



BROMLEY BAPTIST CHURCH

ANNUAL REPORT AND ACCOUNTS  
FOR THE YEAR ENDED  
31 DECEMBER 2021

REGISTERED CHARITY NUMBER 1145850

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## Legal & Administrative Details

Charity Number: 1145850

Registered Address: Bromley Baptist Church, Park Road, Bromley, Kent  
BR1 3HJ

Governing Document: Constitution dated 4 October 2009 amended 25 July 2021.

Trustee Board:

- Rev Darren Pike (resigned 8 May 2022)
- Rev Melanie Pike (resigned 8 May 2022)
- Mrs Glenis Ruston - Minister (resigned 21 March 2021)
- Miss Alexandra Davis
- Mr Chris Fagg (resigned 6 July 2021)
- Mrs Alex French (resigned 15 July 2021)
- Mr Trevor Harris
- Mr Alistair Mackenzie
- Mrs Gill Russell-Smith
- Mr Nick Russell-Smith
- Mrs Joan Sinclair

The Trustees who did not resign in the list above did not stand for re-election at the Church meeting on the 8 May 2022 and all stepped down on that date

The following Trustees were elected on 8 May 2022

- Mr Gavin Fage
- Mrs Clare Morris
- Mr Joseph Okosieme
- Mr Jonathan Smith

Church Officers/Staff:

- Mrs Nadine Crawford-Piper, Finance Officer (resigned 28 February 2022)
- Mrs Janet Law, Operations and Development Manager (until 31 March 2022)
- Mrs Jenny Manchester, Communications Officer (resigned tbc)
- Mr Michael Meerloo, Caretaker
- Mr Rahmatolla Tavakkoli, Finance Administrator

Bankers:

CAF Bank Limited  
25 Kings Hill Avenue, Kings Hill, West Malling,  
Kent ME19 4JQ

Independent Examiner:

Ms Katherine Dee  
Beggies Chartered Accountants  
9 Bonhill Street  
London  
EC2A 4DJ

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## Trustees Report

### Objectives and Activities

The principal purpose of the church is the advancement of the Christian faith according to the Declaration of Principles of the Baptist denomination. The charity may also advance education and carry out other charitable purposes in the United Kingdom and/or other parts of the world.

### Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit and believe that the church's activities and achievements as set out elsewhere in this report demonstrate success in this regard.

### Summary of Activity

The period under review saw the church fulfilling its objectives.

The year ending December 2021 was a year of change starting in Covid lockdown. In the time of Covid we, like many churches, adopted the slogan 'our building may be closed but our church isn't' and we continued to meet the objectives of the church by meeting online and in person, when possible, under government guidelines. Sunday worship services have been conducted online, via YouTube and we have met in person when government restrictions have allowed. Some of our work with children and young people has also carried on via Zoom as have our weekly prayer meetings and coffee mornings.

By the end of the year the church was also providing a wide range of activities in person in support of the objective of advancing the Christian faith. Central to the work and witness of the church is the provision of regular services of Christian worship on Sundays and at other times. In addition, we offer a wide range of regular activities for families, children and young people – Contact, Quavers, Girls' Brigade, Boys' Brigade, Sunday School, Crèche, ReBOOT, ReFRESH and Dads' Pop-In.

Not all of our pre-pandemic programmes returned after Covid and with thankfulness for all the service it had given Friday Evening Fellowship came to an end. The Ministers also brought forward a new Tuesday programme which replaced our previous Thursday daytime activities. All this is in addition to pastoral support for those in need.

Our teaching programme is intentionally designed and developed to engage the whole church community in knowing Jesus better and living out his teaching day to day.

We are a church that is active in the community in central Bromley and during the year have sought to benefit those in our community through Friends International, Bromley Borough Foodbank, liaison with Bromley Town management, and Bromley Homeless Shelter. Details of the activities of the church can be found on our website [www.bromleybaptist.com](http://www.bromleybaptist.com).

Covid restrictions have meant that we have had to conduct some Trustee meetings and Church Family Meetings via Zoom along with our regular Sunday services for part of the year. The Trustees continued to meet twice monthly, once to discuss business and practical matters, and once for prayer. The number of Church Family Meetings held during the reporting period was four.

### Prayer and pastoral support

The Ministers and the pastoral caller team continued to support those in need through prayer and practical action.

The Sunday 'prayer corner' team (when able to meet in the church building), the prayer chain and the Monday & Thursday prayer meetings pray for members and friends and accept prayer requests from people – again, most of this communication has been remote.

Our house-based prayer and Bible study groups also support people by providing regular connections and an opportunity to pray and study the Bible in a smaller, more informal setting. Some of these managed to meet on Zoom, while others found means that were better suited to their groups in line with government guidelines.

### Meeting the needs of our community

The church continues to take an active role in supporting Bromley Borough Foodbank through donations of food, volunteering at distribution centres in the borough and sorting foodstuffs.

