



EVESHAM BAPTIST CHURCH

TRUSTEES ANNUAL REPORT 2023



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TRUST INFORMATION

Status	Charitable Incorporated Organisation	
Trustees	Rev. Dr Edward Pillar (Minister)	
	Mr Andrew Foster	
	Mr Derek Markie	
	Mr Graham Wells (Retired September)	
	Mrs Catherine Watton (Elected September 2023)	
Registered Address	Cowl Street	To be amended to with
	Evesham	immediate effect
	Worcestershire	December 2023:
	WR11 4PN	Offenham Road
		Evesham
		WR11 3DY
Independent Examiner	Stewardship	
	1 Lamb's Passage	
	London	
	EC1Y 8AB	
Bankers	Cooperative Bank Limited	
	PO Box 250	
	Delf House	
	Southway	
	Skelmersdale	
	WN8 6WT	



TRUSTEES REPORT FOR THE YEAR ENDED 31ST DECEMBER 2023

OBJECTS

The primary aims of the trust are to fulfil the role of a Christian Church in the Evesham area and to provide help to others in promoting the Christian faith in the United Kingdom and overseas.

THE CHURCH: ITS AIMS AND OBJECTIVES

The Church is not a building, but a gathering of ordinary people of different ages and backgrounds, whose lives have been changed by the Lord Jesus Christ, the Son of God. The New Testament reveals the Church as a community of people, properly taught and cared for, who by loving and serving Jesus Christ, were also committed to love and care for each other and to bring a blessing to the area in which they lived. Evesham Baptist Church, its trustees and members, are committed to seeking to live out those New Testament principles. Evesham Baptist Church is not alone in this, but it is one of many churches in the area, country and all over the world that are committed to following the teaching of Jesus Christ. The vision is to see the people of Evesham Baptist Church come into this experience of knowing Jesus as their Lord, Saviour and friend.

Evesham Baptist Church is a member of the Baptist Union of Great Britain, the Heart of England Baptist Association and the Evangelical Alliance.

Directions relating to the Church are made by the trustees, who are responsible for governing the life and teaching of the church. Day to day decisions on expenditure and activities are decided by the staff and volunteers in charge of different areas of the church, with budgets set and monitored by the trustees. The powers of appointment or removal of trustees rests with the members. New trustees are selected from the members of the church. On being appointed, new trustees spend time with the existing trustees to ensure they understand their responsibilities and the legal and financial framework in which the church operates.

Whilst the church does employ two staff, it is the work of every member of the church, whether employed or not, that will make the difference in the church achieving its great commission. This is done by encouraging all members of the church to live out their faith in Jesus Christ amongst the people they interact with every day; by praying, by visiting the sick and others in need, in being involved in training others, in public teaching and worship, and also in administration. The financial resources of the church, to a very large extent, are given by the members and their private assets and equipment are regularly used in the work of the church. Much of this work is done privately, without recognition, and the hours and value of that time cannot be quantified.



THE YEAR: ITS OBJECTIVES AND ACHIEVEMENTS

2023 has been dominated by the construction phase and subsequent relocation while continuing to develop a forward view and prepare for activities amongst our new neighbours. As the year progressed regularity of attendance improved and some 50 attended each Sunday morning. We held a memories and thanksgiving event in the old building in October. When we moved on 10th December the number attending doubled and continued at a higher level into 2024 with many declaring a desire to receive weekly communication from us.

Patterns of engagement had declined slowly until autumn but began to improve as the move drew closer. Subsequently several new attendees indicated a desire to be involved as well as long servers taking on more. Church organisations resumed fully on the new site as term began in January 2024.

The Church Meetings continued throughout 2023 on a face-to-face basis while Zoom remains an option. The leadership navigated a course through the evolving construction in which the completion date repeatedly receded from early September to the eventual move very close to Christmas. This was difficult for leaders and members alike but the course of ministry, and activities were fully sustained until the Autumn half-term at which point some activities had to be suspended to prepare for the move. At the same point some launch and communication activities built up.

We were delighted to be approached by a group of Bulgarians who, with the support of a larger group meeting at a Baptist Church in Birmingham, wished to start a weekly service on a Saturday evening in our building. They first met on 6th May and have met on our premises ever since.

Overall the objectives of the organisation remained unchanged:

- Fulfilling the objects in teaching, preaching and showing practical care in the community now with an emphasis on getting to know our new neighbours.
- Impacting the next generation with 5+ groups led by committed volunteers who are also in full-time work. Our Music Makers, a parent and toddler group, continues as a core activity but currently only one morning a week linked by a WhatsApp Group. Similar links sustain contacts with older children and young people beyond Sundays.
- Pastoral care of members and contacts of the church is led by our recently retired deacon with direct or phone contact with all members and contacts. There is a fortnightly online fellowship open to all, a WhatsApp group for families, a weekly Share & Prayer group for women and a bi-monthly breakfast for men. Extra care is provided for any facing a time of crisis.
- The new financial system implemented in 2022 served well through the very high expenditure associated with the build and furnishings. An asset register is now under construction.
- Supporting the wider community included continued publicity to the work of the Caring Hands (the largest local food bank) and other work in the community, encouraging members to play their part in both long-standing and special initiatives. The church fellowship gave food supplies generously and individuals also made financial gifts directly especially as Christmas approached.
- Members involvement with the local Street Pastors continued and active patrols of trained volunteers from local churches usually from 10.00pm to 3.00am most weekends, and Sunday nights before a Bank Holiday, to care for, listen to and help people who are out on the streets.
- Bringing support to churches working elsewhere both in the United Kingdom and overseas. Evesham Baptist Church supports the Baptist Missionary Society and from time to time has closer links with individual missionaries. This year we established a long-term commitment to a family moving out to Kenya to work with the Africa Inland Mission (AIM) at the Rift Valley Academy. Other individuals are supported with different societies including one regularly working with emergency medical teams and a young woman also with AIM in Chad.
- Evesham Baptist Church also works with and supports other local churches under the umbrella of Churches Together in Evesham and District.



NEW BUILDING DEVELOPMENT

In 2005 we addressed the needs of the Church in terms of our building and recognised that we were unable to expand in our current building. We sought alternative buildings that could accommodate a growing Church family but were not successful in this search. In 2006 we were gifted a parcel of land and since this time have been raising funds to move to a new building on this land.

This has continued to be central to our future planning of a new Church & Community Centre on the Offenham Road where we were bequeathed the land. A sale of a portion of the land was completed in 2020 and a Social Housing Scheme by Bromford Housing Association is now almost complete. A further major appeal raised £400,000 in March 2021 from within the fellowship and the revised plan for our centre was approved that September. This still proved too expensive however and amendments were finally approved in June 2022 and put out to tender. This led to the appointment of Barnwood Ltd of Gloucester as Principal Contractor in October and work commenced in November. Completion of the construction of the £2.3m 550 square meter multi-purpose Community and Worship Centre, originally scheduled for September 2023 actually occurred on December 6th. Snagging work and some external aspects remain to be completed but the church is fully operational there and the old building has closed.

Funding includes a 10-year zero interest loan which it is hoped will be repaid early from the proceeds of sale of the existing church buildings and other assets. The prospects for sale are now good as the preferred bidder is considering an outright purchase of the building and wider freehold site which they already lease from us. The trustees have complied with the duty under the Charities Acts to have due regard to the public benefit guidance published by the Charity Commission.

POLICY DEVELOPMENT

Our work on the Privacy Policy proved more complicated than expected and was delayed until all the implications of the new buildings security system could be considered. The Lettings policy was completed and adopted as a working draft in February 2023.

