



# **EVESHAM BAPTIST CHURCH**

## **TRUSTEES ANNUAL REPORT 2024**



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## TRUST INFORMATION

Status	Charitable Incorporated Organisation
Trustees	Rev. Dr Edward Pillar (Minister) Hilary Brotherton (Elected April 2024) Andrew Foster Derek Markie Catherine Watton
Registered Address	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 2024

## 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 wider fellowship of people in and around 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

2024 has been a new season in the life of the church as we inhabit, use and explore the potential impact of our life and the Evesham Baptist Church Community Centre in a new location on the South-East side of the town. We moved from our old location in Cowl St, close to the town centre on 10<sup>th</sup> December 2023 and so were able to celebrate Christmas and have the joy of delivering about 1000 invitation cards and then welcoming more than 75 people in the course of a few weeks to join our 50+ regular attendees all of whom settled quickly in the new building.



Patterns of engagement had declined slowly until autumn of 2023 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 and were almost immediately joined by two new under 5's groups and then an increasing variety of organisations covering all ages and interests. Most of these were run by community or commercial organisations but a new church run prayer course also flourished while the existing ones grew as did the Bulgarian Fellowship that meets in our building.

The larger, modern premises with open plan and café facilities made possible several community events including pre-service breakfasts and, from mid-summer, a new weekly Coffee Shop. This has attracted a significant number of people now from across the town some of whom have become regular attendees in worship. In a report to one of our grant funders we were able to report an increase in groups using our premises from 3 to 10 and the number of people impacted at around 800 in the first year.

The Church Meetings continued throughout 2024 on a face-to-face basis while videoconference remains an option, and a hybrid option is being developed. The leadership, meeting alternately remotely and face to face continued to navigate a course through the remaining construction and defect resolution and the landscaping aspects will not be resolved before summer 2025. We are now keen to expand the work of the church, and a leadership event mid-year is being followed up by a different agenda format for church meetings designed to inspire wider engagement.

A major milestone was the decision to sell the old building by auction when the preferred purchaser withdrew unexpectedly in March. However, the delay was minimised, and the same purchaser did return ahead of the auction and concluded a satisfactory deal in early September. This allowed us to repay 75% of the outstanding loan on our building the following month and shorten the term of it to 5 years or less.

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, while we support a town wide weekly youth night for 11 to 18 year olds.
- 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. The creative prayer course is being repeated, and topical home groups are planned. 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. A review of finance is now planned to unify the capital and revenue thinking ahead of our treasurer's retirement in September.
- Supporting the wider community included continued publicity to the work of the Caring Hands (the largest local food bank), financial and volunteer support for the town's Street Pastors. Major events have been held independently and in partnership with the local Alzheimer's group and the Residential Care Home very close to our site.



- 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. Last 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.

In planning the activities, the Trustees have applied the guidance on public benefit issued by the Charity Commission.

## POLICY DEVELOPMENT

Our work on the Privacy Policy was completed in April incorporating policy for our CCTV and Website. A priority on arrival in our new building was the Fire Risk Assessment and our Evacuation procedure. These were formally approved in April and amended marginally in July following the first Fire Drill. A series of training sessions were undertaken for all our regular users and key holders.

A kitchen policy was also urgent and especially as we wished to meet the Environmental standards for our Coffee Shop. This was also approved informally in August, but formal approval was deferred until it had been tested. We achieved 5-Star rating in the Food Standards inspection that month.

## PROPERTY OWNERSHIP AND CONTROL

EBC now owns 3 properties, a manse, the Church Community Centre and a vacant site (Badsey Rd) of which we have a one-third share bequeathed to us at the same time as the main Offenham Rd site on which EBCCC now stands.

The sale of Cowl St brought into focus the trusteeship of these sites and we had to make a rapid decision to adopt Baptist Model Trusts in respect of Cowl St to ensure our right to sell it could not be challenged. We were already aware that one of the personal trustees of the Badsey Rd site was moving from the area, so we commissioned a report on all our sites after the sale to seek to simplify and maximise our direct control as a CIO. The resulting Report dated December 2024 states that we now have absolute control of 87.74% of the Value in Offenham Road Land & Buildings, the remaining 12.26% and the Manse freehold are owned outright by us but are under the Custodial control of Baptist Union Corporation who have a duty to safeguard certain clauses in Baptist Model Trusts. Badsey Rd share is similarly owned outright but EBC appointed personal trustees before our incorporation with a duty to protect our constitution. We are now able to plan the conveyance of that property share into the absolute control of EBCCIO.

