 2022) Mrs Elizabeth Waumsley Mr Peter Wilkinson
Assistant Secretary	Mrs Janet Reid (Non Trustee)
Bankers	National Westminster Bank, Amersham Branch, Oakfield Corner, Hill Avenue, Amersham, Buckinghamshire, HP6 5TD
Independent Examiners	Jacob Cavenagh & Skeet, Chartered Accountants, 5 Robin Hood Lane, Sutton, Surrey SM1 2SW

Structure, Governance and Management

The Church is governed by its constitution that was adopted on 25th May 2010 and revised 25th November 2015 and 23rd May 2017.

The Elders of the Church are the same as the Trustees and are also considered to be key management personnel. Details of remuneration are set out in note 7 to the Financial Statements.

Elders are elected by the Church Meeting. The Elders' Meeting is charged with the day-to-day management of the Church and is responsible to the Church Meeting, consisting of all members of the Church.

AMERSHAM FREE CHURCH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2022

Objectives and Activities

The principal purpose of the Church is the advancement of the Christian Faith according to the Baptist Union of Great Britain (BUGB) and the United Reformed Church in the United Kingdom ("The URC").

Pastoral Care

Pastoral care is a high priority of Amersham Free Church. The agenda of every meeting of the elders includes a time to consider pastoral matters. During the year a Pastoral Committee was created under the chairmanship of the Minister to support members and worshippers. Members are encouraged to discuss pastoral matters with a member of the Pastoral Team. Each member has a contact elder with whom they may discuss church or pastoral matters. The Church Magazine is used to share news of significant birthdays, anniversaries and news of members who are unwell or in hospital. Care is taken to respect the wishes of each individual as to the extent that their news may be shared with the wider membership.

Property and Buildings

The Church building was constructed in 1962, and the Alfred Ellis Hall was refurbished in 2010. The building is heavily used and the number of external lettings is increasing. The 2023 budget for repairs, maintenance and replacement of equipment has been increased. The windows in the south facing wall of the sanctuary were replaced during the year and this has increased security of the lower opening windows. Elders have agreed to review the heating systems. The Sanctuary warm air system installed when the Church was built in 1962 has proved to be inadequate. Initial responses from two firms are being evaluated. The Finance and Property group meet regularly to review property maintenance matters, agree actions and review expenditure.

Ecumenical Relationships

It was with great sadness that St John's Methodist decided to close for worship. The last service was held at Easter 2022. We have enjoyed a warm relationship with St John's and have made many friends over the years. We have been delighted to welcome members of St John's who are now worshipping with us.

The Church is in covenant with St Michael's (Church of England). Joint services are normally held twice a year. The ministers meet regularly to discuss matters of mutual concern. A joint service was held on 22nd January 2023. A community lunch, afternoon tea, and open coffee mornings are continuing although numbers attending have not yet reached the pre-covid levels. The Alfred Ellis Hall is open on Tuesdays from 12.00 through to 4.15pm providing a warm space available to the public. The Christmas Tree Festival took place in December again this year in St Michael's and All Angels. The decision was made not to restart the Sycamore Club for those suffering from dementia. However, discussions are continuing with the Café 22 group to run a dementia café in the church buildings.

Volunteers

Like most churches, we rely on an army of willing volunteers to ensure the smooth running of the Church and to keep the fabric in good order. The list of jobs undertaken is large and ranges from arranging flowers and welcoming visitors to cleaning the premises or taking part in the worship teams. We thank all the volunteers who contribute to the ministry of Amersham Free Church.

Worship and Prayer

The worship at AFC has been described as being 'quite liturgical' and we use a mixture of hymns and worship songs, together with prayers and thought provoking sermons. We rely on a rota of freelance organists to provide the musical accompaniment to our worship and support the choir. Members are encouraged to take part in the leadership of Sunday worship through bible readings and by leading intercessory prayers. In person worship resumed during the year. Sunday worship is recorded on video and is made available during the afternoon for on-line viewing. This service has been welcomed and each service is viewed by approximately 29 people including viewers from Kent and Dorset. It is proposed to continue 'broadcasting' morning worship over the internet and to undertake a review at the end of 2023.

AMERSHAM FREE CHURCH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2022

Mission and Evangelism

Services at two local care homes have continued during the year and these are welcomed by the staff. The participation of the residents shows that these services are enjoyed and bring back memories.