The time of Covid has led to a big increase in demand for the services of our local foodbank and a number of members have been active with the foodbank during the year. In December 2021 we were again pleased to be able to distribute Christmas food parcels, on behalf of Foodbank, to over 100 households in the borough.



The church has supported the Bromley Homeless Shelter during the winter months. In the period of Covid local provision has been organised differently and we have provided support in other ways.

### **Working with children, families and young people**

Our work with children and young people continues. All areas of children's work attract children from the local community and provide us with the opportunity to build positive relationships with them, and their families, and to share the Christian faith with them.

- A photography competition entitled 'A New Hope' was launched in February 2021 for children and their families along with the wider church family. It was run in the lead-up to Easter to encourage people to take a photograph on their daily walk during Covid, with the best entries receiving a prize.
- In March 2021 we ran the 'Bromley Baptist Church Easter Egg Hunt' where children and their parents were encouraged to walk around the estate near the church and spot the 10 decorated eggs placed in windows by church members, an activity which was enjoyed by all in a Covid-safe environment.
- As an alternative to Halloween, we hosted a 'Bright & Light Party' in October 2021 to signify that Jesus is the light in the darkness. This was for local children and their families, who were encouraged to wear their brightest clothes! It was well attended and enjoyed by all.
- In December we hosted a 'family film night' in the church hall in the lead-up to Christmas where children and their parents came to watch 'Nativity' with popcorn and to sing along.

### **Missionary support and the wider world**

We have continued to support several missionaries and other Christian workers, both in the UK and overseas, through financial donations and prayer.

Our annual Thank Offering goes to a range of charities suggested by members of the church. For 2021 our gifts were shared between seven organisations: Starfish Malawi, Mission Without Borders, JusB, SAT-7, Tools with a Mission (TWAM), Fareshare and Special Care Baby Fund.

### **Achieving our aims**

As stated above, the principal purpose of the church is the advancement of the Christian faith according to the Declaration of Principles of the Baptist denomination. We measure our success in the number of people we reach through our activities.

Through all the challenges that Covid brought, by conducting our Sunday worship online we have expanded our reach through YouTube allowing those who could not previously access the church physically to join us in worship. We measure our success in our mission objectives by the gifts we give, despite the economic difficulties Covid has created.

Mission activities are undertaken through giving grants to Baptist mission organisations such as BMS World Mission and Home Mission, Operation Mobilisation and to missionaries along with smaller gifts to other local, national and international organisations. By giving to these groups along with other donors, we seek to contribute to the advancement of the Christian faith outside Bromley in a more effective way than we could do alone.

### **Personnel**

We are indebted to the ministry of those who have served the church and give thanks for the ministry of Glenis Ruston over many years. We are also grateful to George Ruston for his service and his support of Glenis.

We thank Michael Meerloo who continues to look after the church premises.

We bade a fond farewell to Dave & Ann Brown who have served the church in many ways over a number of years and been an active part of the membership, Dave having served as our Church Administrator for more than eight years.

We are also indebted to Janet Law who has done so much in the year under review to keep the church running; she adjusted to fill many roles within the church and we wish her well in whatever is next for her as she stepped down at the end of March 2022.

It was in last year's annual report that we welcomed the Rev Darren and Rev Melanie Pike and their family. They have resigned before this year's accounts are signed and the church would like to thank them for their service and wish them all the best in their future ministry at Ferndown United Church. The changes in Trustees have been detailed at the beginning of this report and we thank all those who have served so faithfully during what has been a difficult period in the church's life.

The charity makes decisions through its Trustee Board. As is usual with church organisations, our Ministers are Trustees in addition to members of the congregation. As such we have no Chief Executive, and our key management personnel, who are our Ministers, are paid in line with recommendations by the Baptist Union.

## Finance Review

Income for 2021 was £181,492. The comparative period was for fifteen months and income for 2019/20 was £699,463 which includes a legacy of a residential property which was valued at an estimate of £430,000. As we said last year the charity is very grateful for the receipt of the legacy which will support the charitable activities for years to come. As agreed at a Special Church Family Meeting (28 November 2021) the property will be sold as soon as practicable rather than held for use by the charity. Net income ignoring the legacy of £430,000 has fallen by 30%. The majority of the income is made up of voluntary donations through offerings at church services and meetings with £1,328 (2019/20 £5,767) arising from the hire of church facilities.

The Covid pandemic has limited the ability of the church to let its facilities, and limited the operation of church groups. However, as one manse has been temporarily vacant, this has been let to further increase charitable funds.

Expenditure for 2021 was £247,798 compared to the prior 15-month period 2019/20 when expenditure was £320,506. Staff costs including freelancers account for 42% (2019/20: 43%) of expenditure, and mission makes up another 17% (2019/20: 22%). The remainder was spent on repairs, maintenance and utilities for the church building and its manses.