PLANS FOR THE NEW YEAR

The key strategies for the church are to remain the same; the trustees have not set specific objectives for the coming year in quantitative terms beyond the budget and continuation of existing activities although funding from the Benefact Trust does commit us to record and demonstrate progress in use and attendance at the new building including use by non-church groups.

It is growth in these activities and the possibility of drop-in weekday gatherings which are the centre of our thinking as well as a determination to Expand the Impact of our Life Together. We have already established an excellent working relationship with a residential care home opposite and expect to expand this. The Bulgarian Fellowship came with us to our new location, literally providing some of the muscle for the removal itself and now thrives with increased numbers in our new building each Saturday evening.

We have not yet resolved all the key capacity issues facing the leadership but having replaced our retiring deacon/trustee in the autumn and are working hard to ensure a more stable situation emerges soon.



FINANCIAL REVIEW

The Financial reserves of the Church have been reviewed and increased accordingly, during the year members continue to give generously to both the building fund as well toward the day-to-day costs. The budget income (excluding the building fund) was not achieved however the budget deficit is offset against budget surplus generated in previous years. The Building funds have delivered the contract payments for the new church and have been strengthened with additional grants as well as bank interest.

The trustees have set a policy of retaining funds sufficient for the foreseeable needs of the Church and to ensure the Church can meet the commitments that have been entered into. Where there is specific expenditure foreseen or expansion planned, amounts from the unrestricted funds (excluding amounts invested in assets for church use) are set aside into a number of designated funds to meet these needs, with the General Fund available to meet the day to day running costs of the Church.

A Reserve Fund of six months of all expenditure is retained to allow the church to adapt to any changes in the income or expenditure of the church plus a further £5,000 contingency to allow for an emergency or unforeseen cost. The reserve fund should remain cash in hand, however the fund is classed as unrestricted and can be used to reduce borrowing or in other exceptional circumstance as is stated within the reserves policy. If the fund is accessed for an exceptional circumstance the trustees must approve a written finance plan to replenish the fund within two years. At the year end the balance in the Reserve Fund was £24,000. Based on the figures set in the budget for 2024 this should sufficiently cover the needs detailed in our policy. This retained figure will be reviewed annually. The unrestricted funds at the year-end were £146,700 (including £24,000 Reserve Fund per reserves policy), and £2,100 in Restricted Funds.

As a church we recognise the generosity of the church family, not just with the general giving for the day to day running, but the continued giving to a fund for the New Building. At the end of the financial year, the total allocation to the new building which is all held in a designated fund was £94,700. Regular gifts into the restricted building fund are always spent by each month end.

GRANT MAKING POLICY

Gifts to external organisations and individuals are considered by the trustees on the basis of need and fulfilment of the charitable objectives. The Church aims to distribute gifts totalling 10% of annual unrestricted income, rising to 15% if funds allow.

RISK MANAGEMENT

All major insurable risks are subject to normal Churches and employers' insurance. Contractual risks are reviewed before being entered into to assess that they could not significantly impact upon the Church's ability to fulfil its objectives. In particular in this period a bond was required to cover the risk of major difficulties including Contractor failures in connection with the build. An annual review of areas of risk is undertaken by the trustees in conjunction with staff and volunteers responsible for the area of activity. The trustees have considered their obligations relating to Health & Safety, Safeguarding and Privacy and continue to do so annually.

Insurance has undergone a major review this year to cover the new building and, temporarily, the old one as well.

We have been guided by professionals in regard to all the risks associated with our new building and now have the added security of monitored intruder, fire alarm systems and all-round CCTV.

Trustees were guided by Government publications and The Baptist Union's specific advice to member churches.



STATEMENT OF TRUSTEES RESPONSIBILITIES

Charity law requires us as Trustees to prepare financial statements for each accounting year which record the receipts and payments of the charity for the year.

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

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

The trustees confirm that the accounts comply with current statutory requirements and those of the Charity's trust deed.

Approved by the board of trustees on: 16th April 2024.

and signed on its behalf by: Dr Edward Morton Pillar (Chair)

Bringing the love of Christ to the community

CHURCH VALUES

- | | |
|--------------------|---|
| Jesus | We are committed to Jesus and seek to be his disciples. |
| Welcome | We are committed to welcoming all and making a safe place. |
| Community | We are committed to making authentic relationships - vulnerable yet available to one another. |
| Inclusive | We acknowledge that everyone has an intrinsic value - created and loved by God.
We commit ourselves to honour all who come across our paths. |
| Involvement | According to gift and ability - all are encouraged to find their 'right seat' - in freedom and joy we can grow as we serve. |
| Journey | Together we make a spiritual journey to discover Jesus and to make sense of Him. |

Evesham Baptist Church

Report and Accounts

Year ended 31 December 2023

Stewardship 
Active generosity

1 Lamb's Passage, London EC1Y 8AB
www.stewardship.org.uk

EVESHAM BAPTIST CHURCH
LEGAL AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2023

ADDRESS FOR CORRESPONDENCE	Offenham Road Evesham WR11 4PN
GOVERNING DOCUMENT	Charitable Incorporated Organisation 11 June 2015
CHARITY REGISTRATION NUMBER	1162147
TRUSTEES RESPONSIBLE FOR MANAGING THE CHARITY	Rev. Dr Edward Pillar Andrew Foster Derek Markie Catherine Watton (appointed September 2023) Graham Wells (resigned September 2023)
CUSTODIAN TRUSTEES	Baptist Union Corporation
BANKERS	Cooperative Bank Baptist Union Corporation Limited
INDEPENDENT EXAMINER	Jaimée Young Stewardship 1 Lamb's Passage LONDON EC1Y 8AB

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INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
EVESHAM BAPTIST CHURCH

I report to the trustees on my examination of the accounts of Evesham Baptist Church ('the charity') for the year ended 31 December 2023 on pages 3 to 7 following.

Responsibilities and basis of report

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

I report in respect of my examination of the charity'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 2011 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in accordance with section 130 of the 2011 Act; or
2. the accounts do not accord with the accounting records.

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

J. Young

Jaimée Young

Stewardship
1 Lamb's Passage
LONDON
EC1Y 8AB

Date: 17 May 2024

EVESHAM BAPTIST CHURCH
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	<u>Unrestricted Funds</u>		Restricted Funds	Total 2023	Total 2022
		General Funds	Designated Funds			
		£	£	£	£	£
<i>Income receipts</i>						
Donations		46,691	403	80,576	127,670	106,372
Gift aid receipts		9,776	51	15,867	25,693	23,660
Other grants		-	-	61,500	61,500	30,000
Income from letting of facilities		583	-	-	583	524
Investment income		15,078	11,644	-	26,723	28,990
Other		526	490	40	1,056	-
		<u>72,654</u>	<u>12,588</u>	<u>157,983</u>	<u>243,225</u>	<u>189,547</u>
<i>Capital and similar receipts</i>						
Sale of fixed assets		450	-	-	450	-
Loans received		-	-	420,000	420,000	-
		<u>450</u>	<u>-</u>	<u>420,000</u>	<u>420,450</u>	<u>-</u>
<i>Total receipts</i>		<u>73,104</u>	<u>12,588</u>	<u>577,983</u>	<u>663,675</u>	<u>189,547</u>
<i>Payments</i>						
Payments in relation to charitable activities undertaken directly	2	57,003	30	-	57,033	54,720
Grants paid in relation to charitable activities undertaken by others	3	-	6,400	1,224	7,624	4,000
New building project		413,879	-	1,890,776	2,304,654	278,008
<i>Total payments</i>		<u>470,882</u>	<u>6,430</u>	<u>1,891,999</u>	<u>2,369,311</u>	<u>336,728</u>
Net of receipts / (payments) before transfers		(397,777)	6,157	(1,314,016)	(1,705,637)	(147,182)
Transfers between funds	5	401,043	(1,370,182)	969,139	-	-
Net movement in funds		<u>3,266</u>	<u>(1,364,025)</u>	<u>(344,878)</u>	<u>(1,705,637)</u>	<u>(147,182)</u>
Cash funds as at last year end		-	1,507,473	347,012	1,854,485	2,001,667
Cash funds at this year end	A	<u>3,266</u>	<u>143,448</u>	<u>2,134</u>	<u>148,849</u>	<u>1,854,485</u>

The notes on pages 5 - 7 form part of these accounts.