## PLANS FOR THE NEW YEAR

The key strategies for the church are to harness the energy built in the last 12 months without setting specific objectives for the coming year in quantitative terms. We have set a budget now reflecting the higher operating costs and the income from lettings and will continue existing activities with a focus on linking and promotion to the neighbouring community. However as mentioned above a revised agenda approach has been established for the church and the trustees to enable us to focus on key areas and groups to improve the pace and depth of discipleship. This began with our own review of "What has changed" at the January Deacons' and Church Meetings.



We achieved most of the hopes for last year and more people are involved in the work that these involve but if we are to do more, then more volunteers will be needed, and our newest ventures need reinforcement.

We have not yet resolved all the key capacity issues facing the leadership and as mentioned the replacement of our treasurer is a particular challenge for this year.

## 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 and the day-to-day costs. The budget income (excluding the building fund) was not achieved. Building funds, loan and proceeds of sale of our previous site have delivered the contract payments for the new church and have been strengthened by bank interest. The remaining building costs relate to incomplete work, retention payments, final settlements with our professional advisors following completion, repayment of the loan and the intended thank offering to the loan company which does not charge 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 2025 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 £112,500 (including £24,000 Reserve Fund per reserves policy), and £500 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 make final payments 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 £66,500. Regular gifts into the restricted building fund are always spent before the designated building funds are used to service the loan or pay new building costs.

## 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. This risk continues at a much-reduced level, but the contractor is having difficulty in fulfilling the defect rectification including monitoring of the fire alarm and landscaping aspects of the policy. 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 underwent a major review last year to cover the new building and, temporarily, the old one as well. That was simplified in October after the old building and site were sold.

We have been guided by professionals in regard to all the risks associated with our new building and now have the added security of fire alarms, monitored intruder alarm 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: 8<sup>th</sup> April 2025

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

***Bringing the love of Christ to the community***





## CHURCH VALUES

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



# Evesham Baptist Church

Report and Accounts

Year ended 31 December 2024

Stewardship   
*Active generosity*

1 Lamb's Passage, London EC1Y 8AB  
[www.stewardship.org.uk](http://www.stewardship.org.uk)

**EVESHAM BAPTIST CHURCH**  
**LEGAL AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

ADDRESS FOR CORRESPONDENCE	Offenham Road Evesham WR11 4PN
GOVERNING DOCUMENT	CIO - Association registered 11Jun2015 as amended 15Jun2022.
CHARITY REGISTRATION NUMBER	1162147
TRUSTEES RESPONSIBLE FOR MANAGING THE CHARITY	Rev. Dr Edward Pillar Hilary Brotherton (appointed April 2024) Andrew Foster (resigned March 2025) Derek Markie Catherine Watton
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 2024 on pages 3 to 6 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  
J. Young (May 20, 2025 13:47 GMT+1)

Jaimée Young

Stewardship  
1 Lamb's Passage  
LONDON  
EC1Y 8AB

Date: May 20, 2025

**EVESHAM BAPTIST CHURCH**  
**RECEIPTS AND PAYMENTS ACCOUNT**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	Unrestricted Funds		Restricted Funds	Total 2024	Total 2023
		General Funds	Designated Funds			
		£	£	£	£	£
<b>Income receipts</b>						
Donations		58,203	5,233	36,423	99,859	127,670
Gift aid receipts		14,511	1,298	7,788	23,597	25,693
Grants		-	8,202	65,825	74,027	61,500
Café		1,519	-	-	1,519	-
Income from letting of facilities		6,929	-	-	6,929	583
Investment income		1,443	394	-	1,837	26,723
Other		432	1,067	226	1,725	1,056
		<u>83,037</u>	<u>16,195</u>	<u>110,262</u>	<u>209,493</u>	<u>243,225</u>
<b>Capital and similar receipts</b>						
Sale of fixed assets		-	-	-	-	450
Loans received		-	-	-	-	420,000
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>420,450</u>
<b>Total receipts</b>		<u><u>83,037</u></u>	<u><u>16,195</u></u>	<u><u>110,262</u></u>	<u><u>209,493</u></u>	<u><u>663,675</u></u>
<b>Payments</b>						
Payments in relation to charitable activities undertaken directly	2	82,048	22,766	327	105,141	57,033
Grants paid in relation to charitable activities undertaken by others	3	-	6,956	1,344	8,300	7,624
New building project		-	3,540	128,363	131,903	2,304,654
<b>Total payments</b>		<u><u>82,048</u></u>	<u><u>33,262</u></u>	<u><u>130,033</u></u>	<u><u>245,344</u></u>	<u><u>2,369,311</u></u>
Net of receipts / (payments) before transfers		988	(17,067)	(19,772)	(35,851)	(1,705,637)
Transfers between funds	5	(2,562)	(15,609)	18,170	-	-
<b>Net movement in funds</b>		<u>(1,573)</u>	<u>(32,676)</u>	<u>(1,601)</u>	<u>(35,851)</u>	<u>(1,705,637)</u>
Cash funds as at last year end		3,266	143,448	2,134	148,849	1,854,485
<b>Cash funds at this year end</b>	A	<u><u>1,693</u></u>	<u><u>110,772</u></u>	<u><u>533</u></u>	<u><u>112,998</u></u>	<u><u>148,849</u></u>

The notes on pages 5-6 form part of these accounts.

