

FLEET BAPTIST CHURCH
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

CHARITY NUMBER 1164766

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
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CONTENTS

TRUSTEES' ANNUAL REPORT	3
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FLEET BAPTIST CHURCH.....	8
STATEMENT OF FINANCIAL ACTIVITIES	9
BALANCE SHEET	10
NOTES TO THE ACCOUNTS.....	11

TRUSTEES' ANNUAL REPORT

The Trustees present their report with the financial statements of the charity for the year ended 31 December 2020. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and Administrative Information

Charity Name	Fleet Baptist Church
Charity Number	1164766
Address	115 Clarence Road Fleet Hampshire GU51 3RS
Trustees	Reverend C Bird (Senior Pastor) (Resigned 31 July 2020) Mr AH Marais (Elder) (Resigned 25 March 2020) Ms S Rinaldi (Treasurer) Mr M Lewis (Elder) Mr R Fisher (Elder) (Resigned 28 March 2021) Mrs L Yeboah (Elder) (Resigned 16 August 2021) Mrs Y Mandiki (Elder)
Senior Staff Member	Reverend C Bird (to 31 July 2020)
Primary Banker	CAF Bank Ltd 25 Kings Hill Ave West Malling Kent ME19 4QJ
Solicitor	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES
Independent Examiner	A J Bennewith FCA, FCPA, FFA, FFTA, FIPA, DChA, FRSA 3 Wey Court Mary Road Guildford Surrey GU1 4QU
Registration	Fleet Baptist Church is registered in England and Wales
Custodian Trustees	The custodian trustee of the Church is the Baptist Union Corporation Limited, which is charity number 249635 and which is controlled by the Baptist Union Council.

Structure, Governance and Management

Fleet Baptist Church ("the Church") is a Charitable Incorporated Organisation governed by the constitution adopted on 10 September 2015. On 9 December 2015, the Church registered with the Charity Commission, receiving the charity number 1164766.

The custodian trustee of the Church is the Baptist Union Corporation Limited, which is charity number 249635 and which is controlled by the Baptist Union Council.

Trustees are appointed by the Church Members' Meeting to be responsible for the governance of the Church and the fulfilment of its objectives through its activities. On appointment, Trustees are provided with copies of the constitution and the Baptist Union Corporation Limited Guideline Leaflet C15: Help I'm a Charity Trustee, as well as copies of recent Leadership Team meeting minutes and financial reports. Trustees, with the exception of the Senior Pastor, receive no financial benefit for their trustee service.

The Trustees aim to meet bi-monthly to prayerfully review progress against objectives, to discern God's will in relation to the Church's objectives and activities and to exercise governance. They delegate day to day operation of Church activities to the Pastors and volunteers appointed to lead various ministries. Church Members' Meetings are held at regular intervals (at least four times a year) to worship, to discern God's will in relation to proposals brought by the Trustees and to prayerfully consider matters in the life of the Church, such as the budget, financial reports and membership.

The Church is a member of the Baptist Union of Great Britain, the South-Eastern Baptist Association and the Evangelical Alliance.

The Trustees have reviewed the major risks that the Church is exposed to and systems and procedures have been established to manage those risks.

Objectives and Activities

The principal objective of the Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and carry out other charitable purposes in the United Kingdom and/or other parts of the world, including through gift and grant-making.

The Trustees have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. In fulfilling the above objectives, the Church will engage in a range of activities either on its own or with others that will vary from time to time with activities being initiated, expanded, or closed, as appropriate. These activities may include but are not restricted to:

- regular public worship, prayer, Bible study, preaching and teaching;
- baptism, as defined in the Baptist Union's Declaration of Principle;
- the Communion of the Lord's Supper which shall normally be observed at least once a month;
- evangelism and mission, locally, regionally, nationally and internationally;
- the teaching, encouragement, welcome and inclusion of young people;
- nurture and growth of Christian disciples;
- education and training for Christian and community service;
- giving and encouraging pastoral care;
- supporting and encouraging charitable social action in the United Kingdom and abroad;
- encouraging relationships with, and supporting, Baptists and other Christians.

To facilitate this work, it is important that we maintain the fabric of the Church buildings.

