

Charity Commission Annual Report 2020

Our year began with disappointment as we said farewell to our Associate Minister with Responsibility for Children & Youth. The remainder of the year was then dominated by the Covid-19 pandemic. However, we have continued to strive to maintain our core focus on those we serve within our wider community, as well as those who form our church community.

Aim & Purposes

Bromsgrove Baptist Church's aim is that through all of our church activities, as well as through involvement in our wider communities, all people will come to accept Jesus as Lord and Saviour. Jesus has so much to offer all people, whether life seems easy or not.

We are seeking to demonstrate the love of God for all people through the way in which we live our lives of faith in unity together.

With the Bible to help everyone understand who God is, we believe that we are guided by God's Holy Spirit to be an expression of the community that God longs to see throughout the world.

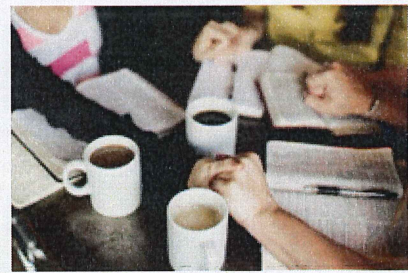
Objectives & Activities

When planning our activities for the year, we have considered the Commission's guidance on public benefit and, in particular the specific guidance on charities for the advancement of religion.

We believe our purpose as a church is to be "Offering the transforming love of Jesus Christ in the realities of life". We hold that closely through our core values of "Belonging", "Growing", "Serving" in the words that we speak, as well as in our care for each other, and support for our local community.

GROWING

Philippians 2:1-18, Galatians 5:16-26, Luke 4:14-21



Our vision is to be a community of God's people who are growing in understanding of our relationship with Him through inspiring teaching and nurturing discipleship.

We will do this by:

- Showing our dependence on God through vibrant prayer and worship that embraces a variety of traditions and styles so as to be helpful to all.
- Seeking inspiration through Spirit-led biblical teaching on Sundays, and looking out for other opportunities to learn together.
- Nurturing spiritual growth and friendship through Life Groups as our core place for walking with and watching over each other ("doing life together").
- Providing opportunities for people of all ages to discover faith (e.g.: Alpha courses), and deepen faith (e.g.: Spirituality courses).
- Supporting people at different life stages through appropriate courses (e.g.: parenting and marriage courses).

BELONGING

1 Corinthians 12:12-27, Acts 2:42-47, John, 13:31-38



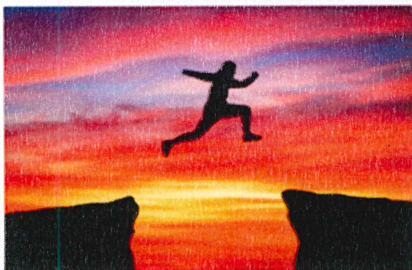
Our vision is to be a community of God's people living out compassionate care, offering generous hospitality, and embracing ways of gracious belonging.

We will do this by:

- Loving each other as family, caring for the whole person, and loving our neighbour as ourselves.
- Being open with our welcome to ensure that everyone feels at home and knows that they are valued in our community.
- Giving priority to those in need as we release time and resources to the meet the needs of those around us.
- Demonstrating our commitment to Jesus through baptism and our commitment to each other through Covenant Partnership.
- Respecting view-points and opinions different to our own as we willingly explore diversity together, and respond to each other in Christ-like ways.

SERVING

Joshua 1:6-9, Acts 1:1-11, Ephesians 4:1-16



Our vision is to be a community of God's people who are living out a courageous faith as we engage in innovative outreach and intentional mission.

We will do this by:

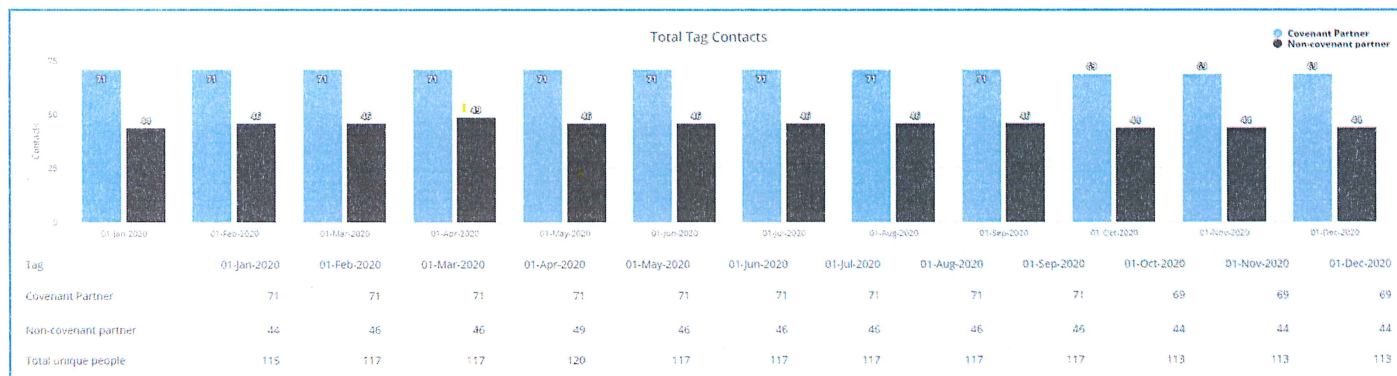
- Helping each other to discover the unique ways in which God has gifted and equipped us so that we can all serve him as he intends.
- Allowing God to challenge us through the Holy Spirit to embrace fresh ways of being church, even when that feels risky.
- Evangelistically meeting the needs of our local community as we seek to be church away from our buildings, sharing the love of Jesus in creative and imaginative ways.
- Supporting the mission and ministry of Churches Together in Bromsgrove and responding to opportunities for community engagement / development as they arise.
- Partnering with others beyond ourselves (locally and globally) who are seeking to achieve God's Kingdom purposes in ways and places that we can't do or go to on our own.

Achievements & Performance

Belonging:

We have continued to enable that people understand that Bromsgrove Baptist Church is a place where we belong together in Covenant Partnership. As the first Covid-19 lockdown began in March 2020, we put in place a “Staying Connected” plan to ensure that we maintained regular contact with those who were the most vulnerable and isolated. This plan proved to be so successful that it will continue into 2021.

Due to the nature of a very unusual year, it is less easy to comment on the number of those who continue to be fully connected to our church. The graph below shows a small decline in the later part of the year when we bid farewell to some of our friends.



The strength of our belonging together is seen in the outworking of church life, not in numerical data. To that end, it is through all that we share together, and through all that we offer to others, that we truly demonstrate that Bromsgrove Baptist Church is a place to belong together, where the depth of our love and care for each other, and those who are currently beyond our church community, is unquestionable.

Growing:

Whilst much of our time this year has seen us concentrate on surviving, we have nonetheless ensured that there has been growth in our spiritual and emotional wellbeing.

To that end, we have learnt to adapt to new forms of communication such as Zoom meetings and online services. Despite the steep learning curve as we mastered new skills, we are so pleased that through the creative use of technology, we have been able to connect with each other and learn together.

Live streaming of worship services is beginning to become our regular Sunday morning setup. Whilst we are keen to be meeting in person again as soon as possible, we are looking to continue to use live streaming as we have already seen an increase in the numbers of those who we are able to connect with each week.

Serving:

As Covid-19 gained more of stronghold, many differing needs emerged across our community, as well as pre-existing needs becoming magnified.

When people have been shielding or isolating, we have been able to ensure that all they have needed from supermarkets has got them at the right time. Prescriptions have been collected and delivered, and for those who do not use computers, printed material has been delivered to ensure they remain updated and know they have not been forgotten.

Through our many strong wider community links, we have also been able to respond to the needs of those we had not met before by serving alongside other organisations and partner agencies in Bromsgrove.

This has taken a huge commitment from our church family, reflecting just how much we do consider ourselves to be *here for other people*, not just ourselves. We have done all that we can to serve people with the compassion and grace of Jesus Christ.

Our ongoing support of Bromsgrove Youth & Community Hub (The Hub), which operates out of the basement area of our premises, has continued to be vital. During the year, we have seen a sharp rise in the mental health needs of young people, and more complicated family scenarios exacerbated by Covid-19 lockdowns and restrictions. It has been a privilege to be part of all The Hub is doing to serve the needs of those around us.

Leadership

Our leadership priority is to enable others to actively participate in the life of the church. Our Minister and Deacons form our core "Leadership Team", alongside whom we affirm others in "Co-ordinator" roles.

During the autumn term it became increasingly apparent that the relationship between the church and Associate Minister was deteriorating. We all worked together to pull this back, acknowledging that some of the work being undertaken was having a positive impact.