The year under review generated a deficit of £41,283 compared to the prior fifteen months which generated a surplus of £359,844 due to the legacy. Total funds at the balance sheet date stood at £2,651,163 of which £31,849 is restricted. Of the £2,619,314 unrestricted funds, £1,737,448 is held in a designated fund representing the resources the charity has invested in its assets, including the church and manses, and so is not available for general expenditure. The charity had £881,865 of free reserves at the balance sheet date, but £430,000 will only be accessible once the building left as a legacy has been sold.

## Reserves Policy

The church's reserves policy is to hold reserves for the purpose of protecting the work of the church in the short term should income not be sufficient or if the church should need to cease/curtail its activities. The Trustees' policy on free reserves is £75,000 which represents approximately 3 months' running costs.

The property of the church is held in trust by the Baptist Union at a value of £2.16m. The church building is valued at rebuilding cost and the manses at market value in 2013. There are no reserve funds in deficit. The free reserves of the church will be used for the future operating purposes. The Trustees are satisfied with this position.

## Structure, Governance and Management

Bromley Baptist Church is a charity governed by its Constitution dated 4 October 2009 amended 25 July 2021. The Trustees are appointed by the Church Family Meeting and all serving ministers shall be a Trustee because of their role and responsibilities.

New Trustees are provided with a copy of the Constitution and advised of their duties and responsibilities as Trustees. Trustees are encouraged to attend training sessions provided by the Baptist Union.

The church is affiliated to the Baptist Union of Great Britain and the London Baptist Association.

The London Baptist Property Board is the legal owner of the church property and holds the property on trust for the charity.

## Risks

The Trustees have assessed the major risks facing the charity and are satisfied that there are policies and practices in place to minimise risks.

Damage to our church building or manses is a major risk and appropriate insurance policies are in place to minimise this risk. The charity also has in place safeguarding policies to minimise the risk to our congregation and health and safety policies which have been reviewed in the period to ensure that they are adequate during the Covid pandemic.

## Plans for the future

The charity aims to continue meeting its charitable objects through giving gifts to mission organisations and active service in Bromley.

The Trustees expect to use the legacy we have been given to maintain and perhaps expand our activities and to support the charity through uncertain times.

## Statement of Trustees' Responsibility

The Trustees are responsible for the governance of the church and the fulfilment of the objectives through its activities acting according to the will of God as discerned by the Church Family Meeting and subject to any specific or general directions of the Church Family Meeting.



The Trustees shall keep in an appropriate state of repair and insure to their full value against fire and other usual risks all the buildings of the charity (except where the responsibility is of a third party where they shall use reasonable endeavours to ensure that the third party does so). They must ensure that suitable public liability and employers liability insurance is in place.

In so far as the Trustees are aware:

- there are no funds materially in deficit
- the church raises the significant majority of its funds from within its own membership and congregation
- all expenditure supports the key objective of the charity

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources and application of resources of the charity for that year.

In preparing these financial statements, the Trustees are required to:

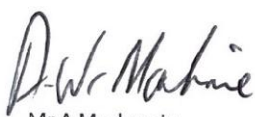
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make adjustments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures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

The Trustees are responsible for keeping sufficient 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 Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Declaration

The Trustees declare that they have approved the Trustees' Report above.

Signed on behalf of the charity's Trustees:



Mr A Mackenzie

6/10/2022



Mr J Smith

5/10/2021



Mrs C Morris

5/10/22

## Independent Examiner's Report to the Trustees of Bromley Baptist Church

I report to the trustees on my examination of the accounts of the above charity ("the charity") for the period ended 31<sup>st</sup> December 2021.