The Trustees would like to thank all the volunteers who contribute and work so hard to support the Church's activities and enable it to function.

Achievements and Performance

The Church does not measure the success of its activities only in numbers, including financial numbers, but also in less tangible areas like fellowship, encouragement, teaching of God's word and the work of the Holy Spirit. The Trustees recognise these are difficult to measure.

The Church continues to seek growth, both in size and influence, to see more people coming to faith in Jesus Christ and to help nurture individuals in their spiritual growth. Being 'light and love' in the community continues to be an important focus as well as learning how to serve the surrounding area more effectively.

As of 31st December 2019, our membership was 152. In January 2020 we initiated a trial 'covenanting in' membership process where we would ask members to re-commit every year. This resulted in 154 members by the end of the month. Later discussion about the trial concluded that we would not officially adopt it going forward. The membership as of 31st of December 2020 was 138. After 31st January 2020, 3 people were received into membership and 18 members left, most of whom joined other local churches. One member died. There were no Baptisms during 2020.

Sunday meetings (both 9am and 10.30am) were held at All Saints Junior School, Fleet until 15th March 2020. During the following week FBC began to live-stream sermons on Facebook, later available on YouTube. After a few weeks worship songs, Powerhouse (our children's work) talks and stories were added to the live stream. As of 22nd March, families were contacted on a weekly basis with resources to sustain interest and contact.

The impact of COVID-19 completely changed the 'modus operandi' of how we express our values of faith, fellowship, outreach, care, and compassion. Creative thinking, virtual spaces and online services injected fresh perspectives in all areas and activities of church life. As soon as the UK went into Lockdown, Sunday services were streamed online and for all smaller gatherings, connect groups and members meetings, Zoom became first choice for fellowship and communication. We continually reassessed our activities, taking advice from the Baptist Union regarding Covid compliance and government restrictions. For our Christmas programme we had an outside socially-distanced Christmas Carol service, and an excellent in-house nativity film.

The Church encourages members' involvement in the local community and there are many serving as volunteers in other local charities and organisations. These would 'normally' include Fleet Angels, Fleet Carnival, Fleet Baptist Pre-School, Fleet Christmas events and Fleet Marathons. We also support the local Food Bank and a local charity working into schools. However, the events of 2020 dramatically affected all community engagement

The Church conducts some of its activities through gift and grant-making. Gifts and grants were made to organisations operating overseas, nationally, and locally whose objectives reflect its own. Grants were also given to support members and attenders pursuing mission and vocational work.

Due to significant changes in leadership, the effects of Covid-19, and the uncertainty of attendance behaviour once the epidemic eased, the current premises at Clarence Road have once again become our permanent address. As soon as permission was given after lockdown, all activities have been based at Clarence Road and seeking larger premises is now off the agenda. The ceasing of activities during lockdown gave opportunity to renovate and refresh various rooms at Clarence Road, injecting love, care, and much-needed renewal to the location. It has been a time of preparation for the next season.

Financial Review

The Church's accounts for the year ended 31 December 2020 are set out on pages 9 to 17. The Church's main source of income is offerings and donations from members and attendees and the associated gift aid claims. Expenditure over the year has supported the activities of the Church by supporting staff, providing for ministries, maintaining property, and making gifts and grants.

Unrestricted income decreased by 34.4% to £207,231 (2019: 316,142). This is reflecting a 'lockdown' year where public meetings were prohibited and restricted. Change and uncertainty in the wider economy and instability in people's financial positions were also influencers in a decreasing income.

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

Unrestricted expenditure decreased by 26.1% to £228,086 (2019: £308,678) mainly reflecting a 'lockdown' year where activities were restricted, and salary costs reduced due to the resignation of the Senior Pastor.

After this, the Church's activities in 2020 led to an excess of resources expended over incoming resources for the year of £22,891, being a deficit of £20,855 on unrestricted funds and a deficit of £2,036 on restricted funds. After transfers between funds and the movement on the defined benefit pension scheme, the net movements are deficits of £6,080 and £2,102 on unrestricted and restricted funds respectively.

Reserves Policy

The Church's policy on reserves is that Unrestricted funds are needed to provide protection against, and the ability to continue operating despite events such as a sudden loss of income or the need to designate funds to specific projects or items of expenditure at short notice.