Sadly, we were unable to turn things around and received the resignation of our Associate Minister late December.

Financial Review

Overview

Giving to the church in 2020 reached a higher level than we had anticipated after assessing the additional financial pressures on some of our church community due to Covid-19. Please refer to the attached accounts for details of income and expenditure during the year.

Reserves Policy

Bromsgrove Baptist Church does not have a formal reserves policy. We are mindful of the guidance to retain sufficient reserves in order to be able to close the church in an orderly manner should this be required.

Fabric

Most of our planned works for this year had to put on hold due to Covid-19 lockdowns and restrictions. However, we have been able to set a robust recovery plan for 2021. Throughout the year we have paid careful attention to the additional needs that we have been faced with within our premises to ensure that we have been Covid-safe at all times.


Administration Information

Bromsgrove Baptist Church is situated on New Road in the town of Bromsgrove. The correspondence address is: Bromsgrove Baptist Church; New Road, Bromsgrove, Worcestershire, B60 2JD.

Those individuals who have served on our Leadership Team for all or part of the period of this report are:

- Mrs Sian Anderson (co-opted to provide Administrative support)
- Mr David Bell
- Dr Claire Curtis
- Dr David Law
- Rev Paul Lewis
- Mr Simon Miles
- Mrs Rose Pauley
- Miss Morgan Robinson
- Mrs Jean Spencer
- Mr Michael Stringer

Approved by the Leadership Team on 14th October 2021 and signed on their behalf by Rev. Paul Lewis.



Rev. P. Lewis

Bromsgrove Baptist Church - 2020 Accounts

Summary Accounts

		Actual '19	Budget '20	Actual '20
Income (see below)		131,152.85	140,105.00	131,169.01
<i>minus</i>				
Expenses (see page 2)		131,040.92	140,040.96	130,922.66
TOTAL		111.93	64.04	246.35
Funds holdings:				
	Start 2020	End 2020		
Restricted funds:	£ 41,206.53	£ 35,401.52		
Designated funds:	£ 12,900.00	£ 43,672.00		
	£ 54,106.53	£ 79,073.52	Funds change:	24,966.99
			Accounts change:	25,213.34
				..
Bank Accounts:				should be
	Start 2020	End 2020		equal to:
CAF Cash	£ 28,402.41	£ 53,577.28		
CAF Gold	£ 47,944.88	£ 47,983.35		
	£ 76,347.29	£ 101,560.63		..
				25,213.34

Income

	Actual '19	Budget '20	Actual '20
Offering	91,298.28	100,000	92,612.52
Gift Aid Refund	18,557.50	17,000	21,329.20
Church Rental Income	16,509.00	17,000	13,077.00
Bank Interest	71.85	25	38.47
Trusts and Dividends	80.30	80	82.10
Other Income (tickets etc.)	4,635.92	6,000	4,029.72
Statagic change - from contingency fund	-	-	-
TOTAL INCOME	131,152.85	140,105	131,169.01

Expenses

	Actual '19	Budget '20	Actual '20	
Church Expenses				
Bank Charges	65.00	60	60.00	
Cleaning	4,680.00	4,700	2,872.50	
Rubbish Collection	884.00	950	906.88	
External Preaching Fees	128.35	150	150.00	
Fees, Subscriptions and Licenses	1,923.01	1,950	1,891.16	
Insurance	3,854.01	3,900	4,083.94	
Heat, Light and Water	6,945.37	7,000	7,522.84	
Photocopier	970.66	800	414.24	
Communication Services	480.32	500	1,102.08	B
Stationery & Consumables	1,869.53	1,500	699.62	
Repairs and Renewals	8,202.13	5,000	2,623.98	C
Audiovisual Systems	1,241.83	500	990.98	D
Strategic change - to funds		15,000	31,038.22	E
Miscellaneous	100.00	-	260.00	F
	31,344.21	42,010	54,616.44	
Ministerial and Manse Expenses				
Stipend, NI and Pension	57,578.18	48,261	45,961.10	
Expenses incl. Travel, Conf etc.	1,948.27	1,500	425.99	
Cnl Tax, Water, Gas, Elec, Phone	3,809.10	5,520	3,852.86	
Repairs and Maintenance	192.07	1,000	596.25	
Manse Insurance	358.53	350	379.41	
Property Rental Cost	8,337.50	1,450	1,450.00	
	72,223.65	58,081	52,665.61	
Major Repairs and Renewals				
Major projects	1,539.36	15,000	1,828.00	
	1,539.36	15,000	1,828.00	
Mission and Evangelism				
Children's Work	3,528.11	4,500	1,498.24	
Church Events	3,822.99	3,500	3,799.62	G
Literature / Advertising	632.60	750	260.75	
BMS	5,100.00	5,100	5,100.00	
Home Mission	5,500.00	5,500	5,500.00	
AHAVA	3,000.00	1,250	1,250.00	H
Hope & Kindness Kenya	1,250.00	1,250	1,250.00	
Meninadanca Brazil	1,250.00	1,250	1,250.00	
Novimost Bosnia	1,250.00	1,250	1,250.00	
Compassion	600.00	600	654.00	
Mission Visit Subsidies	-	-	-	
Miscellaneous	-	-	-	
	25,933.70	24,950	21,812.61	
TOTAL EXPENSES	131,040.92	140,040.96	130,922.66	