Teams support local Baptist and URC churches by leading worship when they are not able to find an accredited minister. There is a shortage of Ministers in the district and the services led by the teams are very much in demand. Tuesday Lunchbreak provides a light lunch followed by a short period of worship, reflective time or music. The annual Christingle service was held in December and was attended by 25 children. Children were able to make their Christingles followed by a time of worship and a party tea. The Friday Fun at One continues to flourish and the end of year party was very well attended. The support of the leaders and helpers is appreciated by the mothers as well as the Elders.

1. Governance

Elders are elected by the Church Meeting.

The Elders' Meeting is charged with the day-to-day management of the Church and is responsible to the Church Meeting, consisting of all members of the Church.

The AGM was held on 21st March 2022. The elders met on eleven occasions during the year.

2. Reserves policy

(a) Closure Reserve

Along with other Charities it is incumbent upon the Elders, as Trustees, to set aside an amount that would support the Church if closure were imminent. Although this may seem unlikely it is a requirement of the Charity Commission with whom we are registered. The Elders believe that they should hold a fund equivalent to three months running costs together with related employment costs. Based upon an estimate of the Treasurer the members agreed to maintain the designated reserve at £50,000.

b) Pension Deficit Reserve

On the 30th June 2022 The trustees of the Baptist Pension scheme signed an agreement with an insurance company to secure DB Plan member's pension benefits. It follows a similar agreement made in 2019 that covered most pensions in payment at that time. The combined agreements mean that the insurance company is now providing financial backing for all DB pensions provided through the Scheme's DB Plan. The Pension scheme Trustee and the Baptist Union have agreed that Deficit Recovery Contributions (DRC) will reduce to £1 per month for each employer from the August 2022 payment until June 2026. Currently, the trustees of the scheme do not anticipate reinstating the requirement to pay full DRCs in the future but cannot rule that out at this stage.

Under the accounting disclosure requirements of Charities SORP (FRS 102) we are required to accrue the total liability but having applied a discount to take account of the effect of future interest and inflation rates this discounted liability amounts to £NIL (2021 £21,500) (refer to Notes 11 and 15).

3. Public benefit

When reviewing our aims and objectives and planning our future activities, we have referred to the guidelines in the Charity Commission's general guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. Amersham Free Church believes that it has a duty along with other local churches to the 'cure (care) of souls' for the town of Amersham. The overall ministry and work of the Ministers, Elders, and the Staff Team routinely embraces this charge. All the Church's services and activities are accessible and open to the general public living within and beyond the town's boundaries.

AMERSHAM FREE CHURCH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2022

3. Public benefit continued

Specific activities that demonstrate our commitment and service to the community have been referred to earlier in this report.

Our commitment to the local community is further illustrated by the regular use of Church premises by charities and secular groups including, Brownies, Rainbows, U3A, the Chiltern Child Contact Centre, a number of local choirs and many others.

We also welcome the occasional bookings of other organisations.

4. Unrestricted Income

The Statement of Financial Activities for the year ended 31 December 2022 is attached together with the Balance Sheet at 31 December 2022. The Church's unrestricted income is derived principally from the offerings of its 106 members and approximately 62 adherents together with rental income derived from premises lettings. Total unrestricted income for 2022 amounted to £167,973 (2021 £142,999).

5. Unrestricted Resources Expended

Expenditure on the ministry, manse, church premises and mission payments from our unrestricted funds together with the costs of Fun at One, Lunchbreak and our other social activities amounted to £169,177 (2021 £122,161). Total unrestricted income exceeded unrestricted expenditure by £17,984, including a release of the pension provision of £19,188 see note 11. A transfer to restricted funds of £3,260 reduced this surplus to £14,724.