The majority of the Church's funds are in the form of the property that it uses to carry out its charitable activities (the Church buildings and the Manse), so could not be used in practice in such circumstances. Therefore, this policy focuses on the reserves that are represented by cash.

Much of the Church's expenditure is fixed or semi-fixed in nature, mainly being premises-related or staff costs. Charitable gifts and donations are not fixed in nature but, for relationship reasons, suspension of these by the Church at short notice would only be considered in extreme circumstances. The Church's income comes primarily from collections and donations from Church Members and the associated Gift Aid. Whilst there is no reliance on a dominant local employer, the risk exists of small number of significant donors suffering a dramatic fall in their income or moving away.

The Trustees believe that the minimum level of unrestricted cash reserves should be sufficient to allow for expenditure to be reduced gradually over 18 months following a sustained reduction of income to 25% below the expenditure budget. This 18-month period would comprise 6 months of review followed by 12 months of gradual cost reduction and as such a reserve of 25% of the annual expenditure budget would be required.

On 31 December 2020 unrestricted cash reserves were £199,560 (31 December 2019: £232,138). Reasons for the reduction include 10,000 transferred from reserves for renovation at Clarence Road (House Kitchen & Bathroom) and painting throughout the building, the decrease in unrestricted income and a clean-up of actual expenditure and accruals undertaken early 2021. For the 2021 Budget the reserves policy figure is £53,670.

Plans for Future Periods

As soon as Lockdown hit in 2020, we placed a high priority on providing online spaces for fellowship and discipleship and generally making sure our members were cared for and connected. Navigating a new 'unlocked' season has been as interesting as it has been challenging! Confidence in collective events is returning, cautiously at first, as people re-assess their personal engagement with church. Since Easter Sunday 2021 we have been journeying through this 'unlocking' and there is an increasing sense of hope and vision reflected in growing attendance, an encouraging Alpha course, vibrant collective worship and increasing members involvement.

Our search for a new Senior Pastor has yet to be successful, however there is peace and faith for all God is doing amongst us in this new season. Awakened to the realisation that the heart of FBC is people not programmes, we are intentionally placing greater importance on discipling and equipping members to live out their faith within their spheres of influence. Being a church that faces outwards, immersing itself within community has become one of our major values alongside prayer & corporate worship, teaching and application of the Word of God, and 'being' family together.

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees' Responsibilities in relation to the Accounts

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year which give a true and fair view of the Charity's financial activities during the year and of its financial position at the end of the year. In preparing those accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the accounts; and
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the Charity and enable them to ascertain to ensure that the accounts comply with the Charities Act 2011 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees on: 13 DECEMBER 2021

And signed on their behalf by:

Name: 
Yvonne Mandiki
Trustee

Name: 
Martin Lewis
Trustee

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

I report to the charity trustees on my examination of the accounts of the Fleet Baptist Church (the Trust) for the year ended 31 December 2020.

Responsibilities and basis of report

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

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

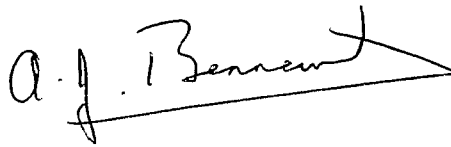
Independent examiner's statement

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

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

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

A J Bennewith FCA, FCPA, FFA, FFTA, FIPA, DChA, FRSA
3, Wey Court
Mary Road
Guildford
Surrey
GU1 4QU