### 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



KATHERINE DEE FCA CTA  
BEGBIES CHARTERED ACCOUNTANTS  
9 BONHILL STREET LONDON, EC2A 4DJ  
Date: 10/10/22

# BROMLEY BAPTIST CHURCH

Year ended 31<sup>st</sup> December 2021

## Statement of Financial Activities

### Statement of Financial Activities

		2021	2021	12Months 2021	15Months 2020
		Unrestricted Funds	Restricted Funds	Total	As adjusted
	Note	£	£	£	£
<b>Incoming resources</b>					
<b>Income and endowments from:</b>					
Donations and legacies	2a	158,614	6,929	165,543	662,877
Charitable activities					
Letting of church premises		1,328	-	1,328	5,767
Church groups	2b	-	2,129	2,129	7,801
Other trading activities					
Fundraising events and sales		0	-	0	2,333
Investments					
Rent		11,725	-	11,725	16,800
Interest		768	-	768	3,885
<b>Total</b>		<b>172,434</b>	<b>9,057</b>	<b>181,492</b>	<b>699,463</b>
<b>Resources Expended</b>					
<b>Expenditure on:</b>					
Raising Funds - costs of providing goods and services including rental and legacy management		4,563	-	4,563	1,284
<b>Charitable activities</b>					
Church work (inc preaching, pastoral and evangelism)	3a	196,759	-	196,759	239,887
Church work (church groups/clubs)	2b	-	5,752	5,752	7,420
Mission (inc gifts to organisations and missionaries)	3b	33,796	6,929	40,725	71,915
<b>Total charitable activities</b>		<b>230,555</b>	<b>12,680</b>	<b>243,235</b>	<b>319,222</b>
<b>Total Expenditure</b>		<b>235,117</b>	<b>12,680</b>	<b>247,798</b>	<b>320,506</b>
<b>Net income/(expenditure)</b>		<b>(62,683)</b>	<b>(3,623)</b>	<b>(66,306)</b>	<b>378,957</b>
Other recognised gains/(losses):	13	25,023	-	25,023	(19,113)
<b>Net movement in funds</b>		<b>(37,660)</b>	<b>(3,623)</b>	<b>(41,283)</b>	<b>359,844</b>
<b>Reconciliation of Funds:</b>					
Total Funds brought forward		2,656,974	35,473	2,692,447	2,332,602
<b>Total Funds carried forward</b>		<b>2,619,314</b>	<b>31,849</b>	<b>2,651,163</b>	<b>2,692,446</b>



# BROMLEY BAPTIST CHURCH

## As at 31<sup>st</sup> December 2021 Balance Sheet

		2021	2021	2021	2020
		Unrestricted	Restricted	Total	
		Funds	Funds		
Notes		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	6a	1,737,448	-	<b>1,737,448</b>	1,730,785
<b>Current assets</b>					
Legacy gifted property for sale		430,000		<b>430,000</b>	430,000
Debtors	7	27,405	-	<b>27,405</b>	11,814
Cash at bank and in hand		518,394	31,850	<b>550,244</b>	664,113
Total current assets		975,799	31,850	<b>1,007,649</b>	1,105,926
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	8	41,041	-	<b>41,041</b>	54,640
Net current assets		934,758	31,850	<b>966,608</b>	1,051,287
Total assets less current liabilities		2,672,206	31,850	<b>2,704,056</b>	2,782,071
Creditors: amounts falling due after one year		52,893	-	<b>52,893</b>	89,626
Net assets		<b>2,619,313</b>	31,850	<b>2,651,163</b>	2,692,446
<b>The funds of the charity</b>					
<b>Unrestricted funds</b>					
	9				
Fixed asset reserve		1,737,448	-	<b>1,737,448</b>	1,730,785
General reserve		881,865	-	<b>881,865</b>	926,189
Total unrestricted funds		<b>2,619,313</b>	-	<b>2,619,313</b>	2,656,974
<b>Restricted funds</b>					
Children's fund		-	9,528	<b>9,528</b>	3,728
Hardship fund		-	850	<b>850</b>	850
Building fund		-	9,675	<b>9,675</b>	9,675
Mission Organisations		-	3,532	<b>3,532</b>	3,532
Groups and Clubs		-	8,266	<b>8,266</b>	17,688
Total Funds		<b>2,619,313</b>	31,850	<b>2,651,163</b>	2,692,446

**BROMLEY BAPTIST CHURCH**  
**Year ended 31st December 2021**  
**Notes to the accounts**

**Note 1**

**Accounting Policies**

**a.) Basis of accounting**

The financial statements have been prepared in accordance with the Charities Act and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102 – Charity SORP (FRS102) Revised) and UK Generally Accepted Accounting Practice as it applied from 1 January 2019. The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn. The accounts 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.

The accounts are prepared in sterling, which is the functional currency of the charity.

The comparative accounting period covers fifteen months. The current accounting period is for twelve months.

The comparatives have been adjusted where necessary to aid comparability. There have been no adjustments to net assets brought forward.

**Going concern**

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next 12 months. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

**b.) Mission giving**

The church, under the direction of the Trustees, makes donations to individuals and organisations that complement and support the objects of the church. When church members contribute directly to the mission giving of the church the income and expenditure are accounted for by the church and are included in the financial statements.

**c.) Scope of the financial statements**

The church benefits substantially from the voluntary unpaid service and active participation of its members. Indeed, it could hardly function without it. However, in accordance with the Charities SORP, no attempt has been made to value this intangible resource, and it is not included in the financial statements.

**d.) Tangible fixed assets**

Property of the church includes the church building and residential houses (Manses). These assets were first capitalised in 2012 when the first set of accounts for the charity were produced. The valuations of the houses were based on best market estimates at the time of capitalisation and this is treated as the cost going forward for accounting purposes. The church building was valued at its rebuilding cost when capitalised of £900,000 which is materially below the market value of the building. The cost of the land has not been separated from the building as allowed by the SORP where the costs of doing so outweigh the benefits to the user.

Should the Trustees decide to revalue the freehold land and buildings in the future the market value of this land and buildings will be included in the balance sheet.