6. Mission Grants and Donations

a) It is the Church's policy to devote a substantial part of its unrestricted income to other causes. The Church recognises its commitment to the mission work of both denominations to which it is affiliated, as well as other causes. We calculate our commitment to The United Reformed Church based approximately upon their national formulae as a contribution to its Ministry and Mission Fund and an equal amount is donated to Baptist causes for home and overseas mission. Total giving out of unrestricted funds in 2022 amounted to £23,391 (2021 £23,713).

b) During the year offerings taken at the close of a communion service are allocated to a number of charities. In addition to offerings taken at communion services, special appeals are made at other services including the Christmas services for Children's charities and the Good Friday service for Christian Aid. Most of the Good Friday Appeal monies go direct to Christian Aid and are thus not reflected in the Statement of Financial Activities. The amounts paid to the various charities is enhanced by the net proceeds received from Tea @ Three and the net donations from coffee after morning worship, resulting in a total amount to be paid to the designated charities of £9,766 (2021 £9,651).

AMERSHAM FREE CHURCH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2022

7. Restricted Fund: Organ Project

During the year it was agreed with the organisation that refurbished the organ in 2014 to undertake certain work to resolve a number of problems with the organ and at the same time to add a new swell engine. The work is substantially complete and the organ is being used in Sunday worship.

At the start of the year the balance of the Organ Fund stood at £3,251. A donation of goods and services amounting to £14,000 was received from the organ builder. Expenditure during the year, including the cost of donated goods and services amounted to £19,761 and the deficit has been met by a transfer of £2,510 from the legacy fund.

8. General funds (unrestricted)

a) At the start of the year, unrestricted funds stood at £241,063; the increase from the result of the activities in the year amounted to £14,724. We therefore have unrestricted funds of £255,787 as at the 31st December 2022.

b) Along with other Charities it is incumbent upon the Elders, as Trustees, to set aside from this sum an amount that would support the Church if closure were imminent. This is a requirement of the Charity Commission with whom we are registered. The Elders believe that they should hold a fund equivalent to three months running costs, together with related employment costs. An amount of £50,000 has been so designated.

c) The financial statements refer to the transfer of the Defined Benefit scheme liabilities to a third party and the reduction of the monthly Deficit Recovery Contribution to £1. Consequently the pension past service creditor has been released.

d) The 2023 budget for the general fund was approved by the members in January 2023 and includes an increase in the planned expenditure on repairs, maintenance and replacement of equipment. The budget also recognises the major increase in energy costs.

9. Risk Management

The trustees confirm that they have given consideration to the major risks to which the charity is exposed and that systems have been designed and established to mitigate those risks. The trustees consider the principal risks and uncertainties facing the church and their plans and strategies for managing these risks to be:

- Income and Expenditure – diminishing reserves; Loss of local reputation; Costs spiral out of control.
Mitigated by regular budget reviews; Monitor adequacy of financial information; Ensure proper authorisation for expenditure
- Pensions – Underfunded defined benefit scheme; Impact on future cash flow; Failure to meet due dates of payment; Regulatory action.
Mitigated by use of actuarial valuation (see notes 11 and 15); Review pension scheme arrangements;
Review procedures for admission to schemes and control over pension administration;
Ensure compliance with Work Place Pension regulations.

Risks and Risk Management Plan

From time to time the Trustees consider the risks and uncertainties that might prevent the church from achieving its charitable goals. The risk areas, and our approach for managing risk can be summarised as follows:-

AMERSHAM FREE CHURCH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2022

Financial

Risk Area: our regular and one-off giving declines; an uninsured liability; a significant reduction in lettings income.

Risk Management Approach: we prepare management accounts; we manage an Operational Cash Reserves of twelve months expenses; we ensure that insurance policies are up-to-date and include Employer's Liability of £10M, Public Liability of £5M and Property Owner's Liability of £5M

Security & Safeguarding

Risk Area: a major Security, Safeguarding or Health & Safety incident

Risk Management Approach: we conduct a thorough Security & Safeguarding Review; we ensure compliance with our Building Terms of Use for all external hirers; we ensure that insurance policies are up-to-date and cover us for identified risks; we maintain up-to-date Service Incident logs and Risk Logs; we ensure that all major identified risks are reported to the Elders and a risk management plan identified (Accept, Mitigate or Avoid)

Risk Area - a data protection breach

Risk Management approach – A data protection policy has been developed and a privacy statement published. All members have been requested to confirm their willingness for their data to be published in the directory of members.

10. Investment policy

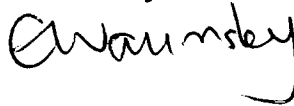
The charity (through the Elders) has the power to invest in such stocks, shares, investments and property in the UK as deemed fit. The charity has made no such investments to generate a return and has made no social investments.

