

Stockton Baptist Church
Registered Charity No: 1147883

Financial Statements and Reports
for the year ended
31 December 2022

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Legal and Administrative Information

Name: Stockton Baptist Church

Charity No: 1147883

Principal Address: The Square
Stockton-on-Tees
TS18 1TE

Trustees:

	PASTORAL TEAM	
Trustee	Senior Minister/Chair	Craig Downes
	Associate Minister	Matty Steel
	Children's Pastor	Lydia Gurney
	Youth Pastor	Jess Steel
	CHURCH OFFICERS	
Trustee	Church Secretary	Peter Dawson
Trustee	Church Treasurer	Carlie Ryder
	ELDERS	
Trustee	Dave Blackman	
Resigned	John Bunce	Resigned November 2022
Trustee	Cath Ingram	
Resigned	Vicky Smith	Resigned March 2022
Trustee	Ken Toop	
Trustee	Daisy Taylor	Appointed June 2022
Trustee	John Mark Ryder	Appointed June 2022
Trustee	Seyedemad Nejati	Appointed June 2022
Trustee	Mohamad Jalili	Appointed June 2022
Resigned	John Stapleton	Resigned January 2022
	DEACONS	
Trustee	Adrian Korynek	
Trustee	Andrew Barnett	
Trustee	Peter Gurney	
Resigned	Florence Waniwa	Resigned July 2022
Trustee	Derek Davison	
Trustee	Khatereh Amiri	Appointed June 2022

Stockton Baptist Church

	OTHERS	
Resigned	Nick Smith	Operations Manager (Resigned February 2022)
Trustee	Mark Askew	Operations Manager (Appointed July 2022)
Resigned	John Hughes	Buildings Manager (Resigned Dec 2022)
	Susan Hughes	Office Manager
	Claire Paxton	RAS Administrator
	HOLDING TRUSTEES	
	Alan Bowman	
	Stuart Cornwell	
	Ernie Hepplestone	
	Martin Greenwood	
	Baptist Union Corporation	

Bankers:

Nat West Bank plc
123 High Street
Stockton-on-Tees
TS18 1AY

Independent Examiner:

Kate Tully FMAAT FCIE AATQB
20 Ennerdale Crescent
Winlaton
Blaydon on Tyne
NE21 6PS

Trustees' Annual Report

1. Structure, Governance and Management

The Managing Trustees of the charity comprise the Elders, Deacons, Secretary, Treasurer, Ministers, and Operations Manager.

The Oversight which comprises of the Ministerial Team, Secretary, Treasurer, Elders and Deacons leads the Church in the discovering and implementing of God's will for the Church, in order that it may fulfil its God-given objectives. It gives the spiritual and practical leadership generally and, in particular, is responsible for day to day administration, acting on behalf of the Church in between Church Meetings, and also advising and guiding the Church in its decision making. The Oversight is accountable to the Church Meeting which has the right to revoke any of its decisions.

2 Objects and Activities

The objects of the Trust are:

- a) The advancement of the Christian faith in accordance with the Basis of Faith primarily but not exclusively within Stockton-on-Tees and the surrounding neighbourhood; and
- b) Such other charitable purposes as shall, in the opinion of the members of the Church in general meeting further the work of the Church

3 Achievements and Performance

Stockton Baptist Church is a church established under a Constitution dated 11 April 2012. It is a member of the Baptist Union of Great Britain and the Northern Baptist Association. It is a charity (number 1147883) registered with the Charity Commission. It is also a member of the Evangelical Alliance.

REVIEW OF THE YEAR

The inevitable impact of the pandemic on the life of the church still has ripple effects and this is also noted in the finances, although much less than in the previous two years. Gifts and donations were £8.5k less than we budgeted for and this was also reflected in a reduction in the tax reclaim. The income from the use of the building was £2.5k more than budgeted and is quite an achievement in the environment after than pandemic. In 2022 we benefited again from the generosity of our members through the final settlement of a legacy which the church meeting agreed to gift to the fellowship fund to support those in the fellowship in particular need.