**Depreciation**

Depreciation is provided on the freehold buildings of the church over an estimated useful life of 150 years.

Other assets are depreciated over their useful life as follows:

Fixtures and Fittings 5 years

Equipment 3 years

#### Impairment of Fixed assets

At the end of each year the charity reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication of those assets being impaired or damaged. If this is the case the recoverable amount of the asset is estimated in order to determine the extent of the impairment. Income is generally accounted for when received, except that the tax recoverable in respect of gifts under the Gift Aid scheme is recognised at the same time as the gifts to which it relates. "Gifts and donations" in the financial statements therefore represents cash received in gifts and donations during the year, together with the tax recoverable on them. Deferred Income relates to income given to the church for a future period.

Letting income is received from activities held at church premises when not being used for church activities. Letting income is irregular and accounted for as received. Rent from the surplus manse is recorded as investment income on a receivable basis.

#### e.) Church groups

In accordance with the SORP certain groups which hold activities at the church, but have no separate legal identity, are included in the accounts. As the funds raised by the groups are for their own purposes, rather than the charity as a whole, these are shown as restricted income and expenditure. The charity makes donations to some of these groups and where these are made the payments are shown as income of that group.

#### f.) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accrual basis. Expenditure is allocated directly to the area of charitable activity which it supports where this can be determined. Support and governance costs are allocated to the category of general church work as this is the main activity undertaken by charity, and any time and resources incurred in support of administering special purpose funds, raising funds or hosting church groups are minimal.

#### g.) Grants and gifts

Funds that are raised for specific purposes through church collections are shown as restricted income and expenditure and are not accounted for as unrestricted grants as these are not made at the discretion of the trustees.

#### h.) Cash and Cash Equivalents

Cash and cash equivalents include cash in hand and bank deposits.

#### i.) Financial Instruments

The charity has elected to apply the provisions of Section 11 "basic financial instruments" and Section 12 "Other financial instruments Issues" of FRS 102 to all of its financial instruments.

Financial Instruments are recognised in the charity's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Basic financial assets

Basic financial assets include debtors, cash and bank balances, are measured initially at transaction price including transaction costs.

#### Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price.

Trade creditors are obligations to pay for goods and services that have been acquired in the ordinary course of operations from suppliers.

Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

#### Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.



## j.) Pensions

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. The unwinding of the discount is recognised as a finance cost where material and any other change in the measurement of this liability is expensed to the Statement of Financial Activities as an employment expense. Further details can be found in note 5b and 13

## Notes

### 2a. Donations and legacies

	2021	2021	2021	2020	2020	2020
	Unrestricted	Restricted	Total	Unrestricted	Restricted	
	Funds	Funds		Funds	Funds	
	£	£	£	£	£	£
<i>For general purposes</i>						
General Fund	146,614		146,614	216,352	-	216,352
Legacy Income	12,000	-	12,000	436,329	3,728	440,057
<i>For missionary and other causes</i>						
For hardship fund	-	-	-	-	120	120
For Thank Offering	-	6,929	6,929	-	6,348	6,348
<b>Total</b>	<b>158,614</b>	<b>6,928</b>	<b>165,542</b>	<b>652,681</b>	<b>10,195</b>	<b>662,876</b>

### 2b. Other

For the Church groups run by individuals in the congregation, their income (included here), expenditure (under Charitable Activities and opening and closing balances (within the balance sheet) are summarised below:

2021	Opening balance	Income	Expenditure	Transfers	Closing balance
Contact, Quavers & Pop In	1,969	1,194	2,867		296
Bromley Youth Works	5,905		105	(5,800)	-
Friends International	2,573		21		2,552
Boys Brigade	904	500	287		1,117
Girls Brigade	5,619	164	1,781		4,002
Friday Evening Fellowship	717	271	691		297
	<b>17,687</b>	<b>2,129</b>	<b>5,752</b>	<b>(5,800)</b>	<b>8,264</b>

2020	Opening balance	Income	Expenditure	Transfers	Closing balance
Contact, Quavers & Pop In	1,798	3,790	3,619		1,969
Bromley Youth Works	6,890	353	1,338		5,905
Friends International	1,777	1,119	323		2,573
Boys Brigade	1,445		541		904
Girls Brigade	4,843	1,700	924		5,619
Friday Evening Fellowship	553	839	675		717
Sunday School	-				-
	<b>17,306</b>	<b>7,801</b>	<b>7,420</b>	<b>-</b>	<b>17,687</b>

### 3a Church Work

	2021 Unrestricted Funds £	2020 Unrestricted Funds £
<i>Direct Costs</i>		
Staff costs (Note 5)	74,284	123,503
Conferences, books, training & evangelism	9,226	7,010
<b>Total Direct Costs</b>	<b>83,509</b>	<b>130,513</b>
<i>Support &amp; Governance Costs</i>		
<i>Support</i>		
Staff costs (Note 5)	26,827	12,848
Maintenance, repairs, redecoration and depreciation (note 4a)	43,733	42,712
Heating, insurance and other services (note 4b)	29,143	30,015
Other Costs	10,666	20,918
	<b>110,369</b>	<b>106,493</b>
<i>Governance Costs</i>		
Independent Examination fee	1,800	1,800
Accounts preparation	1,080	1,080
	<b>2,880</b>	<b>2,880</b>
<b>Total Church expenditure</b>	<b>196,759</b>	<b>239,887</b>

The 2020 salaries have been re-analysed between categories to provide comparable figures to the current year apportionments.