ON BEHALF OF THE ELDERS


Revd Ian Green


R S Marshall, Treasurer

Secretary



Date: 10th March 2023

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
AMERSHAM FREE CHURCH

Independent examiner's report to the trustees of Amersham Free Church

I report to the charity trustees on my examination of the accounts of Amersham Free Church (the Church) for the year ended 31 December 2022 set out on pages 8 to 18.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

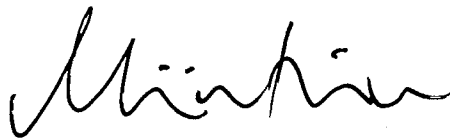
I report in respect of my examination of the Church's accounts as carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the 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 applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Report) 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; or
4. the accounts have not been prepared in accordance with the methods and principles of 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 the Republic of Ireland (FRS 102)

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.



Miriam Hickson CTA FCA
Jacob Cavenagh & Skeet
5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Date: 21 March 2023

AMERSHAM FREE CHURCH

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST DECEMBER 2022

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £
Income from:									
Donations and legacies	2	115,480	23,766	-	139,246	105,749	9,651	-	115,400
Other activities	3	48,071	-	-	48,071	36,326	-	-	36,326
Investments	4	970	-	-	970	28	-	-	28
Charitable activities	5	3,452	-	-	3,452	896	-	-	896
Total income		<u>167,973</u>	<u>23,766</u>	<u>-</u>	<u>191,739</u>	<u>142,999</u>	<u>9,651</u>	<u>-</u>	<u>152,650</u>
Expenditure on:									
Charitable activities	6	169,177	27,564	-	196,741	122,161	10,599	-	132,760
Change in Pension Liability	11	(19,188)	-	-	(19,188)	(393)	-	-	(393)
Total expenditure		<u>149,989</u>	<u>27,564</u>	<u>-</u>	<u>177,553</u>	<u>121,768</u>	<u>10,599</u>	<u>-</u>	<u>132,367</u>
Net income		17,984	(3,798)	-	14,186	21,231	(948)	-	20,283
Transfers between funds	13	(3,260)	3,260	-	-	(300)	300	-	-
Net movement in funds		<u>14,724</u>	<u>(538)</u>	<u>-</u>	<u>14,186</u>	<u>20,931</u>	<u>(648)</u>	<u>-</u>	<u>20,283</u>
Reconciliation of funds									
Balances brought forward		241,063	9,183	221,109	471,355	220,132	9,831	221,109	451,072
Balances carried forward		<u>255,787</u>	<u>8,645</u>	<u>221,109</u>	<u>485,541</u>	<u>241,063</u>	<u>9,183</u>	<u>221,109</u>	<u>471,355</u>

There were no discontinued or acquired activities during the current or preceding year.

AMERSHAM FREE CHURCH

BALANCE SHEET

AS AT 31ST DECEMBER 2022

	Note	£	2022	£	£	2021	£
Fixed assets							
Tangible fixed assets	8			222,081		223,051	
Current assets							
Debtors	9	12,719			5,461		
Cash at bank		259,013			272,878		
Fixed Rate Bond		-			-		
		<u>271,732</u>			<u>278,339</u>		
Creditors: Amounts falling due within one year	10	(8,272)			(8,535)		
Net current assets				<u>263,460</u>		<u>269,804</u>	
Total assets less current liabilities				485,541		492,855	
Provisions	11			-		(21,500)	
Net assets	17			<u>485,541</u>		<u>471,355</u>	
Funds							
Unrestricted Funds	12			255,787		241,063	
Restricted Funds	13			8,645		9,183	
Endowment Funds	14			<u>221,109</u>		<u>221,109</u>	
				<u>485,541</u>		<u>471,355</u>	

Approved by the Trustees on
and signed on their behalf by:

10th March

2023

R S Marshall

R S Marshall
Trustee

Ian Green
Trustee

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Accounting convention

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102). The financial statements are drawn up on the historical cost basis of accounting. There are no material uncertainties about the church's ability to continue in operation. The accounts are presented in pounds sterling and figures are rounded to the nearest pound.

Amersham Free Church meets the definition of a public benefit entity under FRS 102. The church is a charitable trust and its principal address is Woodside Road, Amersham, Buckinghamshire, HP6 6AJ.