**EVESHAM BAPTIST CHURCH**  
**STATEMENT OF ASSETS AND LIABILITIES**  
**AS AT THE YEAR ENDED 31 DECEMBER 2024**

	<u>Unrestricted Funds</u>				
	General funds	Designated funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£	£
<b>A Cash funds</b>					
Cash at bank with immediate access	1,531	27,032	533	29,096	30,094
Notice deposits	-	83,740	-	83,740	116,903
Petty cash	162	-	-	162	1,851
	<u>1,693</u>	<u>110,772</u>	<u>533</u>	<u>112,998</u>	<u>148,849</u>
<b>B Other monetary assets</b>					
Gift aid due to charity	1,695	-	-	1,695	3,146
Other debtors	1,341	-	-	1,341	-
	<u>3,036</u>	<u>-</u>	<u>-</u>	<u>3,036</u>	<u>3,146</u>
<b>C Liabilities</b>					
<b>Falling due within one year:</b>					
Trade creditors	12,815	-	-	12,815	80,290
New building liabilities and retention fees	56,925	-	-	56,925	56,524
Taxes due	395	-	-	395	389
Fee for Independent Examination	1,860	-	-	1,860	2,100
Loan 1	20,000	-	-	20,000	10,000
	<u>91,995</u>	<u>-</u>	<u>-</u>	<u>91,995</u>	<u>149,302</u>
<b>Falling due after one year:</b>					
Loan 1	75,000	-	-	75,000	390,000
Loan 2	-	-	-	-	20,000
Note 2	75,000	-	-	75,000	410,000
	<u>166,995</u>	<u>-</u>	<u>-</u>	<u>166,995</u>	<u>559,302</u>
<b>Total</b>	<u>166,995</u>	<u>-</u>	<u>-</u>	<u>166,995</u>	<u>559,302</u>

Loan 1 - £400,000 loan from the Baptist Building CIO. £300,000 of this was repaid from the sale of property in October 2024. The remaining £100,000 is to be repaid over 5 years in quarterly payments of £5,000, starting from October 2024. The payments until early 2026 are expected to be met from the proceeds of the sale which are being held by The Baptist Union Corporation.

Loan 2 - £20,000 loan was repaid during the year following the sale of property.

<b>D Assets retained for charity's own use</b>	Fund to which asset belongs	Value 2024	Value 2023
		£	£
<i>New church building, Offenham Road</i>	<i>General</i>		
<i>Manse</i>	<i>General</i>		
Church contents	General	159,000	90,192
		<u>159,000</u>	<u>90,192</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 Custodian Trustees of the new church building are the trustees of the charity. The title to the Manse is held by the Baptist Union Corporation as Custodian Trustee.*  
*Current property values have not been quoted because reliable valuations are not available and disclosure is not mandatory.*

**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 Edward Pillar  
Edward Pillar (May 20, 2025 11:19 GMT+1)  
Rev. Dr Edward Pillar

date May 20, 2025

The notes on pages 5-6 form part of these accounts.

**EVESHAM BAPTIST CHURCH**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**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 2024 £	Total 2023 £
		General funds £	Designated funds £			
		£	£			
<b>2 Payments in relation to charitable activities undertaken directly</b>						
Minister	Note 4	38,855	-	-	38,855	36,765
Church building costs (including employment)		24,992	-	-	24,992	9,411
Loan repayments		-	20,000	-	20,000	-
Administration, support and equipment		8,427	1,905	223	10,555	2,430
Manse costs	Note 4	6,009	-	-	6,009	5,342
Church activities		1,762	861	104	2,727	1,735
Governance		2,004	-	-	2,004	1,350
		<u>82,048</u>	<u>22,766</u>	<u>327</u>	<u>105,141</u>	<u>57,033</u>

**3 Grants paid in relation to charitable activities undertaken by others**

Organisations:

Baptist Missionary Society	-	2,500	-	2,500	2,000
Christian Aid	-	139	1,061	1,200	-
HEBA Home Mission Fund	-	2,500	-	2,500	2,000
Tearfund	-	-	-	-	2,224
African Inland Mission	-	1,017	283	1,300	1,000
Organisations < £1,000	-	800	-	800	400
	<u>-</u>	<u>6,956</u>	<u>1,344</u>	<u>8,300</u>	<u>7,624</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 2024**