### 3b Mission Work

	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total £	2020 Unrestricted Funds £	2020 Restricted Funds £	2020 £
For mission	33,796		33,796	65,135	-	65,135
For hardship fund			-			-
For Thank offering		6,929	6,929		6,780	6,780
	<b>33,796</b>	<b>6,929</b>	<b>40,725</b>	<b>65,135</b>	<b>6,780</b>	<b>71,915</b>

	2021 Institutions	2021 Individuals	2020 Institutions	2020 Individuals
Grants and gifts				
For mission				
Calafindesti	-	-	2,850	-
Christian Aid	-	-	440	-
Churches Together in Central Bromley	-	-	1,000	-
BMS World Mission	10,235	-	16,969	-
Home Mission	9,860	-	16,463	-
Missionaries	9,600	-	8,325	-
Spurgeon's College	2,000	-	2,500	-
Church groups	100	-	973	-
Friends International	-	-	1,000	-
Islay Baptist Church	1,000	-	1,600	-
Rosington Baptist Church	-	-	1,000	-
Foodbank	-	-	316	-
Other, £300 and below	-	-	110	7,539
Starfish Malawi	990	-	-	-
Mission Without Borders	990	-	-	-
JusB	990	-	-	-

Bromley Town Centre Chaplin Support	1,000	-	-	-
SAT-7	990	-	450	-
Tools with a Mission	990	-	-	-
CAP Bromley	-	-	450	-
Care Baby	990	-	-	-
FareShare	990	-	-	-
Ethiopia Education Aid	-	-	450	-
Beechmore	-	-	450	-
East to West	-	-	450	-
Media Matters Ministries	-	-	450	-
Mission Care	-	-	450	-
Operation Mobilisation	-	-	450	-
The Turning	-	-	450	-
Christian Aid	-	-	2,260	-
Bromley Homeless Shelter	-	-	2,260	-
Foodbank	-	-	2,260	-
	<b>40,725</b>	-	<b>64,376</b>	<b>7,539</b>

#### 4a Maintenance

	2021	2020
	Unrestricted	Unrestricted
	Funds	Funds
	£	£
Repairs & Maintenance	20,360	24,108
Depreciation	23,373	18,604
	<b>43,733</b>	<b>42,712</b>

#### 4b Heating, insurance and other services

	2021	2020
	Unrestricted	Unrestricted
	Funds	Funds
	£	£
Electricity & Gas	6,709	8,699
Rent and Rates	4,970	5,000
Council Tax	2,262	3,076
Phone	1,418	319
Water	373	1,212
Insurance	5,503	6,112
Office supplies	7,907	5,598
	<b>29,143</b>	<b>30,015</b>

#### 5a Staff

In 2021 the church employed 5 members of staff to carry out the objectives of the church (2020: 5). This included 2 part time ministers, a finance officer, 1 part time caretakers and 1 operations manager (2020 3 part time ministers, a full time administrator, 2 part time caretakers and 1 operations manager).

	2021	15 months 2020
	£	£
Freelancer services	1,680	13,620
Salaries	88,694	110,586
National Insurance	2,365	3,780
Employers Pension	8,372	8,365
<b>Total</b>	<b>101,111</b>	<b>136,351</b>



The full time ministers live in a property provided by the church. The church pays utilities and maintenance on this property. No church employee was paid more than £60,000 in the year. Key management salaries, including employer's NI, totalled £65,885 (2020: £67,311 for 15 months, but without salaries ministers from January to July).

The comparative movement on the pension scheme deficit provision has been moved to other gains and losses in the Statement of Financial Activities to reflect the current year treatment. There has been no change to the net assets from the change in presentation.

## 5b Pension

Five current employees have pensions with the Baptist pension Scheme, the costs of which are accounted for when they fall due. Deficiency contributions were paid to the Baptist Union scheme on behalf of former ministers Rev A Burnham and Rev Brian Reed. See below for details.

The church pays deficiency contributions for former employees Rev Andrew Burnham and Rev Brian Reed into the Baptist Minister's Pension fund, which is a multi —employer final salary defined benefit pension scheme. The total deficiency contributions paid into the Baptist Union Scheme during 2020 was £8,088 (2020: £7,905).