Income

Donations and legacies

Voluntary income and donations (including legacies) are accounted for once the charity has entitlement to the income, it is probable the income will be received, and the amount of income receivable can be reliably measured.

Investment income

Investment income is included in the accounts on an accruals basis.

Donated Services

Income is recognised at the value of services received.

Expenditure

General principles

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer term liabilities.

Fund raising and publicity costs

The Church does not make formal appeals for funds, and expenditure on these items is therefore not material.

Grants payable

The Church makes grants to other organisations whose charitable objects complement its work, these are accounted for as soon as the beneficiary has been identified and the payment made or is obligated to be paid.

Governance costs

This represents direct expenditure on the governance of the Church and is included in charitable activities. Most of the management is carried out without charge by volunteers. This intangible cost is not included in the Statement of Financial Activities since there is no measurable cost of the volunteers for their service.

Tangible fixed assets

The church premises are included in the balance sheet at original cost, the manse premises are stated at cost. The major work of refurbishment has been recognised as an expense in the year of commitment.

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

Depreciation

Freehold land is not depreciated. Depreciation has not been charged on the church or manse buildings because, in the opinion of the Trustees, the residual value of these assets is not less than the original cost. Fixtures and fittings are written off over 3 years on a straight line basis. Expenditure on improvements to church premises is written off over 10 years on a straight line basis.

Taxation

The charity is exempt from tax on its charitable activities.

Debtors

Gift Aid recoverable and other debtors are included at the settlement amount due. Prepayments are valued at the amount prepaid.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of opening of the deposit.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The Church Pays contributions to the Baptist Ministers Pension Scheme which is a defined contribution plan. Deficiency payments are also made into the earlier Baptist Ministers Defined Benefit Pension Scheme, now at £1 per month.

2 DONATIONS AND LEGACIES

	2022 £	2021 £
Social Activities	505	572
Offerings and other income	108,804	91,693
Gift Aid	19,937	20,135
Legacies	<u>10,000</u>	<u>3,000</u>
	<u>139,246</u>	<u>115,400</u>

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

3 OTHER ACTIVITIES

	2022	2021
	£	£
Church Hall lettings	40,499	26,980
Sundry income	672	321
Rent from land	6,900	9,025
	<u>48,071</u>	<u>36,326</u>

4 INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	<u>970</u>	<u>28</u>

5 INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Preaching fees	Ministry	430	-
Book sales to promote objectives	Ministry	29	48
Fun at One fees	Ministry	1,064	222
Lunchbreak donations	Ministry	<u>1,929</u>	<u>626</u>
		<u>3,452</u>	<u>896</u>

6 CHARITABLE ACTIVITIES COSTS

	2022	2021
	£	£
Ministry	70,911	49,657
Church expenses	90,955	46,598
Mission Grants and Donations	32,041	34,312
Governance costs:		
Independent Examiner's remuneration	2,399	2,193
Payroll Processing Fees	<u>435</u>	<u>-</u>
	<u>196,741</u>	<u>132,760</u>

Grants made to further the charity's objects, were as follows:

	£	£
Baptist Home Mission	5,000	5,000
Baptist Missionary Society	5,000	5,000
United Reformed Church	10,000	10,000
Chiltern Child Contact Centre	3,391	3,713
Other Grants and specific collections	<u>8,650</u>	<u>10,599</u>
	<u>32,041</u>	<u>34,312</u>

7 STAFF COSTS AND TRUSTEES REMUNERATION

	2022	2021
	£	£
Wages and salaries	44,044	43,436
Social security costs	-	-
Other pension costs	4,422	4,292
Net movement in pension liability	<u>(19,188)</u>	<u>(393)</u>
	<u>29,278</u>	<u>47,335</u>

There were three employees throughout the year (2021: 3).

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

7 STAFF COSTS AND TRUSTEES REMUNERATION (continued)

The ministers, who are also trustees of the church and part of the key management personnel, received remuneration as follows, as permitted by the terms of the church's constitution:

	2022 £	2021 £
Rev I Green – stipend and manse benefit	40,224	38,254
- pension contributions	4,422	4,291
Rev E Stevenson	<u>3,650</u>	<u>3,504</u>

The ministers were reimbursed expenses of £4,068 (2021 £2,517).