**5 Movement of funds**

	Opening balance £	Receipts £	Payments £	Transfers £	Closing balance £
General funds	3,266	83,037	(82,048)	(2,562)	1,693
Designated funds					
Mission Giving	2,946	50	(6,956)	7,205	3,244
Fabric	3,035	-	-	-	3,035
Youth and Children's Work	3,788	380	(95)	-	4,073
New Building	94,738	15,765	(23,540)	(20,458)	66,505
Outreach	3,520	-	-	-	3,520
Seward Close Amenities	378	-	-	(378)	-
Benefact	6,480	-	(2,671)	2,378	6,188
Reserve	24,000	-	-	-	24,000
Surplus Fund	4,562	-	-	(4,356)	207
	<u>146,714</u>	<u>99,231</u>	<u>(115,311)</u>	<u>(18,170)</u>	<u>112,465</u>
Restricted funds					
Benefact Trust grant	379	-	(327)	(52)	-
New Building	-	109,891	(127,968)	18,077	-
New Building youth room	928	-	(395)	-	533
Special Appeals	827	370	(1,344)	146	-
	<u>2,134</u>	<u>110,262</u>	<u>(130,033)</u>	<u>18,170</u>	<u>533</u>
Total funds	<u>148,849</u>	<u>209,493</u>	<u>(245,344)</u>	<u>-</u>	<u>112,998</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.

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

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.

**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.





# **EVESHAM BAPTIST CHURCH**

## **TRUSTEES ANNUAL REPORT 2024**



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## TRUST INFORMATION

Status	Charitable Incorporated Organisation
Trustees	Rev. Dr Edward Pillar (Minister) Hilary Brotherton (Elected April 2024) Andrew Foster (resigned March 2025) Derek Markie Catherine Watton
Registered Address	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 2024

## 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 wider fellowship of people in and around 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

2024 has been a new season in the life of the church as we inhabit, use and explore the potential impact of our life and the Evesham Baptist Church Community Centre in a new location on the South-East side of the town. We moved from our old location in Cowl St, close to the town centre on 10<sup>th</sup> December 2023 and so were able to celebrate Christmas and have the joy of delivering about 1000 invitation cards and then welcoming more than 75 people in the course of a few weeks to join our 50+ regular attendees all of whom settled quickly in the new building.



Patterns of engagement had declined slowly until autumn of 2023 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 and were almost immediately joined by two new under 5's groups and then an increasing variety of organisations covering all ages and interests. Most of these were run by community or commercial organisations but a new church run prayer course also flourished while the existing ones grew as did the Bulgarian Fellowship that meets in our building.

The larger, modern premises with open plan and café facilities made possible several community events including pre-service breakfasts and, from mid-summer, a new weekly Coffee Shop. This has attracted a significant number of people now from across the town some of whom have become regular attendees in worship. In a report to one of our grant funders we were able to report an increase in groups using our premises from 3 to 10 and the number of people impacted at around 800 in the first year.

The Church Meetings continued throughout 2024 on a face-to-face basis while videoconference remains an option, and a hybrid option is being developed. The leadership, meeting alternately remotely and face to face continued to navigate a course through the remaining construction and defect resolution and the landscaping aspects will not be resolved before summer 2025. We are now keen to expand the work of the church, and a leadership event mid-year is being followed up by a different agenda format for church meetings designed to inspire wider engagement.

A major milestone was the decision to sell the old building by auction when the preferred purchaser withdrew unexpectedly in March. However, the delay was minimised, and the same purchaser did return ahead of the auction and concluded a satisfactory deal in early September. This allowed us to repay 75% of the outstanding loan on our building the following month and shorten the term of it to 5 years or less.

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, while we support a town wide weekly youth night for 11 to 18 year olds.
- 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. The creative prayer course is being repeated, and topical home groups are planned. 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. A review of finance is now planned to unify the capital and revenue thinking ahead of our treasurer's retirement in September.
- Supporting the wider community included continued publicity to the work of the Caring Hands (the largest local food bank), financial and volunteer support for the town's Street Pastors. Major events have been held independently and in partnership with the local Alzheimer's group and the Residential Care Home very close to our site.



- 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. Last 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.

In planning the activities, the Trustees have applied the guidance on public benefit issued by the Charity Commission.

## POLICY DEVELOPMENT

Our work on the Privacy Policy was completed in April incorporating policy for our CCTV and Website. A priority on arrival in our new building was the Fire Risk Assessment and our Evacuation procedure. These were formally approved in April and amended marginally in July following the first Fire Drill. A series of training sessions were undertaken for all our regular users and key holders.

A kitchen policy was also urgent and especially as we wished to meet the Environmental standards for our Coffee Shop. This was also approved informally in August, but formal approval was deferred until it had been tested. We achieved 5-Star rating in the Food Standards inspection that month.