EVESHAM BAPTIST CHURCH
STATEMENT OF ASSETS AND LIABILITIES
AS AT THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds		Restricted funds	Total 2023	Total 2022
		General funds	Designated funds			
		£	£	£	£	£
A Cash funds						
Cash at bank with immediate access		1,415	26,545	2,134	30,094	36,116
Notice deposits		-	116,903	-	116,903	1,818,181
Cash in hand		1,851	-	-	1,851	188
		<u>3,266</u>	<u>143,448</u>	<u>2,134</u>	<u>148,849</u>	<u>1,854,485</u>
B Other monetary assets						
Gift aid due to charity		854	-	2,292	3,146	1,378
		<u>854</u>	<u>-</u>	<u>2,292</u>	<u>3,146</u>	<u>1,378</u>
C Liabilities						
Falling due within one year:						
Trade creditors		80,290	-	-	80,290	8,135
New building retention fees	Note 7	56,524	-	-	56,524	3,987
Taxes due		389	-	-	389	332
Fee for Independent Examination		2,100	-	-	2,100	1,290
Loan 1		10,000	-	-	10,000	-
		<u>149,302</u>	<u>-</u>	<u>-</u>	<u>149,302</u>	<u>13,743</u>
Falling due after one year:						
Loan 1		390,000	-	-	390,000	-
Loan 2		20,000	-	-	20,000	-
		<u>410,000</u>	<u>-</u>	<u>-</u>	<u>410,000</u>	<u>-</u>
Total		<u>559,302</u>	<u>-</u>	<u>-</u>	<u>559,302</u>	<u>13,743</u>

Loan 1 - £400,000 from the Baptist Building CIO is to be repaid over 10 years in 40 quarterly payments of £10,000, starting from October 2024.

Loan 2 - £20,000 loan to be repaid when Cowl Street is sold.

D Assets retained for charity's own use	Fund to which asset belongs	Value 2023
		£
Original church building and land	Endowment	
New church building, Offenham Road	General	
Manse	General	
Church contents	General	90,192
		<u>-</u>

The trustees have used insurance values as the trustees are unable to reliably estimate current values; insurance values may differ materially from current values.

The title to the church building at Cowl Street and the Manse are held by the Baptist Union Corporation as Custodian Trustee. The church building is held as an endowment fund with proceeds to be used for capital expenditure only. Current values have not been quoted because reliable valuations are not available and disclosure is not mandatory.

The Custodian Trustees of the new church building are the trustees of the charity.

E Guarantees and secured debts

The charity has not given any guarantees and has not provided its assets as security for any liabilities.

The accounts were approved by the trustees and signed on their behalf

by A. Foster date 18 April 2024

Andrew Foster

The notes on pages 5 - 7 form part of these accounts.

EVESHAM BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

The accounts have been prepared on a receipts and payments basis and comprise a statement that shows the charity's receipts and payments, a statement that summarises the charity's assets and liabilities and related notes. The accountancy profession have determined that only accounts prepared in accordance with applicable accounting standards present a 'true and fair' view and, as these receipts and payments accounts have not (and cannot) be prepared in accordance with accounting standards, these accounts do not present (and are not intended to present) a 'true and fair' view of the charity's financial activities and state of affairs.

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

		<u>Unrestricted Funds</u>		Restricted Funds	Total 2023	Total 2022
		General funds	Designated funds			
		£	£	£	£	£
2 Payments in relation to charitable activities undertaken directly						
Minister	Note 4	36,765	-	-	36,765	36,390
Manse costs	Note 4	5,342	-	-	5,342	4,776
Church building costs (including employment)		9,411	-	-	9,411	8,811
Church activities		1,705	30	-	1,735	357
Administration and support		2,430	-	-	2,430	3,186
Governance		1,350	-	-	1,350	1,200
		<u>57,003</u>	<u>30</u>	<u>-</u>	<u>57,033</u>	<u>54,720</u>

3 Grants and gifts paid to others

Organisations:

Baptist Missionary Society	-	2,000	-	2,000	2,000
HEBA Home Mission Fund	-	2,000	-	2,000	2,000
Tearfund	-	1,000	1,224	2,224	-
African Inland Mission	-	1,000	-	1,000	-
Organisations < £1,000	-	400	-	400	-
	<u>-</u>	<u>6,400</u>	<u>1,224</u>	<u>7,624</u>	<u>4,000</u>

4 Transactions with related parties

The total costs (stated in Note 2) for the minister Edward Pillar consist of his stipend, pension, expenses of office and manse costs (which is customary for ministers). These payments are for his services to the Church and not for acting as a trustee, as permitted by the governing document. The minister is not party to any decisions about these costs.

No other trustees were paid any expenses during the year and there were no transactions with trustees other than to reimburse them for amounts they spent on behalf of the Church.

EVESHAM BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5 Movement of funds

	Opening balance £	Receipts £	Payments £	Transfers £	Closing balance £
General funds	-	73,104	(470,882)	401,043	3,266
Designated funds					
Mission Giving	3,446	-	(6,400)	5,900	2,946
Fabric	3,035	-	-	-	3,035
Youth and Children's Work	3,365	453	(30)	-	3,788
New Building	1,455,953	12,134	-	(1,373,350)	94,738
Outreach	10,000	-	-	(6,480)	3,520
Seward Close Amenities	378	-	-	-	378
Benefact	-	-	-	6,480	6,480
Reserve	22,700	-	-	1,300	24,000
Surplus Fund	8,594	-	-	(4,032)	4,562
	<u>1,507,473</u>	<u>85,692</u>	<u>(477,312)</u>	<u>(969,139)</u>	<u>146,714</u>
Restricted funds					
Children's Work	919	-	(619)	(300)	-
Fred Hands Legacy	1,000	-	(1,000)	-	-
Benefact Trust grant	-	6,500	(6,121)	-	379
New Building	343,746	569,432	(1,883,035)	969,858	-
New Building youth room	1,347	-	-	(419)	928
Special Appeals	-	2,051	(1,224)	-	827
	<u>347,012</u>	<u>577,983</u>	<u>(1,891,999)</u>	<u>969,139</u>	<u>2,134</u>
Total funds	<u>1,854,485</u>	<u>663,675</u>	<u>(2,369,311)</u>	<u>-</u>	<u>148,848</u>

Mission giving is either designated for the church to contribute mission outside of the church, or restricted in response to a specific appeal.

Fabric relates to funds set aside for maintenance of the church building.

Youth and children's work relates to funds given specifically, and set aside from general funds, to further the youth and children's work in the church. The transfer out was for the purpose of children's work in the new church building.

New Building relates to funds given specifically, and set aside from general funds, for the building of the new church on Offenham Road.

The transfer out of the New Building youth room was for the purpose of youth facilities in the new church building.

Outreach relates to funds set aside toward the overall ministry of the church.

Sewards Close amenities is allocated toward a community activity.

The grant from the Benefact Trust was restricted for community activities at the new church building and the Benefact designated fund is in place to manage the EBC match funding for community activities.

Reserve Surplus is to pay for ongoing going liabilities should the CIO close.