An additional adjustment to the outstanding liability on the Baptist Scheme at the end of the year is made to account for the movement in the long term liability of the deficit. The adjustment resulted in an overall £23,812 decrease (2020: £21,775 increase).

## 6a. Tangible fixed assets

	Church building	Manse	Fixtures & Fittings	Equipment	Total
Cost	£	£	£	£	£
At 1 January 2021	900,000	896,993	43,393	20,917	1,861,303
Additions	-	-	20,292	9,745	30,037
Disposals	-	-	-	-	-
At 31 December 2021	900,000	896,993	63,685	30,662	1,891,340
Depreciation					
At 1 January 2021	49,500	49,335	20,065	11,619	130,519
Charge for the year	6,000	5,980	5,337	6,056	23,373
Disposals	-	-	-	-	-
At 31 December 2021	55,500	55,315	25,402	17,675	153,892
Net book value					
At 1 January 2021	850,500	847,658	23,328	9,298	1,730,784
At 31 December 2021	844,500	841,678	38,283	12,987	1,737,448

## 7. Debtors

	2021 Unrestricted Funds	2021 Restricted Funds	2021 Total	2020
	£	£	£	£
Amounts due within one year	19,418	-	19,418	11,814
Other debtors and prepayments	7,987	-	7,987	-
Tax recoverable	27,405	-	27,405	11,814
Total	27,405	-	27,405	11,814
2020	11,814	-	11,814	

## 8. Creditors

	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total £	2021 Total £
Amounts falling due within one year				
PAYE tax and national insurance	-	-	-	-
Baptist Pension Scheme	8,207	-	8,207	3,974
Defined contribution pension scheme	-	-	-	3,374
Other	29,954	-	29,954	44,292
Deferred income	-	-	-	-
Accountancy & Independent Examiners fee	2,880	-	2,880	3,000
	41,041	-	41,041	54,640
2020	54,640	-	54,640	
	2021 Unrestricted Funds	2021 Restricted Funds	2021 Total	2020
Amounts falling due after one year				
Baptist Pension Scheme	52,893	-	52,893	89,626
2020	89,626	-	89,626	

## 9. Movement on Unrestricted Funds

	Children's Fund £	Mission work £	Restricted Funds Hardship Fund £	Building Fund £	Groups & clubs £	Fixed Asset Reserve £	Unrestricted Funds General Fund £	2021 Total £
Incoming resources	-	6,929	-	-	2,129	30,037	142,397	181,492
Resources expended	-	(6,929)	-	-	(5,752)	(23,373)	(211,745)	(247,798)
Transfers	5,800	-	-	-	(5,800)	-	-	-
Other gains / (losses)	-	-	-	-	-	-	25,023	25,023
Net movement on funds	5,800	0	-	-	9,423	6,664	(44,325)	(41,284)
Balances brought forward	3,728	3,532	850	9,675	17,689	1,730,785	926,189	2,692,446
Balances at 31 December 2021	9,528	3,532	850	9,675	8,266	1,737,448	881,865	2,651,163
Comparative figures								
	Children's Fund £	Mission work £	Restricted Funds Hardship Fund £	Building Fund £	Groups & clubs £	Fixed Asset Reserve £	Unrestricted Funds General Fund £	2020 Total £
Incoming resources	3,728	6,348	120	0	7,801	35,891	645,574	699,462
Resources expended	-	(6,780)	0	-	(7,420)	(18,604)	(305,814)	(339,619)
Transfers	-	-	-	-	0	-	0	0
Net movement on funds	3,728	(432)	120	0	381	17,288	338,759	359,842
Balances brought forward	-	3,964	730	9,675	17,308	1,713,497	587,430	2,332,604
Balances at 31 December 2020	3,728	3,532	850	9,675	17,689	1,730,785	926,189	2,692,446

Restricted funds are funds that are given to the charity are held on trust for spending on specific purposes or, in the case of groups and clubs are linked to the charity and do not have their own legal identity.

The Children's Fund - funds given to support work with children.

Mission work - supporting a number of mission workers and other Christian workers both in the UK and overseas via donations.

The Building Fund - money given to cover specific building costs.

Groups and clubs are activities held in the church building by organisation which have no separate legal identity and so are required to be incorporated in these accounts.

Unrestricted funds are funds that are held by the charity to use for general charitable purposes.

The fixed asset reserve represents the funds which cannot be accessed without disposing of fixed assets or current asset investments.

General funds are those unrestricted funds available in the short term to fund general charitable activities.