## PROPERTY OWNERSHIP AND CONTROL

EBC now owns 3 properties, a manse, the Church Community Centre and a vacant site (Badsey Rd) of which we have a one-third share bequeathed to us at the same time as the main Offenham Rd site on which EBCCC now stands.

The sale of Cowl St brought into focus the trusteeship of these sites and we had to make a rapid decision to adopt Baptist Model Trusts in respect of Cowl St to ensure our right to sell it could not be challenged. We were already aware that one of the personal trustees of the Badsey Rd site was moving from the area, so we commissioned a report on all our sites after the sale to seek to simplify and maximise our direct control as a CIO. The resulting Report dated December 2024 states that we now have absolute control of 87.74% of the Value in Offenham Road Land & Buildings, the remaining 12.26% and the Manse freehold are owned outright by us but are under the Custodial control of Baptist Union Corporation who have a duty to safeguard certain clauses in Baptist Model Trusts. Badsey Rd share is similarly owned outright but EBC appointed personal trustees before our incorporation with a duty to protect our constitution. We are now able to plan the conveyance of that property share into the absolute control of EBCCIO.

## PLANS FOR THE NEW YEAR

The key strategies for the church are to harness the energy built in the last 12 months without setting specific objectives for the coming year in quantitative terms. We have set a budget now reflecting the higher operating costs and the income from lettings and will continue existing activities with a focus on linking and promotion to the neighbouring community. However as mentioned above a revised agenda approach has been established for the church and the trustees to enable us to focus on key areas and groups to improve the pace and depth of discipleship. This began with our own review of "What has changed" at the January Deacons' and Church Meetings.



We achieved most of the hopes for last year and more people are involved in the work that these involve but if we are to do more, then more volunteers will be needed, and our newest ventures need reinforcement.

We have not yet resolved all the key capacity issues facing the leadership and as mentioned the replacement of our treasurer is a particular challenge for this year.

## 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 and the day-to-day costs. The budget income (excluding the building fund) was not achieved. Building funds, loan and proceeds of sale of our previous site have delivered the contract payments for the new church and have been strengthened by bank interest. The remaining building costs relate to incomplete work, retention payments, final settlements with our professional advisors following completion, repayment of the loan and the intended thank offering to the loan company which does not charge 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 2025 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 £112,500 (including £24,000 Reserve Fund per reserves policy), and £500 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 make final payments 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 £66,500. Regular gifts into the restricted building fund are always spent before the designated building funds are used to service the loan or pay new building costs.

## 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. This risk continues at a much-reduced level, but the contractor is having difficulty in fulfilling the defect rectification including monitoring of the fire alarm and landscaping aspects of the policy. 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 underwent a major review last year to cover the new building and, temporarily, the old one as well. That was simplified in October after the old building and site were sold.

We have been guided by professionals in regard to all the risks associated with our new building and now have the added security of fire alarms, monitored intruder alarm 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 8<sup>th</sup> April 2025 and signed on its behalf by:**

*Edward Pillar*

Edward Pillar (May 20, 2025 11:19 GMT+1)

Dr Edward Morton Pillar (Chair)

Date May 20, 2025

***Bringing the love of Christ to the community***





## CHURCH VALUES

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



# Evesham Baptist Church

Report and Accounts

Year ended 31 December 2024

Stewardship   
*Active generosity*

1 Lamb's Passage, London EC1Y 8AB  
[www.stewardship.org.uk](http://www.stewardship.org.uk)

**EVESHAM BAPTIST CHURCH**  
**LEGAL AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

ADDRESS FOR CORRESPONDENCE	Offenham Road Evesham WR11 4PN
GOVERNING DOCUMENT	CIO - Association registered 11Jun2015 as amended 15Jun2022.
CHARITY REGISTRATION NUMBER	1162147
TRUSTEES RESPONSIBLE FOR MANAGING THE CHARITY	Rev. Dr Edward Pillar Hilary Brotherton (appointed April 2024) Andrew Foster (resigned March 2025) Derek Markie Catherine Watton
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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Appendix [9 pages]	Trustees' Report

**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 2024 on pages 3 to 6 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  
J. Young (May 20, 2025 13:47 GMT+1)