As in previous years, the church has been successful in securing several grants, predominantly by the Christian Against Poverty (CAP), Refugee & Asylum Seekers (RAS) ministries and the Community Garden ministry. These were recognised as restricted funds and managed outside of the church budget.

The Church expressed its part in the life of the wider church by making donations to national and international Christian organisations and societies with Christian aims and objectives compatible with the church's own charitable purpose. Gifts were also given to specific projects throughout the year, including:

- the RAS ministry;
- Missionaries supported by the church;
- Baptist Mission Society (BMS);
- Drumbeat – Our youth sponsored two children through Drumbeat UK;
- Youth Missions;
- Fellowship gifts.

No wider public appeal was made for funds during the year.

Expenditure was more than income received at the year-end resulting in a deficit. Although the Church meeting approved a deficit budget of £26,341 the actual deficit was £9,174 which is an improvement on budgeted position. The Trustees continued to implement the strategy to increase general gift and donations to support a planned future breakeven position.

One of the main focus' of the year and a large cost to the church was the replacement of the roof. This was funded through a legacy received last year and a gift day which saw the wonderful generosity of the fellowship. Other expenses include an increased spend on equipment more than planned. More was also spent on staff conferences that we deemed important to staff development. A new laptop was purchased for the new Operations Manager who began work with us in May 2022. The main kitchen industrial freezer required replacing with the cost shared with the Coffee House and Luncheon Club. There has been ongoing issues with the boiler that has cost more than we anticipated and will need a full replacement next year at a significant cost. A large cost in year was spent on support for the missional house on Hartington Road. During the year we reviewed the ministry we began on Hartington Road and decided that we would serve notice on the contract held with Green Pastures, who own the house used as a missional community. We are contracted to give notice of one year which will end in January 2024. The rent collected from those involved in the ministry and previously living in the house usually covered the lease payments and other housing costs. It was agreed by the leadership that this would become an expense to the church although financial contributors would be sought through the year's notice to provide financial support if available.

The Church is heavily dependent on its membership working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure, but nevertheless contribute substantially to the achievement of the church's objectives.

Ministries Review of the Year

The Church continued to grow numerically and spiritually in 2022 and over the course of the year it was a great joy to welcome in new members and see them go onto serve in various aspects of church life. There was quite a movement of those registered as members in year but we continue to see new growth in the changes. There was an increase in applications for Baptism, membership and weddings. We continued to place each aspect of the Church onto a recognisable framework with some success. Each aspect of Church life is being looked at and each team is being encouraged to change, grow and to plan for the future. Since the pandemic, it has been a joy to welcome even more people from a wider cultural background, and to see some take office on our oversight. The leadership has become more diverse and a little more representative of the Fellowship demographic rather than the Membership demographic. Work was conducted with the Welcome and Stewarding team to establish a Welcome Desk to help facilitate new comers to the church feeling welcomed and then going on to get connected with various ministries

As a preaching team, we finished our Sunday morning studies in Luke's Gospel as well as working through a brief study looking at the prayers of the bible. We also tried out a lot of ideas with the way we do Sunday services. We have continued to see growth in the new Sunday evening gathering, 3:20@5 and it is wonderful to see a different expression of teaching and worship.

The church continues to develop the community outreach work around the Mill Lane and Hartington Road area. One area of particular change has been the development of the Petch Street community garden in partnership with Stockton Parish Church and with the support of Stockton Borough Council. The project is headed up by a team lead by our Greater Europe Mission (GEM) missionaries passionate about the area. The presence on Hartington Road in the centre of Stockton continues but the leadership are re-imagining how this will continue in the future. The house on Hartington Road leased from Green Pastures currently remains in use for various ministries but no longer has permanent tenants.