#### 10. Net Assets by Fund

	Unrestricted £	Restricted £	2021 Total	Unrestricted	Restricted	2019 Total
Fixed Assets	1,737,448	-	1,737,448	1,730,785	-	1,730,785
Current Assets	975,799	31,850	1,007,649	1,070,767	35,472	1,105,926
Current Liabilities	(41,041)	-	(41,041)	(54,640)	-	(54,640)
Long term liabilities	(52,893)	-	(52,893)	(89,626)	-	(89,626)
	<b>2,619,313</b>	<b>31,850</b>	<b>2,651,163</b>	<b>2,656,974</b>	<b>35,540</b>	<b>2,692,445</b>

#### 11. Related party transactions

Salary and pension were paid to three trustees (2020: three trustees) who are also employees of the charity Rev D Pike £30,465, Rev M Pike £23,605, G Ruston £7,011 (Rev D Pike £12,190, Rev M Pike £9,331, G Ruston £36,061).

There were no round sum allowances paid to staff or trustees during the year. Any expenses reimbursed related to expense incurred by trustees on behalf of the church and reclaimed or employment expenses.

Details of the manse are contained in note 5.a.

Trustees make small donations to the charity in line with general congregational giving totalling approximately £21,670. No donations to the Church were made with conditions outside of the usual activities of the Church.

#### 12. Independent examination

The independent examination of the accounts which is required by charity law has been carried out by Katherine Dee of Begbies Chartered Accountants. Begbies fee of £2,400 plus VAT is accrued in the accounts under governance costs.

#### 13. Baptist pension scheme

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).

Fully accredited Ministers are eligible to join the Scheme.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Unum Limited. [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 1952 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 (CPI plus 0.75% pa)	3.20
Assumed investment returns	
- Pre-retirement	2.95
- Post retirement	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Main Scheme pension	2.70

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

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

#### 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 16 December 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 trustees and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 and 31 December 2020.

#### Movement in Balance Sheet liability

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

Accounting date (year ending):	31 December 2021	31 December 2020
Balance sheet liability at year start	£93,000	£79,330
Minus deficiency contributions paid	-£8,088	-£7,905
Interest cost (recognised in SoFA)	£1,211	£1,231
Remaining change to balance sheet liability* (recognised in SoFA)	-£25,023	£20,344
Balance sheet liability at year end	£61,100	£93,000

\* 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 December 2021	31 December 2020	30 September 2019
Discount rate	0.4%	0.4%	1.7%
Future increases to Minimum Pensionable Income	3.0%	3.0%	3.2%
Cessation event			

Consequent upon the departure of the Minister, Rev'd Andrew Burnham, from the Church in 2019, the Church had a second cessation event under Section 75 of the Pensions Act 1995, the first having occurred in 2013 with the departure of Rev'd Brian Reed. This makes the Church liable for the proportion of the overall deficit (assessed by reference to the cost of securing benefits by the purchase of annuities) applicable to its previous Ministers who were members of the Scheme.

In 2019 the Church entered into a "Deferred Debt Arrangement". Under this arrangement the Church is no longer liable for the original debt triggered by the departure of Rev'd Brian Reed, but the Church continues to pay the ongoing deficiency contributions as outlined above. There are limited circumstances under the Deferred Debt Arrangement where the Church would become responsible for a debt equal to its share of the current BPS deficit (assessed by reference to the up to date cost of securing benefits by the purchase of annuities).

14. Comparative Statement of Financial Activities - as adjusted

	Note	2020 Unrestricted Funds £	15 Months 2020 Restricted Funds £	2020 Total £
<b>Incoming resources</b>				
<b>Income and endowments from:</b>				
Donations and legacies	2a	652,681	10,196	662,877
Charitable activities				
Letting of church premises		5,767	-	5,767
Church groups	2b	-	7,801	7,801
Other trading activities				
Fundraising events and sales		2,333	-	2,333
Investments				
including rental and legacy management				
Rent		16,800	-	16,800
Interest		3,885	-	3,885
<b>Total</b>		<b>681,465</b>	<b>17,998</b>	<b>699,463</b>
<b>Resources Expended</b>				
<b>Expenditure on:</b>				
Raising Funds - costs of providing goods and services		1,284	-	1,284
<b>Charitable activities</b>				
Church work (inc preaching, pastoral and evangelism)	3a	239,887	-	239,887
Church work (church groups/clubs)	2b	-	7,420	7,420
Mission (inc gifts to organisations and missionaries)	3b	65,135	6,780	71,915
<b>Total charitable activities</b>		<b>305,022</b>	<b>14,200</b>	<b>319,222</b>
<b>Total Expenditure</b>		<b>306,305</b>	<b>14,200</b>	<b>320,506</b>
<b>Net income/(expenditure) &amp; Net</b>		<b>375,160</b>	<b>3,797</b>	<b>378,957</b>
Transfers between funds		-	-	-
Other recognised gains/(losses):		(19,113)	0	(19,113)
<b>Net movement in funds</b>		<b>356,047</b>	<b>3,797</b>	<b>359,844</b>
<b>Reconciliation of Funds:</b>				
Total Funds brought forward		2,300,927	31,676	2,332,602
<b>Total Funds carried forward</b>		<b>2,656,974</b>	<b>35,473</b>	<b>2,692,446</b>