The Fred Hands legacy was used for the baptistry in the new church building.

EVESHAM BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

6 The Baptist Pension Scheme

Previously the Baptist Pension Scheme's now closed defined benefit scheme had been reporting a funding deficit and the charity had been making contributions to help make good the shortfall. The Baptist Pension Scheme provided estimates for the charity's share of the funding deficit and the estimate at the year end was included as a monetary liability in the Statement of Assets and Liabilities.

In July 2022 the Baptist Pension Scheme reached an agreement with an insurance company, called Just, to secure the benefits payable under the now closed defined benefit pension scheme ('DB Scheme'). The premium payable to Just was favourable and, after the transaction with Just, the DB Scheme no longer has a funding deficit. It will take some time to complete the process and, until it is complete, some risks remain. Based on current values the Baptist Pension Scheme believes it has sufficient assets to complete the process without requiring additional contributions from participating employers but, because some risks do remain, the charity has been asked to make a nominal monthly contribution of £1 to the DB Scheme from August 2022.

7 New build project

On 28th September 2022 the trustees committed to paying a maximum of £200,000 excluding VAT in respect of preliminary works in relation to the construction of the new church building ahead of formalising the arrangements for Architect validated stage payments.

The completion date of 6th September 2023 was missed, eventually by a total of 3 months. Beyond that completion date an extensive list of delayed work and snags remained to be addressed. As at March 2024, the final accounts have not been presented by the contractor but are due no later than 6th May 2024. However, retentions which for most of the contract are 5% of valuation, are recognised as liabilities and at completion amounted to £56,524. Disputed sums can only be resolved after the presentation of the final account but at present our architects believe there are no proven liabilities in excess of the contracted sum including contingencies.



EVESHAM BAPTIST CHURCH

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Status	Charitable Incorporated Organisation		
Trustees	Rev. Dr Edward Pillar (Minister)		
	Mr Andrew Foster		
	Mr Derek Markie		
	Mr Graham Wells (Retired September)		
	Mrs Catherine Watton (Elected September 2023)		
Registered Address	Cowl Street	To be amended to with	
	Evesham	immediate effect	
	Worcestershire	December 2023:	
	WR11 4PN	Offenham Road	Evesham
		WR11 3DY	
Independent Examiner	Stewardship		
	1 Lamb’s Passage		
	London		
	EC1Y 8AB		
Bankers	Cooperative Bank Limited		
	PO Box 250		
	Delf House		
	Southway		
	Skelmersdale		
	WN8 6WT		



TRUSTEES REPORT FOR THE YEAR ENDED 31ST DECEMBER 2023

OBJECTS

The primary aims of the trust are to fulfil the role of a Christian Church in the Evesham area and to provide help to others in promoting the Christian faith in the United Kingdom and overseas.

THE CHURCH: ITS AIMS AND OBJECTIVES

The Church is not a building, but a gathering of ordinary people of different ages and backgrounds, whose lives have been changed by the Lord Jesus Christ, the Son of God. The New Testament reveals the Church as a community of people, properly taught and cared for, who by loving and serving Jesus Christ, were also committed to love and care for each other and to bring a blessing to the area in which they lived. Evesham Baptist Church, its trustees and members, are committed to seeking to live out those New Testament principles. Evesham Baptist Church is not alone in this, but it is one of many churches in the area, country and all over the world that are committed to following the teaching of Jesus Christ. The vision is to see the people of Evesham Baptist Church come into this experience of knowing Jesus as their Lord, Saviour and friend.

Evesham Baptist Church is a member of the Baptist Union of Great Britain, the Heart of England Baptist Association and the Evangelical Alliance.

Directions relating to the Church are made by the trustees, who are responsible for governing the life and teaching of the church. Day to day decisions on expenditure and activities are decided by the staff and volunteers in charge of different areas of the church, with budgets set and monitored by the trustees. The powers of appointment or removal of trustees rests with the members. New trustees are selected from the members of the church. On being appointed, new trustees spend time with the existing trustees to ensure they understand their responsibilities and the legal and financial framework in which the church operates.

Whilst the church does employ two staff, it is the work of every member of the church, whether employed or not, that will make the difference in the church achieving its great commission. This is done by encouraging all members of the church to live out their faith in Jesus Christ amongst the people they interact with every day; by praying, by visiting the sick and others in need, in being involved in training others, in public teaching and worship, and also in administration. The financial resources of the church, to a very large extent, are given by the members and their private assets and equipment are regularly used in the work of the church. Much of this work is done privately, without recognition, and the hours and value of that time cannot be quantified.



THE YEAR: ITS OBJECTIVES AND ACHIEVEMENTS

2023 has been dominated by the construction phase and subsequent relocation while continuing to develop a forward view and prepare for activities amongst our new neighbours. As the year progressed regularity of attendance improved and some 50 attended each Sunday morning. We held a memories and thanksgiving event in the old building in October. When we moved on 10th December the number attending doubled and continued at a higher level into 2024 with many declaring a desire to receive weekly communication from us.

Patterns of engagement had declined slowly until autumn but began to improve as the move drew closer. Subsequently several new attendees indicated a desire to be involved as well as long servers taking on more. Church organisations resumed fully on the new site as term began in January 2024.

The Church Meetings continued throughout 2023 on a face-to-face basis while Zoom remains an option. The leadership navigated a course through the evolving construction in which the completion date repeatedly receded from early September to the eventual move very close to Christmas. This was difficult for leaders and members alike but the course of ministry, and activities were fully sustained until the Autumn half-term at which point some activities had to be suspended to prepare for the move. At the same point some launch and communication activities built up.

We were delighted to be approached by a group of Bulgarians who, with the support of a larger group meeting at a Baptist Church in Birmingham, wished to start a weekly service on a Saturday evening in our building. They first met on 6th May and have met on our premises ever since.

Overall the objectives of the organisation remained unchanged:

- Fulfilling the objects in teaching, preaching and showing practical care in the community now with an emphasis on getting to know our new neighbours.
- Impacting the next generation with 5+ groups led by committed volunteers who are also in full-time work. Our Music Makers, a parent and toddler group, continues as a core activity but currently only one morning a week linked by a WhatsApp Group. Similar links sustain contacts with older children and young people beyond Sundays.
- Pastoral care of members and contacts of the church is led by our recently retired deacon with direct or phone contact with all members and contacts. There is a fortnightly online fellowship open to all, a WhatsApp group for families, a weekly Share & Prayer group for women and a bi-monthly breakfast for men. Extra care is provided for any facing a time of crisis.
- The new financial system implemented in 2022 served well through the very high expenditure associated with the build and furnishings. An asset register is now under construction.
- Supporting the wider community included continued publicity to the work of the Caring Hands (the largest local food bank) and other work in the community, encouraging members to play their part in both long-standing and special initiatives. The church fellowship gave food supplies generously and individuals also made financial gifts directly especially as Christmas approached.
- Members involvement with the local Street Pastors continued and active patrols of trained volunteers from local churches usually from 10.00pm to 3.00am most weekends, and Sunday nights before a Bank Holiday, to care for, listen to and help people who are out on the streets.
- Bringing support to churches working elsewhere both in the United Kingdom and overseas. Evesham Baptist Church supports the Baptist Missionary Society and from time to time has closer links with individual missionaries. This year we established a long-term commitment to a family moving out to Kenya to work with the Africa Inland Mission (AIM) at the Rift Valley Academy. Other individuals are supported with different societies including one regularly working with emergency medical teams and a young woman also with AIM in Chad.
- Evesham Baptist Church also works with and supports other local churches under the umbrella of Churches Together in Evesham and District.