No employee received emoluments in excess of £60,000 during the year (2021: none)

8 TANGIBLE FIXED ASSETS

	Freehold Land & Buildings £	Fixtures & Fittings £	Total £
Cost			
At 1st January 2022 & 31 December 2022	<u>230,811</u>	<u>8,429</u>	<u>239,240</u>
Depreciation			
At 1st January 2022	7,760	8,429	16,189
Charge for the year	<u>970</u>	<u>-</u>	<u>970</u>
At 31st December 2022	<u>8,730</u>	<u>8,429</u>	<u>17,159</u>
Net book value			
At 31st December 2022	<u>222,081</u>	<u>-</u>	<u>222,081</u>
At 31st December 2021	<u>223,051</u>	<u>-</u>	<u>223,051</u>

Freehold buildings are used for direct charitable purposes. They are stated at historical cost and the Trustees are confident that their current market value is far in excess of the cost.

9 DEBTORS

	2022 £	2021 £
Income tax recoverable	4,708	5,461
Utility costs	3,011	-
Legacy	<u>5,000</u>	<u>-</u>
	<u>12,719</u>	<u>5,461</u>

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

10 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Taxation and social security	1,701	1,691
Deferred lettings income	790	790
Other creditors	5,781	6,054
	<u>8,272</u>	<u>8,535</u>

11 PROVISIONS

	2022	2021
	£	£
Pension scheme liability		
At 1 January 2022	21,500	26,208
Payments made	(2,715)	(4,578)
Interest	403	263
(Decrease)/increase in provision in year	(19,188)	(393)
At 31 st December 2022	<u>-</u>	<u>21,500</u>

12 UNRESTRICTED FUNDS

	At 01.01.22	Income	Expenditure	Transfers	At 31.12.22
	£	£	£	£	£
General fund	163,326	152,242	130,039	1,126	186,655
Pension fund (see below)	968	-	-	(968)	-
Manse Refurb	16,000	-	16,564	564	-
Social committee	1,910	-	-	-	1,910
Fun at One	199	1,064	853	-	410
Men's Lunch Club	413	1,270	710	-	973
Men's Breakfast	34	83	-	-	117
Ladies Supper	223	-	-	-	223
Lunchbreak	353	1,929	1,234	(740)	308
Sunday Lunch	-	505	500	18	23
Legacy	6,378	10,024	-	(2,510)	13,892
Womens Own	666	-	89	-	577
Tea @ Three	334	613	-	(450)	497
Coffee Donations	259	243	-	(300)	202
Closure reserve	50,000	-	-	-	50,000
	<u>241,063</u>	<u>167,973</u>	<u>149,989</u>	<u>(3,260)</u>	<u>255,787</u>

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

12 UNRESTRICTED FUNDS (continued)

	<i>At 01.01.21</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers</i>	<i>At 31.12.21</i>
	£	£	£	£	£
General fund	149,535	138,600	120,704	(4,105)	163,326
Pension fund (see below)	813	-	-	155	968
Manse Refurb	12,000	-	-	4,000	16,000
Social committee	1,910	-	-	-	1,910
Fun at One	625	222	648	-	199
Men's Lunch Club	377	86	-	(50)	413
Men's Breakfast	34	-	-	-	34
Ladies Supper	223	-	-	-	223
Lunchbreak	-	625	272	-	353
Legacy	3,378	3,000	-	-	6,378
Womens Own	775	35	144	-	666
Tea @ Three	254	230	-	(150)	334
Coffee Donations	208	201	-	(150)	259
Closure reserve	50,000	-	-	-	50,000
	<u>220,132</u>	<u>142,999</u>	<u>121,768</u>	<u>(300)</u>	<u>241,063</u>

The discounted final salary scheme pension deficit liability was previously accrued as detailed in notes 11 and 15. The Trustees believe it to be financially prudent to designate an amount equivalent to that discount, thereby setting aside the gross liability. This fund is no longer required as the liability is currently zero.