Date: 17 December 2021

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

STATEMENT OF FINANCIAL ACTIVITIES

	Note	2020 Unrestricted	2020 Restricted	2020 Total	2019 Total
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	200,867	4,293	205,160	329,320
Charitable activities	4	755	1,415	2,170	4,043
Other trading activities	5	4,260	-	4,260	53
Investment income	6	953	-	953	1,373
Other income	7	396	-	396	25
TOTAL		<u>207,231</u>	<u>5,708</u>	<u>212,939</u>	<u>334,814</u>
EXPENDITURE ON					
Charitable activities:					
Ministry	8	158,547	24	158,571	223,186
Mission and events	9	29,591	7,720	37,311	64,109
Establishment	11	39,948	-	39,948	36,086
Total		<u>228,086</u>	<u>7,744</u>	<u>235,830</u>	<u>323,381</u>
Net income/(expenditure)		<u>(20,855)</u>	<u>(2,036)</u>	<u>(22,891)</u>	<u>11,433</u>
Transfers between funds		<u>66</u>	<u>(66)</u>	<u>-</u>	<u>-</u>
Other recognised gains/losses					
Actuarial (loss)/gain on defined benefit scheme	20	14,709	-	14,709	(662)
Net movement in funds		<u>(6,080)</u>	<u>(2,102)</u>	<u>(8,182)</u>	<u>10,771</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>616,030</u>	<u>9,836</u>	<u>625,866</u>	<u>615,095</u>
TOTAL FUNDS CARRIED FORWARD		<u>609,950</u>	<u>7,734</u>	<u>617,684</u>	<u>625,866</u>
CONTINUING OPERATIONS					

The notes on pages 11 to 17 form an integral part of these accounts.

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

BALANCE SHEET AS AT 31 December 2020

	Note	2020 Unrestricted £	2020 Restricted £	2020 Total £	2019 Total £
Fixed assets					
Tangible assets	14	433,149	-	433,149	441,130
Current assets					
Debtors and prepayments	15	17,503	-	17,503	6,070
Cash at bank and in hand	16	199,560	7,734	207,294	241,964
		<u>217,063</u>	<u>7,734</u>	<u>224,797</u>	<u>248,034</u>
Creditors: amounts falling due within one year	17	<u>(10,850)</u>	<u>-</u>	<u>(10,850)</u>	<u>(16,224)</u>
Net current assets		206,213	7,734	213,947	231,810
Total assets less current liabilities		<u>639,362</u>	<u>7,734</u>	<u>647,096</u>	<u>672,940</u>
Liabilities					
Defined Pension Scheme Liability		<u>(29,412)</u>	<u>-</u>	<u>(29,412)</u>	<u>(47,074)</u>
Total net assets less liabilities		<u>609,950</u>	<u>7,734</u>	<u>617,684</u>	<u>625,866</u>
Funds of the charity					
Unrestricted – General Fund				609,950	616,030
Restricted Funds	18			7,734	9,836
Total Funds	19			<u>617,684</u>	<u>625,866</u>

The notes on pages 11 to 17 form an integral part of these accounts.

Approved by the trustees on: 13 DECEMBER 2021

And signed on their behalf by:



Name: Yvonne Mandiki
Trustee



Name: Martin Lewis
Trustee

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

a Basis of preparation

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing the accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The accounts have been prepared under the historical cost convention.

b Offerings, donations, and tax refunds

Offerings and donations are accounted for gross when received. The associated tax refunds are accounted for on a receivable basis in line with the offering or donation.

c Legacies

Legacies are accounted for when their receipt is certain and can be properly quantified.

d Investment income

Investment income is included in the accounts in the year in which it is receivable.

e Fund raising and publicity costs

Expenditure on these items is not material.

f Grants payable

The Church makes grants to other organisations whose charitable objects complement its work. They are accounted for in the year in which they are payable.

g Governance costs

This represents direct expenditure on the governance of the Church. Most of the management is carried out without charge by volunteers. This intangible cost is not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

h Fixed assets

Tangible fixed assets for use by the Church are capitalised if they can be used for more than one year and cost at least £250.

The freehold land and buildings and other major assets purchased prior to 1 January 1997 were recognised in the balance sheet at their transfer value from the previous charity.

i Depreciation

Depreciation is provided on all tangible fixed assets, except freehold land, at rates calculated to write off their cost or valuation, less estimated residual value, of each asset over its expected useful life.

Freehold buildings transferred from previous charity	- over 31 years
Freehold buildings	- over 50 years
Furniture and fittings	- 2-4 years straight line
Equipment	- 2-4 years straight line

j. Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

k. Taxation

The charity is exempt from tax on its charitable activities.

l. Pension

The church participates in a pension scheme known as the Baptist Pension Scheme. Deficit contributions to the defined benefit element of the Baptist Pension Scheme are charged to the Statement of Financial Activities as future liabilities. Contributions to the defined contribution element are charged to the Statement of Financial Activities in the year to which they relate. Further details of the scheme are included in the notes of the financial statements.