NEW BUILDING DEVELOPMENT

In 2005 we addressed the needs of the Church in terms of our building and recognised that we were unable to expand in our current building. We sought alternative buildings that could accommodate a growing Church family but were not successful in this search. In 2006 we were gifted a parcel of land and since this time have been raising funds to move to a new building on this land.

This has continued to be central to our future planning of a new Church & Community Centre on the Offenham Road where we were bequeathed the land. A sale of a portion of the land was completed in 2020 and a Social Housing Scheme by Bromford Housing Association is now almost complete. A further major appeal raised £400,000 in March 2021 from within the fellowship and the revised plan for our centre was approved that September. This still proved too expensive however and amendments were finally approved in June 2022 and put out to tender. This led to the appointment of Barnwood Ltd of Gloucester as Principal Contractor in October and work commenced in November. Completion of the construction of the £2.3m 550 square meter multi-purpose Community and Worship Centre, originally scheduled for September 2023 actually occurred on December 6th. Snagging work and some external aspects remain to be completed but the church is fully operational there and the old building has closed.

Funding includes a 10-year zero interest loan which it is hoped will be repaid early from the proceeds of sale of the existing church buildings and other assets. The prospects for sale are now good as the preferred bidder is considering an outright purchase of the building and wider freehold site which they already lease from us. The trustees have complied with the duty under the Charities Acts to have due regard to the public benefit guidance published by the Charity Commission.

POLICY DEVELOPMENT

Our work on the Privacy Policy proved more complicated than expected and was delayed until all the implications of the new buildings security system could be considered. The Lettings policy was completed and adopted as a working draft in February 2023.

PLANS FOR THE NEW YEAR

The key strategies for the church are to remain the same; the trustees have not set specific objectives for the coming year in quantitative terms beyond the budget and continuation of existing activities although funding from the Benefact Trust does commit us to record and demonstrate progress in use and attendance at the new building including use by non-church groups.

It is growth in these activities and the possibility of drop-in weekday gatherings which are the centre of our thinking as well as a determination to Expand the Impact of our Life Together. We have already established an excellent working relationship with a residential care home opposite and expect to expand this. The Bulgarian Fellowship came with us to our new location, literally providing some of the muscle for the removal itself and now thrives with increased numbers in our new building each Saturday evening.

We have not yet resolved all the key capacity issues facing the leadership but having replaced our retiring deacon/trustee in the autumn and are working hard to ensure a more stable situation emerges soon.



FINANCIAL REVIEW

The Financial reserves of the Church have been reviewed and increased accordingly, during the year members continue to give generously to both the building fund as well toward the day-to-day costs. The budget income (excluding the building fund) was not achieved however the budget deficit is offset against budget surplus generated in previous years. The Building funds have delivered the contract payments for the new church and have been strengthened with additional grants as well as bank interest.

The trustees have set a policy of retaining funds sufficient for the foreseeable needs of the Church and to ensure the Church can meet the commitments that have been entered into. Where there is specific expenditure foreseen or expansion planned, amounts from the unrestricted funds (excluding amounts invested in assets for church use) are set aside into a number of designated funds to meet these needs, with the General Fund available to meet the day to day running costs of the Church.

A Reserve Fund of six months of all expenditure is retained to allow the church to adapt to any changes in the income or expenditure of the church plus a further £5,000 contingency to allow for an emergency or unforeseen cost. The reserve fund should remain cash in hand, however the fund is classed as unrestricted and can be used to reduce borrowing or in other exceptional circumstance as is stated within the reserves policy. If the fund is accessed for an exceptional circumstance the trustees must approve a written finance plan to replenish the fund within two years. At the year end the balance in the Reserve Fund was £24,000. Based on the figures set in the budget for 2024 this should sufficiently cover the needs detailed in our policy. This retained figure will be reviewed annually. The unrestricted funds at the year-end were £146,700 (including £24,000 Reserve Fund per reserves policy), and £2,100 in Restricted Funds.

As a church we recognise the generosity of the church family, not just with the general giving for the day to day running, but the continued giving to a fund for the New Building. At the end of the financial year, the total allocation to the new building which is all held in a designated fund was £94,700. Regular gifts into the restricted building fund are always spent by each month end.

GRANT MAKING POLICY

Gifts to external organisations and individuals are considered by the trustees on the basis of need and fulfilment of the charitable objectives. The Church aims to distribute gifts totalling 10% of annual unrestricted income, rising to 15% if funds allow.

RISK MANAGEMENT

All major insurable risks are subject to normal Churches and employers' insurance. Contractual risks are reviewed before being entered into to assess that they could not significantly impact upon the Church's ability to fulfil its objectives. In particular in this period a bond was required to cover the risk of major difficulties including Contractor failures in connection with the build. An annual review of areas of risk is undertaken by the trustees in conjunction with staff and volunteers responsible for the area of activity. The trustees have considered their obligations relating to Health & Safety, Safeguarding and Privacy and continue to do so annually.

Insurance has undergone a major review this year to cover the new building and, temporarily, the old one as well.

We have been guided by professionals in regard to all the risks associated with our new building and now have the added security of monitored intruder, fire alarm systems and all-round CCTV.

Trustees were guided by Government publications and The Baptist Union's specific advice to member churches.



STATEMENT OF TRUSTEES RESPONSIBILITIES

Charity law requires us as Trustees to prepare financial statements for each accounting year which record the receipts and payments of the charity for the year.

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

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

The trustees confirm that the accounts comply with current statutory requirements and those of the Charity's trust deed.

Approved by the board of trustees on: 16 April 2024

and signed on its behalf by: Dr Edward Morton Pillar (Chair)

Bringing the love of Christ to the community

CHURCH VALUES

Jesus	We are committed to Jesus and seek to be his disciples.
Welcome	We are committed to welcoming all and making a safe place.
Community	We are committed to making authentic relationships - vulnerable yet available to one another.
Inclusive	We acknowledge that everyone has an intrinsic value - created and loved by God. We commit ourselves to honour all who come across our paths.
Involvement	According to gift and ability - all are encouraged to find their 'right seat' - in freedom and joy we can grow as we serve.
Journey	Together we make a spiritual journey to discover Jesus and to make sense of Him.

Evesham Baptist Church

Report and Accounts

Year ended 31 December 2023

Stewardship 
Active generosity

1 Lamb's Passage, London EC1Y 8AB
www.stewardship.org.uk

EVESHAM BAPTIST CHURCH
LEGAL AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2023

ADDRESS FOR CORRESPONDENCE	Offenham Road Evesham WR11 4PN
GOVERNING DOCUMENT	Charitable Incorporated Organisation 11 June 2015
CHARITY REGISTRATION NUMBER	1162147
TRUSTEES RESPONSIBLE FOR MANAGING THE CHARITY	Rev. Dr Edward Pillar Andrew Foster Derek Markie Catherine Watton (appointed September 2023) Graham Wells (resigned September 2023)
CUSTODIAN TRUSTEES	Baptist Union Corporation
BANKERS	Cooperative Bank Baptist Union Corporation Limited
INDEPENDENT EXAMINER	Jaimée Young Stewardship 1 Lamb's Passage LONDON EC1Y 8AB

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INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
EVESHAM BAPTIST CHURCH

I report to the trustees on my examination of the accounts of Evesham Baptist Church ('the charity') for the year ended 31 December 2023 on pages 3 to 7 following.

Responsibilities and basis of report

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

I report in respect of my examination of the charity'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 2011 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in accordance with section 130 of the 2011 Act; or
2. the accounts do not accord with the accounting records.