A big operational focus this year was the replacement of part of the church roof that has been an issue almost since the building was built. The areas that required repair have now been replaced. Following significant repairs to the main boiler system this year, we are also considering the options for the heating system at present. Both members and non-members have been generous over the years and it is likely that some of the giving from thanksgiving may be directed this way. Our building is a great resource for outreach and a beacon for our faith on the riverside at Stockton. It draws people in, and we are fortunate to have it. Unfortunately, it comes at a cost.

This year saw the retirement of John Hughes our Church Building Manager. John has been with us since 2005 and has dedicated much of his time and energy both seen and unseen to not only our building but

church family and those who come into our church building and we are grateful to him for his years of service. There has been sickness within the office staff team and we are grateful to those who have supported to ensure the work continues.

Another change in our staffing structure is saying goodbye to Nick Smith as our first Operations Manager and welcomed Mark Askew to take over the role. We are so grateful to Nick for all his work especially his commitment during the pandemic and leading us through the unknown. Mark picks up the reigns established but Nick and we are grateful to both of them.

We have begun to implement new processes and systems which will lead to our Church running better and communications improving. A key change was the implementation of ChurchSuite which is a church management system to support the running of churches in a variety of ways.

Children's Ministry Report

The regular groups continued to meet throughout the year each supported by a team of volunteers. Sunday consisted of three different ages groups making up Bridge Kids. During the week Little Fish Toddlers meet weekly as do Girls and Boys Brigades and Kids Life Group. We continued to run All Age services on the 1st Sunday of every month and Toddler Service on 3rd Sunday.

Two day Create and Chat sessions for families took place in February and October half terms holidays with approximately 30 children attending with their families. Annual events included an Easter Trail around the local areas, Kids Easter Service, Duggie Dug Dug Circus Praise Party, Superhero Party, Christingle Service, Park Kids on Mill Lane Park.

Schools work continued with Collective Worship and Year 6 Transition sessions in Holy Trinity school, vice chair of Governors and listening to readers in Mill Lane and CAP children's course in Mill Lane. We also have a rota of volunteer drivers willing to pick up and deliver food for the Food Pantry at Mill Lane.

It was wonderful to have an intern for Children's Ministry for June and July and during this time we started Rooted KS2 club that has become a regular weekly group and helps to cross the gap between Children and Youth.

Great to have another opportunity for a Children's Weekend Away at Knock at beginning of July with 26 children attending which was a mix of those who come on Sundays and those who come to midweek groups supported by, as usual, a wonderful and enthusiastic team.

We had a fantastic time at the annual Boys Brigade camp in Redmire, taking a group of about 35 young people to the camp.

At the beginning of year, our Children's Pastor attended and passed a Families Ministry Course run by Cliff College. This included writing a dissertation on the theme of Wellbeing in Families Ministry.

Youth Ministry

We continue to see growth in the youth group regular contact with 30+ young people over our weekly programs which include the Sunday morning group and Tuesday night bible study. A new weekly lads group and a monthly year 7,8 and 9 group started up in year and are proving successful.

We were very excited to undertake a two week mission trip with 6th formers youth to Uganda and worked with a UK charity already working there. Each team member had to raise their own funds for part of their ticket and committed to collectively fundraising throughout the year. This also meant that a substantial gift could be given to the charity for the continued work in Uganda. For some of the team it was the first time on mission and everyone had a wonderful time.

Refugee & Asylum Seekers (RAS Work)

Monday and Friday Drop-Ins going well and appreciated by RAS community, giving opportunity for socialisation, activities and friendship. Red Cross attend regularly to provide specialist advice and sign

posting to appropriate services. The North Eastern housing provider has donated a pool table that enhances the experience for the guys on Mondays.

English classes continue to run at 3 levels. They are particularly helpful for those who do not qualify for formal classes at the college. Light lunch afterwards provides further opportunity for students to use their English and make friends.

A training weekend with Rev. Elnur Jabayev of Turkic Ministries was very helpful for both the RAS community and our volunteers in understanding and appreciating the cultural issues in coming to Christ from an Islamic background.

It has been a joy to see people grow in their faith and service, and to see some receiving permission to stay in UK. Family reunions are always a joy, particularly when they decide to stay in the area as it has become 'home'.