Jaimée Young

Stewardship  
1 Lamb's Passage  
LONDON  
EC1Y 8AB

Date: May 20, 2025

**EVESHAM BAPTIST CHURCH**  
**RECEIPTS AND PAYMENTS ACCOUNT**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	Unrestricted Funds		Restricted Funds	Total 2024	Total 2023
		General Funds	Designated Funds			
		£	£	£	£	£
<b>Income receipts</b>						
Donations		58,203	5,233	36,423	99,859	127,670
Gift aid receipts		14,511	1,298	7,788	23,597	25,693
Grants		-	8,202	65,825	74,027	61,500
Café		1,519	-	-	1,519	-
Income from letting of facilities		6,929	-	-	6,929	583
Investment income		1,443	394	-	1,837	26,723
Other		432	1,067	226	1,725	1,056
		<u>83,037</u>	<u>16,195</u>	<u>110,262</u>	<u>209,493</u>	<u>243,225</u>
<b>Capital and similar receipts</b>						
Sale of fixed assets		-	-	-	-	450
Loans received		-	-	-	-	420,000
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>420,450</u>
<b>Total receipts</b>		<u><u>83,037</u></u>	<u><u>16,195</u></u>	<u><u>110,262</u></u>	<u><u>209,493</u></u>	<u><u>663,675</u></u>
<b>Payments</b>						
Payments in relation to charitable activities undertaken directly	2	82,048	22,766	327	105,141	57,033
Grants paid in relation to charitable activities undertaken by others	3	-	6,956	1,344	8,300	7,624
New building project		-	3,540	128,363	131,903	2,304,654
<b>Total payments</b>		<u><u>82,048</u></u>	<u><u>33,262</u></u>	<u><u>130,033</u></u>	<u><u>245,344</u></u>	<u><u>2,369,311</u></u>
Net of receipts / (payments) before transfers		988	(17,067)	(19,772)	(35,851)	(1,705,637)
Transfers between funds	5	(2,562)	(15,609)	18,170	-	-
<b>Net movement in funds</b>		<u>(1,573)</u>	<u>(32,676)</u>	<u>(1,601)</u>	<u>(35,851)</u>	<u>(1,705,637)</u>
Cash funds as at last year end		3,266	143,448	2,134	148,849	1,854,485
<b>Cash funds at this year end</b>	A	<u><u>1,693</u></u>	<u><u>110,772</u></u>	<u><u>533</u></u>	<u><u>112,998</u></u>	<u><u>148,849</u></u>

The notes on pages 5-6 form part of these accounts.

**EVESHAM BAPTIST CHURCH**  
**STATEMENT OF ASSETS AND LIABILITIES**  
**AS AT THE YEAR ENDED 31 DECEMBER 2024**

	<u>Unrestricted Funds</u>		Restricted funds	Total 2024	Total 2023
	General funds	Designated funds			
	£	£	£	£	£
<b>A Cash funds</b>					
Cash at bank with immediate access	1,531	27,032	533	29,096	30,094
Notice deposits	-	83,740	-	83,740	116,903
Petty cash	162	-	-	162	1,851
	<u>1,693</u>	<u>110,772</u>	<u>533</u>	<u>112,998</u>	<u>148,849</u>
<b>B Other monetary assets</b>					
Gift aid due to charity	1,695	-	-	1,695	3,146
Other debtors	1,341	-	-	1,341	-
	<u>3,036</u>	<u>-</u>	<u>-</u>	<u>3,036</u>	<u>3,146</u>
<b>C Liabilities</b>					
<b>Falling due within one year:</b>					
Trade creditors	12,815	-	-	12,815	80,290
New building liabilities and retention fees	56,925	-	-	56,925	56,524
Taxes due	395	-	-	395	389
Fee for Independent Examination	1,860	-	-	1,860	2,100
Loan 1	20,000	-	-	20,000	10,000
	<u>91,995</u>	<u>-</u>	<u>-</u>	<u>91,995</u>	<u>149,302</u>
<b>Falling due after one year:</b>					
Loan 1	75,000	-	-	75,000	390,000
Loan 2	-	-	-	-	20,000
Note 2	75,000	-	-	75,000	410,000
	<u>166,995</u>	<u>-</u>	<u>-</u>	<u>166,995</u>	<u>559,302</u>
<b>Total</b>	<u>166,995</u>	<u>-</u>	<u>-</u>	<u>166,995</u>	<u>559,302</u>

Loan 1 - £400,000 loan from the Baptist Building CIO. £300,000 of this was repaid from the sale of property in October 2024. The remaining £100,000 is to be repaid over 5 years in quarterly payments of £5,000, starting from October 2024. The payments until early 2026 are expected to be met from the proceeds of the sale which are being held by The Baptist Union Corporation.

Loan 2 - £20,000 loan was repaid during the year following the sale of property.

<b>D Assets retained for charity's own use</b>	Fund to which asset belongs	Value 2024	Value 2023
		£	£
<i>New church building, Offenham Road</i>	<i>General</i>		
<i>Manse</i>	<i>General</i>		
Church contents	General	159,000	90,192
		<u>159,000</u>	<u>90,192</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 Custodian Trustees of the new church building are the trustees of the charity. The title to the Manse is held by the Baptist Union Corporation as Custodian Trustee.*  
*Current property values have not been quoted because reliable valuations are not available and disclosure is not mandatory.*

**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 Edward Pillar  
Edward Pillar (May 20, 2025 11:19 GMT+1)  
Rev. Dr Edward Pillar

date May 20, 2025

The notes on pages 5-6 form part of these accounts.