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

J. Young

Jaimée Young

Stewardship
1 Lamb's Passage
LONDON
EC1Y 8AB

Date: 17 May 2024

EVESHAM BAPTIST CHURCH
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	<u>Unrestricted Funds</u>		Restricted Funds	Total 2023	Total 2022
		General Funds	Designated Funds			
		£	£	£	£	£
<i>Income receipts</i>						
Donations		46,691	403	80,576	127,670	106,372
Gift aid receipts		9,776	51	15,867	25,693	23,660
Other grants		-	-	61,500	61,500	30,000
Income from letting of facilities		583	-	-	583	524
Investment income		15,078	11,644	-	26,723	28,990
Other		526	490	40	1,056	-
		<u>72,654</u>	<u>12,588</u>	<u>157,983</u>	<u>243,225</u>	<u>189,547</u>
<i>Capital and similar receipts</i>						
Sale of fixed assets		450	-	-	450	-
Loans received		-	-	420,000	420,000	-
		<u>450</u>	<u>-</u>	<u>420,000</u>	<u>420,450</u>	<u>-</u>
<i>Total receipts</i>		<u>73,104</u>	<u>12,588</u>	<u>577,983</u>	<u>663,675</u>	<u>189,547</u>
<i>Payments</i>						
Payments in relation to charitable activities undertaken directly	2	57,003	30	-	57,033	54,720
Grants paid in relation to charitable activities undertaken by others	3	-	6,400	1,224	7,624	4,000
New building project		413,879	-	1,890,776	2,304,654	278,008
<i>Total payments</i>		<u>470,882</u>	<u>6,430</u>	<u>1,891,999</u>	<u>2,369,311</u>	<u>336,728</u>
Net of receipts / (payments) before transfers		(397,777)	6,157	(1,314,016)	(1,705,637)	(147,182)
Transfers between funds	5	401,043	(1,370,182)	969,139	-	-
Net movement in funds		<u>3,266</u>	<u>(1,364,025)</u>	<u>(344,878)</u>	<u>(1,705,637)</u>	<u>(147,182)</u>
Cash funds as at last year end		-	1,507,473	347,012	1,854,485	2,001,667
Cash funds at this year end	A	<u>3,266</u>	<u>143,448</u>	<u>2,134</u>	<u>148,849</u>	<u>1,854,485</u>

The notes on pages 5 - 7 form part of these accounts.

EVESHAM BAPTIST CHURCH
STATEMENT OF ASSETS AND LIABILITIES
AS AT THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds		Restricted funds	Total 2023	Total 2022
		General funds	Designated funds			
		£	£	£	£	£
A Cash funds						
Cash at bank with immediate access		1,415	26,545	2,134	30,094	36,116
Notice deposits		-	116,903	-	116,903	1,818,181
Cash in hand		1,851	-	-	1,851	188
		<u>3,266</u>	<u>143,448</u>	<u>2,134</u>	<u>148,849</u>	<u>1,854,485</u>
B Other monetary assets						
Gift aid due to charity		854	-	2,292	3,146	1,378
		<u>854</u>	<u>-</u>	<u>2,292</u>	<u>3,146</u>	<u>1,378</u>
C Liabilities						
Falling due within one year:						
Trade creditors		80,290	-	-	80,290	8,135
New building retention fees	Note 7	56,524	-	-	56,524	3,987
Taxes due		389	-	-	389	332
Fee for Independent Examination		2,100	-	-	2,100	1,290
Loan 1		10,000	-	-	10,000	-
		<u>149,302</u>	<u>-</u>	<u>-</u>	<u>149,302</u>	<u>13,743</u>
Falling due after one year:						
Loan 1		390,000	-	-	390,000	-
Loan 2		20,000	-	-	20,000	-
		<u>410,000</u>	<u>-</u>	<u>-</u>	<u>410,000</u>	<u>-</u>
Total		<u>559,302</u>	<u>-</u>	<u>-</u>	<u>559,302</u>	<u>13,743</u>

Loan 1 - £400,000 from the Baptist Building CIO is to be repaid over 10 years in 40 quarterly payments of £10,000, starting from October 2024.

Loan 2 - £20,000 loan to be repaid when Cowl Street is sold.

D Assets retained for charity's own use	Fund to which asset belongs	Value 2023
		£
Original church building and land	Endowment	
New church building, Offenham Road	General	
Manse	General	
Church contents	General	90,192
		<u>-</u>

The trustees have used insurance values as the trustees are unable to reliably estimate current values; insurance values may differ materially from current values.

The title to the church building at Cowl Street and the Manse are held by the Baptist Union Corporation as Custodian Trustee. The church building is held as an endowment fund with proceeds to be used for capital expenditure only. Current values have not been quoted because reliable valuations are not available and disclosure is not mandatory.

The Custodian Trustees of the new church building are the trustees of the charity.

E Guarantees and secured debts

The charity has not given any guarantees and has not provided its assets as security for any liabilities.

The accounts were approved by the trustees and signed on their behalf

by A. Foster date 18 April 2024

Andrew Foster

The notes on pages 5 - 7 form part of these accounts.

EVESHAM BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

The accounts have been prepared on a receipts and payments basis and comprise a statement that shows the charity's receipts and payments, a statement that summarises the charity's assets and liabilities and related notes. The accountancy profession have determined that only accounts prepared in accordance with applicable accounting standards present a 'true and fair' view and, as these receipts and payments accounts have not (and cannot) be prepared in accordance with accounting standards, these accounts do not present (and are not intended to present) a 'true and fair' view of the charity's financial activities and state of affairs.

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

		<u>Unrestricted Funds</u>		Restricted Funds	Total 2023	Total 2022
		General funds	Designated funds			
		£	£	£	£	£
2 Payments in relation to charitable activities undertaken directly						
Minister	Note 4	36,765	-	-	36,765	36,390
Manse costs	Note 4	5,342	-	-	5,342	4,776
Church building costs (including employment)		9,411	-	-	9,411	8,811
Church activities		1,705	30	-	1,735	357
Administration and support		2,430	-	-	2,430	3,186
Governance		1,350	-	-	1,350	1,200
		<u>57,003</u>	<u>30</u>	<u>-</u>	<u>57,033</u>	<u>54,720</u>

3 Grants and gifts paid to others

Organisations:

Baptist Missionary Society	-	2,000	-	2,000	2,000
HEBA Home Mission Fund	-	2,000	-	2,000	2,000
Tearfund	-	1,000	1,224	2,224	-
African Inland Mission	-	1,000	-	1,000	-
Organisations < £1,000	-	400	-	400	-
	<u>-</u>	<u>6,400</u>	<u>1,224</u>	<u>7,624</u>	<u>4,000</u>

4 Transactions with related parties

The total costs (stated in Note 2) for the minister Edward Pillar consist of his stipend, pension, expenses of office and manse costs (which is customary for ministers). These payments are for his services to the Church and not for acting as a trustee, as permitted by the governing document. The minister is not party to any decisions about these costs.

No other trustees were paid any expenses during the year and there were no transactions with trustees other than to reimburse them for amounts they spent on behalf of the Church.

EVESHAM BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5 Movement of funds

	Opening balance £	Receipts £	Payments £	Transfers £	Closing balance £
General funds	-	73,104	(470,882)	401,043	3,266
Designated funds					
Mission Giving	3,446	-	(6,400)	5,900	2,946
Fabric	3,035	-	-	-	3,035
Youth and Children's Work	3,365	453	(30)	-	3,788
New Building	1,455,953	12,134	-	(1,373,350)	94,738
Outreach	10,000	-	-	(6,480)	3,520
Seward Close Amenities	378	-	-	-	378
Benefact	-	-	-	6,480	6,480
Reserve	22,700	-	-	1,300	24,000
Surplus Fund	8,594	-	-	(4,032)	4,562
	<u>1,507,473</u>	<u>85,692</u>	<u>(477,312)</u>	<u>(969,139)</u>	<u>146,714</u>
Restricted funds					
Children's Work	919	-	(619)	(300)	-
Fred Hands Legacy	1,000	-	(1,000)	-	-
Benefact Trust grant	-	6,500	(6,121)	-	379
New Building	343,746	569,432	(1,883,035)	969,858	-
New Building youth room	1,347	-	-	(419)	928
Special Appeals	-	2,051	(1,224)	-	827
	<u>347,012</u>	<u>577,983</u>	<u>(1,891,999)</u>	<u>969,139</u>	<u>2,134</u>
Total funds	<u>1,854,485</u>	<u>663,675</u>	<u>(2,369,311)</u>	<u>-</u>	<u>148,848</u>

Mission giving is either designated for the church to contribute mission outside of the church, or restricted in response to a specific appeal.