Reserves Policy

It is currently the policy of Stockton Baptist Church is to hold three months' worth of all expenditure to allow the church to adapt to any changes in circumstance of the church. Based on the planned contractual and other essential expenditure within this year's budget this amount is £84,000. It is proposed that we will hold sufficient free cash reserves at the year end to satisfy this policy. This policy will be reviewed annually.

4 Plans For Future Periods

The Trustees expect to continue the activities of the charity in accordance with their current objectives.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable Charity Law and United Kingdom Generally Accepted Accounting Practice.

Charity Law requires the Trustees to prepare financial statements for each financial year which show a true and fair view of the state of affairs of the charity and its financial activities for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Comply with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operational existence.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the Trustees

Name **CARDYN RYDER**

Position **Treasurer**

Signature **Slyder**

Date **4/9/23**

Independent Examiner's Report

Report to the Trustees of Stockton Baptist Church on Accounts for the year ended 31 December 2022 set out on pages 10-15.

Respective responsibilities of the Charity and the Independent Examiner

As members of the Charity you are responsible for the preparation of the financial statements; you consider that the audit requirement of Regulation 3(3) and section 144(2) of the Act do not apply and that an independent examination is needed. It is my responsibility to

- Examine the financial statements under s.145 of the 2011 Act;
- Follow the procedures laid down in the General Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- State whether particular matters have come to my attention

Basis of examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with these records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

In connection with my examination no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which agree with the accounting records and comply with the accounting requirements of the 2011 Act ; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Kate Tully FMAAT FCIE

Date 28th October 2023

Signed *K A Tully*



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Kate Tully is a Fellow Member of the Association of Charity Independent Examiners and a Fellow Member of the Association of Accounting Technicians

Statement of Financial Activities
For the year ended 31 December 2022

		Unrestricted	Restricted	Designated	Total	Total
		Funds	Funds	Funds	Funds	Funds
	Note	£	£	£	2022	2021
					£	£
Income and Endowments from						
Donations and Legacies	2	268,604	38,448	31,684	338,736	474,391
Charitable Activities	2	84,265	0		84,265	25,825
Other Trading Activities	2	0	0		0	52,686
Investments	2	467	0		467	289
Total Income and Endowments		353,336	38,448	31,684	423,468	553,191
Expenditure on:						
Charitable activities	2	362,511	104,654	30,890	498,056	446,078
Other	2				0	0
Total Resources Expended		362,511	104,654	30,890	498,056	446,078
Net movement in funds		(9,175)	(66,206)	794	(74,588)	107,113
Transfers Between Funds		(117,494)	117,099	395	0	0
<i>Total Funds brought forward</i>		<i>2,628,067</i>	<i>31,035</i>	<i>3,865</i>	<i>2,662,967</i>	<i>2,555,854</i>
Total funds carried forward		2,501,398	81,928	5,054	2,588,380	2,662,967

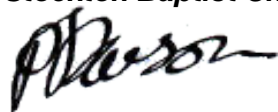
Balance Sheet

As at 31 December 2022

	Note	2022 Funds £	2021 Funds £
Fixed Assets:			
Land and buildings	3	2,405,392	2,405,392
		0	0
Total Fixed Assets:		2,405,392	2,405,392
Current Assets			
Debtors/Prepayments	5	9,545	8,182
Cash at Bank and In Hand		170,319	248,962
Held in BU Trust		7,600	7,484
Total Assets		2,592,856	2,670,020
Liabilities			
Creditors: Amounts falling due within one year	6	(2,476)	(5,053)
Creditors: Amounts falling due after one year		(2,000)	(2,000)
Total Assets less Liabilities		2,588,380	2,662,967
The Funds of the Charity:			
Restricted income funds		81,928	34,900
Designated Funds		5,054	
Unrestricted income funds		2,501,398	2,628,067
TOTAL CHARITY FUNDS		2,588,380	2,662,967

Approved by Stockton Baptist Church and signed on their behalf by:

Signature



Print Name Peter Dawson

Signature



Print Name CAROLYN RYDER

Date of Approval

4/9/23

NOTES TO THE FINANCIAL STATEMENTS

For the period 1 January to 31 December 2022

1 Accounting Policies

Basis of Preparation

These Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2015) – Charities SORP (FRS 102).