**EVESHAM BAPTIST CHURCH**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**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 2024 £	Total 2023 £
		General funds £	Designated funds £			
<b>2 Payments in relation to charitable activities undertaken directly</b>						
Minister	Note 4	38,855	-	-	38,855	36,765
Church building costs (including employment)		24,992	-	-	24,992	9,411
Loan repayments		-	20,000	-	20,000	-
Administration, support and equipment		8,427	1,905	223	10,555	2,430
Manse costs	Note 4	6,009	-	-	6,009	5,342
Church activities		1,762	861	104	2,727	1,735
Governance		2,004	-	-	2,004	1,350
		<u>82,048</u>	<u>22,766</u>	<u>327</u>	<u>105,141</u>	<u>57,033</u>

**3 Grants paid in relation to charitable activities undertaken by others**

Organisations:

Baptist Missionary Society	-	2,500	-	2,500	2,000
Christian Aid	-	139	1,061	1,200	-
HEBA Home Mission Fund	-	2,500	-	2,500	2,000
Tearfund	-	-	-	-	2,224
African Inland Mission	-	1,017	283	1,300	1,000
Organisations < £1,000	-	800	-	800	400
	<u>-</u>	<u>6,956</u>	<u>1,344</u>	<u>8,300</u>	<u>7,624</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 2024**

**5 Movement of funds**

	Opening balance £	Receipts £	Payments £	Transfers £	Closing balance £
General funds	3,266	83,037	(82,048)	(2,562)	1,693
Designated funds					
Mission Giving	2,946	50	(6,956)	7,205	3,244
Fabric	3,035	-	-	-	3,035
Youth and Children's Work	3,788	380	(95)	-	4,073
New Building	94,738	15,765	(23,540)	(20,458)	66,505
Outreach	3,520	-	-	-	3,520
Seward Close Amenities	378	-	-	(378)	-
Benefact	6,480	-	(2,671)	2,378	6,188
Reserve	24,000	-	-	-	24,000
Surplus Fund	4,562	-	-	(4,356)	207
	<u>146,714</u>	<u>99,231</u>	<u>(115,311)</u>	<u>(18,170)</u>	<u>112,465</u>
Restricted funds					
Benefact Trust grant	379	-	(327)	(52)	-
New Building	-	109,891	(127,968)	18,077	-
New Building youth room	928	-	(395)	-	533
Special Appeals	827	370	(1,344)	146	-
	<u>2,134</u>	<u>110,262</u>	<u>(130,033)</u>	<u>18,170</u>	<u>533</u>
Total funds	<u>148,849</u>	<u>209,493</u>	<u>(245,344)</u>	<u>-</u>	<u>112,998</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.

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

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.

**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.





# **EVESHAM BAPTIST CHURCH**

## **TRUSTEES ANNUAL REPORT 2024**



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## TRUST INFORMATION

Status	Charitable Incorporated Organisation
Trustees	Rev. Dr Edward Pillar (Minister) Hilary Brotherton (Elected April 2024) Andrew Foster (resigned March 2025) Derek Markie Catherine Watton
Registered Address	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 2024

## 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 wider fellowship of people in and around 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

2024 has been a new season in the life of the church as we inhabit, use and explore the potential impact of our life and the Evesham Baptist Church Community Centre in a new location on the South-East side of the town. We moved from our old location in Cowl St, close to the town centre on 10<sup>th</sup> December 2023 and so were able to celebrate Christmas and have the joy of delivering about 1000 invitation cards and then welcoming more than 75 people in the course of a few weeks to join our 50+ regular attendees all of whom settled quickly in the new building.



Patterns of engagement had declined slowly until autumn of 2023 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 and were almost immediately joined by two new under 5's groups and then an increasing variety of organisations covering all ages and interests. Most of these were run by community or commercial organisations but a new church run prayer course also flourished while the existing ones grew as did the Bulgarian Fellowship that meets in our building.

The larger, modern premises with open plan and café facilities made possible several community events including pre-service breakfasts and, from mid-summer, a new weekly Coffee Shop. This has attracted a significant number of people now from across the town some of whom have become regular attendees in worship. In a report to one of our grant funders we were able to report an increase in groups using our premises from 3 to 10 and the number of people impacted at around 800 in the first year.

The Church Meetings continued throughout 2024 on a face-to-face basis while videoconference remains an option, and a hybrid option is being developed. The leadership, meeting alternately remotely and face to face continued to navigate a course through the remaining construction and defect resolution and the landscaping aspects will not be resolved before summer 2025. We are now keen to expand the work of the church, and a leadership event mid-year is being followed up by a different agenda format for church meetings designed to inspire wider engagement.