Fabric relates to funds set aside for maintenance of the church building.

Youth and children's work relates to funds given specifically, and set aside from general funds, to further the youth and children's work in the church. The transfer out was for the purpose of children's work in the new church building.

New Building relates to funds given specifically, and set aside from general funds, for the building of the new church on Offenham Road.

The transfer out of the New Building youth room was for the purpose of youth facilities in the new church building.

Outreach relates to funds set aside toward the overall ministry of the church.

Sewards Close amenities is allocated toward a community activity.

The grant from the Benefact Trust was restricted for community activities at the new church building and the Benefact designated fund is in place to manage the EBC match funding for community activities.

Reserve Surplus is to pay for ongoing going liabilities should the CIO close.

The Fred Hands legacy was used for the baptistry in the new church building.

EVESHAM BAPTIST CHURCH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

6 The Baptist Pension Scheme

Previously the Baptist Pension Scheme's now closed defined benefit scheme had been reporting a funding deficit and the charity had been making contributions to help make good the shortfall. The Baptist Pension Scheme provided estimates for the charity's share of the funding deficit and the estimate at the year end was included as a monetary liability in the Statement of Assets and Liabilities.

In July 2022 the Baptist Pension Scheme reached an agreement with an insurance company, called Just, to secure the benefits payable under the now closed defined benefit pension scheme ('DB Scheme'). The premium payable to Just was favourable and, after the transaction with Just, the DB Scheme no longer has a funding deficit. It will take some time to complete the process and, until it is complete, some risks remain. Based on current values the Baptist Pension Scheme believes it has sufficient assets to complete the process without requiring additional contributions from participating employers but, because some risks do remain, the charity has been asked to make a nominal monthly contribution of £1 to the DB Scheme from August 2022.

7 New build project

On 28th September 2022 the trustees committed to paying a maximum of £200,000 excluding VAT in respect of preliminary works in relation to the construction of the new church building ahead of formalising the arrangements for Architect validated stage payments.

The completion date of 6th September 2023 was missed, eventually by a total of 3 months. Beyond that completion date an extensive list of delayed work and snags remained to be addressed. As at March 2024, the final accounts have not been presented by the contractor but are due no later than 6th May 2024. However, retentions which for most of the contract are 5% of valuation, are recognised as liabilities and at completion amounted to £56,524. Disputed sums can only be resolved after the presentation of the final account but at present our architects believe there are no proven liabilities in excess of the contracted sum including contingencies.



EVESHAM BAPTIST CHURCH

TRUSTEES ANNUAL REPORT 2023



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TRUST INFORMATION

Status	Charitable Incorporated Organisation		
Trustees	Rev. Dr Edward Pillar (Minister)		
	Mr Andrew Foster		
	Mr Derek Markie		
	Mr Graham Wells (Retired September)		
	Mrs Catherine Watton (Elected September 2023)		
Registered Address	Cowl Street	To be amended to with	
	Evesham	immediate effect	
	Worcestershire	December 2023:	
	WR11 4PN	Offenham Road	Evesham
		WR11 3DY	
Independent Examiner	Stewardship		
	1 Lamb’s Passage		
	London		
	EC1Y 8AB		
Bankers	Cooperative Bank Limited		
	PO Box 250		
	Delf House		
	Southway		
	Skelmersdale		
	WN8 6WT		



TRUSTEES REPORT FOR THE YEAR ENDED 31ST DECEMBER 2023

OBJECTS

The primary aims of the trust are to fulfil the role of a Christian Church in the Evesham area and to provide help to others in promoting the Christian faith in the United Kingdom and overseas.

THE CHURCH: ITS AIMS AND OBJECTIVES

The Church is not a building, but a gathering of ordinary people of different ages and backgrounds, whose lives have been changed by the Lord Jesus Christ, the Son of God. The New Testament reveals the Church as a community of people, properly taught and cared for, who by loving and serving Jesus Christ, were also committed to love and care for each other and to bring a blessing to the area in which they lived. Evesham Baptist Church, its trustees and members, are committed to seeking to live out those New Testament principles. Evesham Baptist Church is not alone in this, but it is one of many churches in the area, country and all over the world that are committed to following the teaching of Jesus Christ. The vision is to see the people of Evesham Baptist Church come into this experience of knowing Jesus as their Lord, Saviour and friend.

Evesham Baptist Church is a member of the Baptist Union of Great Britain, the Heart of England Baptist Association and the Evangelical Alliance.

Directions relating to the Church are made by the trustees, who are responsible for governing the life and teaching of the church. Day to day decisions on expenditure and activities are decided by the staff and volunteers in charge of different areas of the church, with budgets set and monitored by the trustees. The powers of appointment or removal of trustees rests with the members. New trustees are selected from the members of the church. On being appointed, new trustees spend time with the existing trustees to ensure they understand their responsibilities and the legal and financial framework in which the church operates.

Whilst the church does employ two staff, it is the work of every member of the church, whether employed or not, that will make the difference in the church achieving its great commission. This is done by encouraging all members of the church to live out their faith in Jesus Christ amongst the people they interact with every day; by praying, by visiting the sick and others in need, in being involved in training others, in public teaching and worship, and also in administration. The financial resources of the church, to a very large extent, are given by the members and their private assets and equipment are regularly used in the work of the church. Much of this work is done privately, without recognition, and the hours and value of that time cannot be quantified.



THE YEAR: ITS OBJECTIVES AND ACHIEVEMENTS

2023 has been dominated by the construction phase and subsequent relocation while continuing to develop a forward view and prepare for activities amongst our new neighbours. As the year progressed regularity of attendance improved and some 50 attended each Sunday morning. We held a memories and thanksgiving event in the old building in October. When we moved on 10th December the number attending doubled and continued at a higher level into 2024 with many declaring a desire to receive weekly communication from us.

Patterns of engagement had declined slowly until autumn but began to improve as the move drew closer. Subsequently several new attendees indicated a desire to be involved as well as long servers taking on more. Church organisations resumed fully on the new site as term began in January 2024.

The Church Meetings continued throughout 2023 on a face-to-face basis while Zoom remains an option. The leadership navigated a course through the evolving construction in which the completion date repeatedly receded from early September to the eventual move very close to Christmas. This was difficult for leaders and members alike but the course of ministry, and activities were fully sustained until the Autumn half-term at which point some activities had to be suspended to prepare for the move. At the same point some launch and communication activities built up.

We were delighted to be approached by a group of Bulgarians who, with the support of a larger group meeting at a Baptist Church in Birmingham, wished to start a weekly service on a Saturday evening in our building. They first met on 6th May and have met on our premises ever since.