Funds of Money held within Church Bank Accounts

Start 2020

Income

Outgoing

End 2020

Restricted Funds

(Restricted Funds may only be used for the purposes that they are provided.)

£	1,693.66	£	-	Mission Visits	£	-	£	1,693.66
£	-	£	-	BMS	£	-	£	-
£	-	£	-	Home Mission	£	-	£	-
£	528.08	£	416.22	Fellowship Needs	-£	194.30	£	750.00
£	-	£	-	Youth Worker	£	-	£	-
£	9,149.42	£	585.06	Little Wonders	-£	252.00	£	9,482.48
£	20,969.86	£	-	1000 Days	£	-	£	20,969.86
£	8,235.93	£	4,166.60	Youth & Community Hub	-£	12,402.53	£	-
£	444.06	£	10,359.00	Holding Fund	-£	9,661.06	£	2,392.00
£	185.52	£	-	SBHS CU	-£	72.00	£	113.52
£	41,206.53	£	15,526.88		-£	22,581.89	£	35,401.52

Designated Funds

(Designated Funds are set aside for a proposed purpose but may be redirected to general (unrestricted) funds if required.)

£	12,000.00	£	30,172.00	Contingency Fund	£	-	£	42,172.00
£	900.00	£	600.00	PA/IT Failure Contingency	£	-	£	1,500.00
£	12,900.00	£	30,772.00		£	-	£	43,672.00
£	54,106.53	£	46,298.88		-£	22,581.89	£	79,073.52