A major milestone was the decision to sell the old building by auction when the preferred purchaser withdrew unexpectedly in March. However, the delay was minimised, and the same purchaser did return ahead of the auction and concluded a satisfactory deal in early September. This allowed us to repay 75% of the outstanding loan on our building the following month and shorten the term of it to 5 years or less.

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, while we support a town wide weekly youth night for 11 to 18 year olds.
- 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. The creative prayer course is being repeated, and topical home groups are planned. 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. A review of finance is now planned to unify the capital and revenue thinking ahead of our treasurer's retirement in September.
- Supporting the wider community included continued publicity to the work of the Caring Hands (the largest local food bank), financial and volunteer support for the town's Street Pastors. Major events have been held independently and in partnership with the local Alzheimer's group and the Residential Care Home very close to our site.



- 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. Last 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.

In planning the activities, the Trustees have applied the guidance on public benefit issued by the Charity Commission.

## POLICY DEVELOPMENT

Our work on the Privacy Policy was completed in April incorporating policy for our CCTV and Website. A priority on arrival in our new building was the Fire Risk Assessment and our Evacuation procedure. These were formally approved in April and amended marginally in July following the first Fire Drill. A series of training sessions were undertaken for all our regular users and key holders.

A kitchen policy was also urgent and especially as we wished to meet the Environmental standards for our Coffee Shop. This was also approved informally in August, but formal approval was deferred until it had been tested. We achieved 5-Star rating in the Food Standards inspection that month.

## PROPERTY OWNERSHIP AND CONTROL

EBC now owns 3 properties, a manse, the Church Community Centre and a vacant site (Badsey Rd) of which we have a one-third share bequeathed to us at the same time as the main Offenham Rd site on which EBCCC now stands.

The sale of Cowl St brought into focus the trusteeship of these sites and we had to make a rapid decision to adopt Baptist Model Trusts in respect of Cowl St to ensure our right to sell it could not be challenged. We were already aware that one of the personal trustees of the Badsey Rd site was moving from the area, so we commissioned a report on all our sites after the sale to seek to simplify and maximise our direct control as a CIO. The resulting Report dated December 2024 states that we now have absolute control of 87.74% of the Value in Offenham Road Land & Buildings, the remaining 12.26% and the Manse freehold are owned outright by us but are under the Custodial control of Baptist Union Corporation who have a duty to safeguard certain clauses in Baptist Model Trusts. Badsey Rd share is similarly owned outright but EBC appointed personal trustees before our incorporation with a duty to protect our constitution. We are now able to plan the conveyance of that property share into the absolute control of EBCCIO.

## PLANS FOR THE NEW YEAR

The key strategies for the church are to harness the energy built in the last 12 months without setting specific objectives for the coming year in quantitative terms. We have set a budget now reflecting the higher operating costs and the income from lettings and will continue existing activities with a focus on linking and promotion to the neighbouring community. However as mentioned above a revised agenda approach has been established for the church and the trustees to enable us to focus on key areas and groups to improve the pace and depth of discipleship. This began with our own review of "What has changed" at the January Deacons' and Church Meetings.



We achieved most of the hopes for last year and more people are involved in the work that these involve but if we are to do more, then more volunteers will be needed, and our newest ventures need reinforcement.

We have not yet resolved all the key capacity issues facing the leadership and as mentioned the replacement of our treasurer is a particular challenge for this year.

## 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 and the day-to-day costs. The budget income (excluding the building fund) was not achieved. Building funds, loan and proceeds of sale of our previous site have delivered the contract payments for the new church and have been strengthened by bank interest. The remaining building costs relate to incomplete work, retention payments, final settlements with our professional advisors following completion, repayment of the loan and the intended thank offering to the loan company which does not charge 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 2025 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 £112,500 (including £24,000 Reserve Fund per reserves policy), and £500 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 make final payments 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 £66,500. Regular gifts into the restricted building fund are always spent before the designated building funds are used to service the loan or pay new building costs.

## 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. This risk continues at a much-reduced level, but the contractor is having difficulty in fulfilling the defect rectification including monitoring of the fire alarm and landscaping aspects of the policy. 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 underwent a major review last year to cover the new building and, temporarily, the old one as well. That was simplified in October after the old building and site were sold.

We have been guided by professionals in regard to all the risks associated with our new building and now have the added security of fire alarms, monitored intruder alarm 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 8<sup>th</sup> April 2025 and signed on its behalf by:**

*Edward Pillar*

Edward Pillar (May 20, 2025 11:19 GMT+1)

Dr Edward Morton Pillar (Chair)

Date May 20, 2025

***Bringing the love of Christ to the community***





## CHURCH VALUES

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