Overall the objectives of the organisation remained unchanged:

- Fulfilling the objects in teaching, preaching and showing practical care in the community now with an emphasis on getting to know our new neighbours.
- Impacting the next generation with 5+ groups led by committed volunteers who are also in full-time work. Our Music Makers, a parent and toddler group, continues as a core activity but currently only one morning a week linked by a WhatsApp Group. Similar links sustain contacts with older children and young people beyond Sundays.
- Pastoral care of members and contacts of the church is led by our recently retired deacon with direct or phone contact with all members and contacts. There is a fortnightly online fellowship open to all, a WhatsApp group for families, a weekly Share & Prayer group for women and a bi-monthly breakfast for men. Extra care is provided for any facing a time of crisis.
- The new financial system implemented in 2022 served well through the very high expenditure associated with the build and furnishings. An asset register is now under construction.
- Supporting the wider community included continued publicity to the work of the Caring Hands (the largest local food bank) and other work in the community, encouraging members to play their part in both long-standing and special initiatives. The church fellowship gave food supplies generously and individuals also made financial gifts directly especially as Christmas approached.
- Members involvement with the local Street Pastors continued and active patrols of trained volunteers from local churches usually from 10.00pm to 3.00am most weekends, and Sunday nights before a Bank Holiday, to care for, listen to and help people who are out on the streets.
- Bringing support to churches working elsewhere both in the United Kingdom and overseas. Evesham Baptist Church supports the Baptist Missionary Society and from time to time has closer links with individual missionaries. This year we established a long-term commitment to a family moving out to Kenya to work with the Africa Inland Mission (AIM) at the Rift Valley Academy. Other individuals are supported with different societies including one regularly working with emergency medical teams and a young woman also with AIM in Chad.
- Evesham Baptist Church also works with and supports other local churches under the umbrella of Churches Together in Evesham and District.



NEW BUILDING DEVELOPMENT

In 2005 we addressed the needs of the Church in terms of our building and recognised that we were unable to expand in our current building. We sought alternative buildings that could accommodate a growing Church family but were not successful in this search. In 2006 we were gifted a parcel of land and since this time have been raising funds to move to a new building on this land.

This has continued to be central to our future planning of a new Church & Community Centre on the Offenham Road where we were bequeathed the land. A sale of a portion of the land was completed in 2020 and a Social Housing Scheme by Bromford Housing Association is now almost complete. A further major appeal raised £400,000 in March 2021 from within the fellowship and the revised plan for our centre was approved that September. This still proved too expensive however and amendments were finally approved in June 2022 and put out to tender. This led to the appointment of Barnwood Ltd of Gloucester as Principal Contractor in October and work commenced in November. Completion of the construction of the £2.3m 550 square meter multi-purpose Community and Worship Centre, originally scheduled for September 2023 actually occurred on December 6th. Snagging work and some external aspects remain to be completed but the church is fully operational there and the old building has closed.

Funding includes a 10-year zero interest loan which it is hoped will be repaid early from the proceeds of sale of the existing church buildings and other assets. The prospects for sale are now good as the preferred bidder is considering an outright purchase of the building and wider freehold site which they already lease from us. The trustees have complied with the duty under the Charities Acts to have due regard to the public benefit guidance published by the Charity Commission.

POLICY DEVELOPMENT

Our work on the Privacy Policy proved more complicated than expected and was delayed until all the implications of the new buildings security system could be considered. The Lettings policy was completed and adopted as a working draft in February 2023.

PLANS FOR THE NEW YEAR

The key strategies for the church are to remain the same; the trustees have not set specific objectives for the coming year in quantitative terms beyond the budget and continuation of existing activities although funding from the Benefact Trust does commit us to record and demonstrate progress in use and attendance at the new building including use by non-church groups.

It is growth in these activities and the possibility of drop-in weekday gatherings which are the centre of our thinking as well as a determination to Expand the Impact of our Life Together. We have already established an excellent working relationship with a residential care home opposite and expect to expand this. The Bulgarian Fellowship came with us to our new location, literally providing some of the muscle for the removal itself and now thrives with increased numbers in our new building each Saturday evening.

We have not yet resolved all the key capacity issues facing the leadership but having replaced our retiring deacon/trustee in the autumn and are working hard to ensure a more stable situation emerges soon.



FINANCIAL REVIEW

The Financial reserves of the Church have been reviewed and increased accordingly, during the year members continue to give generously to both the building fund as well toward the day-to-day costs. The budget income (excluding the building fund) was not achieved however the budget deficit is offset against budget surplus generated in previous years. The Building funds have delivered the contract payments for the new church and have been strengthened with additional grants as well as bank interest.

The trustees have set a policy of retaining funds sufficient for the foreseeable needs of the Church and to ensure the Church can meet the commitments that have been entered into. Where there is specific expenditure foreseen or expansion planned, amounts from the unrestricted funds (excluding amounts invested in assets for church use) are set aside into a number of designated funds to meet these needs, with the General Fund available to meet the day to day running costs of the Church.

A Reserve Fund of six months of all expenditure is retained to allow the church to adapt to any changes in the income or expenditure of the church plus a further £5,000 contingency to allow for an emergency or unforeseen cost. The reserve fund should remain cash in hand, however the fund is classed as unrestricted and can be used to reduce borrowing or in other exceptional circumstance as is stated within the reserves policy. If the fund is accessed for an exceptional circumstance the trustees must approve a written finance plan to replenish the fund within two years. At the year end the balance in the Reserve Fund was £24,000. Based on the figures set in the budget for 2024 this should sufficiently cover the needs detailed in our policy. This retained figure will be reviewed annually. The unrestricted funds at the year-end were £146,700 (including £24,000 Reserve Fund per reserves policy), and £2,100 in Restricted Funds.

As a church we recognise the generosity of the church family, not just with the general giving for the day to day running, but the continued giving to a fund for the New Building. At the end of the financial year, the total allocation to the new building which is all held in a designated fund was £94,700. Regular gifts into the restricted building fund are always spent by each month end.

GRANT MAKING POLICY

Gifts to external organisations and individuals are considered by the trustees on the basis of need and fulfilment of the charitable objectives. The Church aims to distribute gifts totalling 10% of annual unrestricted income, rising to 15% if funds allow.

RISK MANAGEMENT

All major insurable risks are subject to normal Churches and employers' insurance. Contractual risks are reviewed before being entered into to assess that they could not significantly impact upon the Church's ability to fulfil its objectives. In particular in this period a bond was required to cover the risk of major difficulties including Contractor failures in connection with the build. An annual review of areas of risk is undertaken by the trustees in conjunction with staff and volunteers responsible for the area of activity. The trustees have considered their obligations relating to Health & Safety, Safeguarding and Privacy and continue to do so annually.

Insurance has undergone a major review this year to cover the new building and, temporarily, the old one as well.

We have been guided by professionals in regard to all the risks associated with our new building and now have the added security of monitored intruder, fire alarm systems and all-round CCTV.

Trustees were guided by Government publications and The Baptist Union's specific advice to member churches.



STATEMENT OF TRUSTEES RESPONSIBILITIES

Charity law requires us as Trustees to prepare financial statements for each accounting year which record the receipts and payments of the charity for the year.

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

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

The trustees confirm that the accounts comply with current statutory requirements and those of the Charity's trust deed.

Approved by the board of trustees on: 16 April 2024

and signed on its behalf by: Dr Edward Morton Pillar (Chair)

Bringing the love of Christ to the community

CHURCH VALUES

Jesus	We are committed to Jesus and seek to be his disciples.
Welcome	We are committed to welcoming all and making a safe place.
Community	We are committed to making authentic relationships - vulnerable yet available to one another.
Inclusive	We acknowledge that everyone has an intrinsic value - created and loved by God. We commit ourselves to honour all who come across our paths.
Involvement	According to gift and ability - all are encouraged to find their 'right seat' - in freedom and joy we can grow as we serve.
Journey	Together we make a spiritual journey to discover Jesus and to make sense of Him.