13 RESTRICTED FUNDS

	<i>At 01.01.22</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers</i>	<i>At 31.12.22</i>
	£	£	£	£	£
Mission	5,932	9,766	7,803	750	8,645
Organ fund	3,251	14,000	19,761	2,510	-
	<u>9,183</u>	<u>23,766</u>	<u>27,564</u>	<u>3,260</u>	<u>8,645</u>

	<i>At 01.01.21</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers</i>	<i>At 31.12.21</i>
	£	£	£	£	£
Mission	6,580	9,651	10,599	300	5,932
Organ fund	3,251	-	-	-	3,251
	<u>9,831</u>	<u>9,651</u>	<u>10,599</u>	<u>300</u>	<u>9,183</u>

The Mission fund is credited with the proceeds of communion offerings and other specific offerings at our Easter and Christmas services which are then distributed to selected charities.

The Organ fund represents net monies raised in excess of the expenditure committed and recognised in the financial statements. As a restricted fund it is only available against expenditure on the organ.

The transfer from designated funds to the mission fund is in respect of contributions received at Sunday morning coffee and Tea at Three £750 (2021: £300). The transfer to the organ fund from the legacy fund reduces the deficit on the organ fund to zero £2,510 (2021: Nil)

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

14 ENDOWMENT FUNDS

The endowment fund relates to the church property.

15 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.

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.

Actuarial valuation as at 31 December 2019

A formal 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 valuation of the DB Plan as at 31 December 2019 was carried out by a professionally qualified Actuary using the Projected service funding level of 94%). The Church and the other participating employers in the DB Plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuation were as follows

Type of assumption	% p.a.
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income Increase Adjustment (above CPI)	0.50
Pre-retirement assumed investment returns (gilt yield plus 1.75% pa)	2.95
Post retirement assumed investment returns (including benefits matched by the insurance policy) (gilt yield plus 0.5% pa)	1.70
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

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

Actuarial valuation as at 31 December 2019 continued

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.

Movement in Balance Sheet liability

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

	31/12/2022	31/12/2021
Balance sheet liability at year start	£21,500	£26,208
Minus deficiency contributions paid	£(2,715)	£(4,578)
Interest cost (recognised in SoFA)	£403	£263
Remaining change to balance sheet liability		
* (recognised in SoFA)	£(19,188)	£(393)
Balance sheet liability at year end	£-----	£21,500

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

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

Accounting date	31 Dec 2022	31 Dec 2021	31 Dec 2020
Discount rate	5.33%	2.0%	1.1%
Future increases to Minimum Pensionable Income	3.26%	4.1%	3.1%

The Church has been advised that the cost for the church to buyout their Pension Scheme liabilities at 31 December 2022 was approximately £15,400.

AMERSHAM FREE CHURCH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2022

16 RELATED PARTY TRANSACTIONS

The custodian Trustees of the Church premises are the URC Thames North Trust and the Baptist Union Corporation Ltd, charity number 249635, which is controlled by the Baptist Union Council. The custodian trustee of the Manse is the Baptist Union Corporation Ltd, charity number 249635, which is controlled by the Baptist Union Council.

The Church is a member of the Baptist Union of Great Britain, the Central Baptist Association and the United Reformed Church.

The Church made donations to the Baptist Union Home Mission Scheme of £5,000 (2021: £5,000), Baptist Missionary Society of £5,000 (2021: £5,000) and the United Reformed Church of £10,000 (2021: £10,000).

The trustees and related parties donated a total of £29,535 (2021: £19,410) towards the general and specific work of the church.

M Green received organists fees of £320 (2021: £650).

P Waumsley received emoluments for caretaking duties £400 (2021: £nil).

17 NET ASSETS

	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Endowment Fund</i>	<i>Total</i>
	£	£	£	£
2022				
Tangible fixed assets	972	-	221,109	222,081
Current assets	263,087	8,645	-	271,732
Current liabilities	(8,272)	-	-	(8,272)
Provisions	-	-	-	-
	<u>255,787</u>	<u>8,645</u>	<u>221,109</u>	<u>485,541</u>
	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Endowment Fund</i>	<i>Total</i>
	£	£	£	£
2021				
Tangible fixed assets	1,942	-	221,109	223,051
Current assets	269,156	9,183	-	278,339
Current liabilities	(8,535)	-	-	(8,535)
Provisions	(21,500)	-	-	(21,500)
	<u>241,063</u>	<u>9,183</u>	<u>221,109</u>	<u>471,355</u>