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

Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Capital Grants are released over the economic useful life of the asset to which they relate

Resources Expended and Liabilities

Resources expended have been analysed using a natural classification.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fixed Assets

Depreciation is provided to write off the cost, less estimated residual values, of all fixed assets, over their expected useful lives. It is calculated at the following rate:

Land and Buildings
Church Organ

Reviewed as needed for revaluation but not depreciated
5% Straight Line basis

Other fixed assets are written off in the year of purchase. The trustees consider that this is prudent in view of the short life of these assets.

Stockton Baptist Church

2 Funds

The Charity has one fund, an unrestricted general fund and a number of restricted and designated funds.

Restricted Funds	Balance B/f 01/01/2022 £	Income £	Agreed Transfer from Reserves £	Expenditure £	Funds C/f 31/12/2022 £
Andrew & Helen Symmonds (MAF)	0	2,500		0	2,500
BMS	228	1,937	10	0	2,175
Building Fund	18,877	175	64,335	74,660	8,727
CAP	1,736	1,000		1,191	1,545
Fellowship fund	675	10,123		9,356	1,443
Funeral Collections	134	0		0	134
Garden Fund	0	156		0	156
Gifts	30	2094		655	1,469
Hartington Road	0	14,950		14,950	0
Ministry & Mission Work	0	0	52,604	0	52,604
Overseas Mission	3,095	500		500	3,095
RAS	3,763	5,013	150	1,240	7,686
Spurgeon's Childcare	394	0		0	394
Youth Missions	2,103	0		2,103	0
Total Restricted Funds	31,035	38,448	117,099	104,654	81,928
Designated Funds	Balance B/f 01/01/2022 £	Income £	Agreed Transfer from Reserves £	Expenditure £	Funds C/f 31/12/2022 £
Children's Work	1,033	3,137		3,149	1,021
Community Garden	1,000	5,070		4,157	1,913
Event Income	0	253	395	339	309
Tab Toddlers	1,007	320		75	1,252
Youth Work	825	22,904		23,171	558
Total Designated Funds	3,865	31,684	395	30,890	5,054
Total Restricted & Designated Funds	34,900	70,132	117,494	135,545	86,982

Name of fund

Andrew & Helen Symmonds (MAF)

BMS

Building Fund

CAP

Children's work

Community Garden

Event Income

Fellowship Fund

Funeral collections

Garden Fund

Gifts

Hartington Road

Ministry and Mission Work

Overseas Mission

RAS

Spurgeon's Childcare

Tab Toddlers

Youth Mission

Youth Work

Description, nature and purposes of the fund

Gifts made to support the Symmonds family in their work in Papua New Guinea with Mission Aviation Fellowship

Donations towards Baptist Mission Society

Gifts made to support major works required on the church and associated buildings.

Grants received for activities relating to the Christians Against Poverty (CAP) ministry

Donations towards the church's work among children

Grants and gifts received for the work and development of a community garden.

Amounts collected for non-profit making ticket sales from events

Donations towards those in the church suffering hardship

Amounts collected at funerals

Gifts towards the development of the church garden

Donations towards specific gifts made to members of the congregation

Donations towards repairs and maintenance of a property to support the vulnerable

Donations towards the church's work and ministries & mission

Donations towards a medical clinic in Uganda

Grants and gifts received for activities among asylum seekers

Christmas collection for the work of Spurgeons Childcare

Donations towards the church's work among young children

Donations towards youth missions

Amounts received towards the church's youth work

Income and Expenditure Analysis 2022

Income and Endowments from:

Donations and Legacies

	Unrestricted	Restricted	Designated	Total
Gifts and Donations	252,595	33,435	31,684	317,714
Asylum Seekers and Refugees	5,405	5,013		10,418
Other Donations/Grants	1,856			1,856
Legacy	8,748			8,748
	268,604	38,448	31,684	338,736

Income from Charitable Activities

Use of Building	17,699			17,699
Thanksgiving	9,246			9,246
Tax Reclaims	57,320			57,320
	84,265	0	0	84,265

Other Trading Activities

				0
				0
	0	0	0	0

Investment Income

Bank Interest Earned	467			467
	467	0	0	467

Total Incoming Resources

	353,336	38,448	31,684	423,468
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Resources Expended:

Cost of Charitable Activities

	Unrestricted	Restricted	Designated	Total
Administration	6,494			6,494
Office Costs	4,194			4,194
Building Costs	52,094	74,660		126,754
Equipment	7,591			7,591
Ministries	18,152	29,994	30,891	79,037
Mission	42,943			42,943
Housing	4,914			4,914
Salaries	224,211			224,211
Bank Charges	1,319			1,319
Depreciation				0
Independent Examination of Accounts	600			600
				0
	362,511	104,654	30,891	498,056

Total Resources Expended

	362,511	104,654	30,891	498,056
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Support Costs

Fundraising

Support Cost Type

	Activity £	Charitable Activity £	Governance Activity £	Total Cost £
Administration		6,494		6,494
Office Costs		4,194		4,194
Building Costs		52,094		52,094
Equipment		7,591		7,591
Ministry Team		18,152		18,152
Mission		42,943		42,943
Independent Examination of Accounts			600	600
Housing		4,914		4,914
Total	0	136,382	600	136,982

3 Fixed Assets

	Land and Buildings £	Total £
Cost		
At 1 January 2022	2,405,392	2,405,392
Additions	0	0
Disposals	0	0
At 31 December 2022	2,405,392	2,405,392
Depreciation		
At 1 January 2022	0	0
Charge this period	0	0
At 31 December 2022	0	0
Net Book Value		
At 31 December 2022	2,405,392	2,405,392

4 Salaries/Wages

	Unrestricted £	Restricted £	Total 2022 £
Gross Salaries and NI	224,211		224,211
			0
	224,211	0	224,211
			2022
			Number
			11

There were no employees whose remuneration was over £60,000.

5 Debtors

	Unrestricted Funds £	Restricted Funds £	2022 Total £
Bridge Coffee House	7,740		7,740
Trade Debtors/Prepayments	1,805		1,805
	9,545	0	9,545

6 Creditors: Amounts falling due within one year

	Unrestricted Funds £	Restricted Funds £	2022 Total £
Trade Creditors/Accruals	1,876		1,876
Independent Examination	600		600
	2,476	0	2,476

7 Creditors: Amounts falling due after one year

	Unrestricted Funds £	Restricted Funds £	2022 Total £
Loan	2,000		2,000
			0
	2,000	0	2,000

8 Governance Costs

	Unrestricted Funds £	Restricted Funds £	2022 Total £
Independent Examination	600		600
			0
	600	0	600

9 Bank and Cash in Hand

	2022 £
Baptist Together	7,600
NatWest Current	14,804
NatWest Reserve	155,515
Petty Cash	
	177,919

10 Baptist Pension Scheme

The church is a participating employer within the Baptist Pension Defined Benefits Scheme and has been making ongoing deficit payments to cover the costs of past service of its employees within the scheme under a recovery plan. In July 2022 The Baptist Union announce that the scheme is now in surplus, ahead of schedule.

This means that effectively there is no shortfall debt at the present time although it will be kept under review. However, there will be an administrative cost of £1,000 to process any employers leaving the Scheme. It is important to be aware that cessation events will still be triggered even in a no-debt situation, and they must continue to be managed in line with regulations set out in The Occupational Pension Schemes (Employer Debt) Regulations 2005. The monthly deficit repair contributions will be reduced to a minimal level of £1 per employer per month from August 2022 onwards.