Notes for 2020 accounts

A	Other Income				
	Panto tickets (2019)	£	142.50		
	Panto tickets (2020)	£	737.00		
	General Donations	£	344.00		
	Sprout Income	£	239.85		
	Mens Night Income	£	40.00		
	Stipend Overpayment	£	27.83		
	24a Ednall Lane Deposit Refund	£	1,087.50		
	24a Ednall Lane Rental overpayment refund	£	427.50		
	Bible Reading Notes	£	101.00		
	Baptist Unionist Refund	£	179.00		
	Electricity Service refund	£	487.54		
	2019 Holiday Club (backpackers) income	£	216.00		
	TOTAL	£	4,029.72		
B	Communication Services				
	Website (Barclay James)	£	144.00		
	Zoom	£	210.40		
	Telephone and Broadband	£	341.68		
	Survey Monkey	£	396.00		
	Church mobile phone	£	10.00		
	TOTAL	£	1,102.08		
C	Repairs and Renewals				
	Solihull Sparky - monthly electrical cover	£	473.88		
	Solihull Sparky - electrical works	£	83.71		
	MD Services - Gas Leak	£	168.00		
	MD Services - annual Gas Service	£	1,158.00		
	MD Services - gas works	£	132.00		
	24a Ednall Lane Key	£	7.00		
	Protectahome (Basement Sump annual service)	£	576.00		
	Church key	£	7.40		
	Lightbulbs	£	17.99		
	TOTAL	£	2,623.98		
D	Audio Visual Systems				
	Camera for Live Streaming	£	990.98		
E	Strategic Change - to funds				
	Transfer to PA/IT Contingency Funds	£	600.00		
	Transfer to Contingency Funds	£	17,000.00		
	Remained of 2020 budget for Major Repairs - set aside for 2021	£	13,172.00		
	Transfer to Fellowship fund	£	266.22		
	TOTAL	£	31,038.22		
F	Miscellaneous				
	C. Mungazi refund due to cancelled wedding (Covid-19)	£	130.00		
	Land Registry Fee	£	130.00		
	TOTAL	£	260.00		
G	Church Events				
	Panto Costs (2019)	£	570.68		
	Panto Costs (2020)	£	2,800.00		
	Flowers (various events)	£	262.90		
	Nativity Trail Expenses	£	48.87		
	Birthdays and Anniversaries	£	68.12		
	Food	£	49.05		
	TOTAL	£	3,799.62		
H	AHAVA				
	Donation transferred to Holding fund to be paid in 2021 due to challenges making payment in 2020 (see note J)				
I	Community Hub Fund				
	Date	Item	Income	Expenditure	Balance
		Start of 2020			8,235.93
	27/01/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 8,652.59
	25/02/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 9,069.25
	25/03/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 9,485.91
	27/04/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 9,902.57
	11/05/2020	Payment to YMCA for Youth and Community Hub Costs		£ 5,000.00	£ 4,902.57
	26/05/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 5,319.23
	25/06/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 5,735.89
	27/07/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 6,152.55
	25/08/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 6,569.21
	25/09/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 6,985.87
	26/10/2020	Heart of England Baptist Association - grant year 3	£ 416.66		£ 7,402.53
	02/12/2020	Transfer of remaining monies to Youth and Community Hub		£ 7,402.53	£ -
			<u>£ 4,166.60</u>	<u>£ 12,402.53</u>	
J	Holding Fund - is made up of				
	Donations for the Basement Project (Harvest Offering)	£	1,122.00		
	Donation for Hope & Kindness	£	20.00		
	2020 Donation to AHAVA (see note h)	£	1,250.00		
	TOTAL	£	2,392.00		
K	Contingency Fund - is made up of				
	Contingency Fund	£	29,000.00		
	2020 Major projects remaining funds - to be used in 2021	£	13,172.00		
	TOTAL	£	42,172.00		

Pension Statement 2020

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme ("the Scheme"). The Scheme is a separate legal entity which is administered by the Pension Trustee (Baptist Pension Trust Limited).

The Minister(s) are eligible to join the Scheme.

Since January 2012, pension provision has been 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. In addition, the employer pays a further 4% of Pensionable Income (or 3% if the employer is in the segregated DC section) to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

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%). As a result of the valuation, in addition to the contributions to the DC Plan set out above, it was agreed that the standard rate of deficiency contributions from churches and other employers involved in the DB Plan will remain at previously agreed levels, increasing each year in line with increases in the Minimum Pensionable Income. The deficiency contributions are broadly based on 12% of Pensionable Income / Minimum Pensionable Income, reflecting each employer's contributions in March 2015. Some employers that were involved in the DB Plan for a short period pay lower contributions. The Trustee and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 to 31 December 2020.

In addition, the Baptist Union of Great Britain agreed to contribute a lump sum of £0.5m by 31 December 2020. The current Recovery Plan dated 30 September 2020 envisages deficiency contributions continuing until 30 June 2026. The key financial assumptions underlying the valuation were as follows:

Type of assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (CPI plus 1.0% 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	2.70

As there is a large number of contributing employers participating in the Scheme, the Church is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, due to the nature of the Scheme, the profit and loss charge for the period represents the employer contributions payable.

The total pension cost for the Church in 2020 is £7392.74, which comprises

- For Paul Lewis, £6897.78 which comprises £3649.80 to the DC Plan and £3247.98 to the DB Plan Deficiency Contribution.
- For Jacob Wain, £494.96 to the DC Plan

For comparison, the total pension cost for the church in 2019 was £9880.24 which comprised £5612.44 to the DC Plan and £4267.80 to DB Plan Deficiency Contribution.

The next actuarial valuation of the DB Plan within the Scheme is due as at 31 December 2022.

BROMSGROVE BAPTIST CHURCH

INDEPENDENT EXAMINER'S REPORT

CHARITY NUMBER 1154922

PERIOD OF ACCOUNTS 1 January 2020 to 31 DECEMBER 2020

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed

- * examine the accounts under section 145 of the Charities Act
- * to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145 [5] {b} of the Charity Act) and
- * to state whether particular matters have come to my attention

Basis of independent examiners statement

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those 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 no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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 Charities Act.
- * to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met ; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed *K R Moore*

Date 11th October 2021

Keith Roger Moore
KLM Accounts
Independent Examiner
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