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

Note

		2020	2019
		£	£
2	The surplus for the year is stated after charging:		
	Independent Examiner's Remuneration	4,000	2,000
	Independent Examiner's fees for bookkeeping and accountancy services	4,440	-

Note

	2020 Unrestricted	2020 Restricted	2020 Total	2019 Total
	£	£	£	£
3	Donations and legacies			
	Offerings:			
	- Church	167,097	-	167,097
	Other donations			
	- Church	413	4,230	4,643
	Legacies	5,000	5,000	-
	Tax refunds	28,357	63	28,420
	200,867	4,293	205,160	329,320
4	Charitable Activities			
	To further charity's objects:			
	- Church events and conferences	755	1,415	2,170
	- Girls' Brigade	-	-	-
	755	1,415	2,170	4,043
5	Other Trading Activities			
	Church premises lettings and sales of goods	4,260	-	4,260
	4,260	-	4,260	53
6	Investment income			
	Interest on bank and building society accounts	953	-	953
	953	-	953	1,373
7	Other Income			
	Miscellaneous income	396	-	396
	396	-	396	25
8	Ministry			
	Staff costs (note 12)	105,999	-	105,999
	Ministerial expenses and subscriptions	2,810	-	2,810
	Manse costs	6,826	-	6,826
	Worship, ministry teams, pastoral and youth work	21,846	24	21,870
	Administration	21,066	-	21,066
	158,547	24	158,571	223,186

**FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

Note	2020 Unrestricted	2020 Restricted	2020 Total	2019 Total
	£	£	£	£
9 Mission and events				
Church:				
- Events (including Alpha)	2,860	1,415	4,275	12,923
- Gifts and grants payable (note 10)	26,731	6,305	33,036	51,186
	<u>29,591</u>	<u>7,720</u>	<u>37,311</u>	<u>64,109</u>
10 Gifts and grants payable				
Joyful Willing Heart Community - India	1,555	670	2,225	11,201
Grants	-	-	-	6,002
Baptist Missionary Society	4,968	-	4,968	5,364
Baptist Union Home Mission	5,000	-	5,000	5,000
Fleet and Crookham Churches Together in Schools (FACCTS)	4,500	-	4,500	4,500
Compassion Ministries	4,000	-	4,000	4,060
Karuna Action	2,600	-	2,600	4,060
Partners in Harvest	-	1,571	1,571	3,000
Open Doors	1,567	-	1,567	2,000
Other*	2,391	4,064	6,455	2,614
Hope for India	-	-	-	1,500
Churches Together in Fleet and Crookham	150	-	150	850
Evangelical Alliance	-	-	-	500
Acacia Sponsor a Child	-	-	-	360
BMS World Mission	-	-	-	175
	<u>26,731</u>	<u>6,305</u>	<u>33,036</u>	<u>51,186</u>
*Includes leaving collections, gifts to speakers, food bank and other small donations.				
11 Establishment				
Repairs and maintenance	7,073	-	7,073	4,652
Light and heat	6,002	-	6,002	6,265
Rates and insurance	3,317	-	3,317	2,837
Depreciation	23,556	-	23,556	22,332
	<u>39,948</u>	<u>-</u>	<u>39,948</u>	<u>36,086</u>

**FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

Note

12	Staff costs (note 8)	2020	2019
		£	£
	Salaries	93,821	117,809
	Social security costs	5,311	9,787
	Pension costs	6,867	13,701
		<u>105,999</u>	<u>141,297</u>

The average number of employees during the year was 3 (2019: 4). No employee received emoluments in excess of £60,000 during the year. The salaried employees are: Senior Pastor; Youth Pastor (now "Associate Pastor"; Equipping and Resourcing Pastor; and Families & Community Pastor (now "Associate Pastor").

13 Trustees' Remuneration, Benefits and expenses.

The Senior Pastor, Reverend Christopher Bird who is a trustee, received £26,689 (2019: £36,630), plus church pension contributions of £2,098 (2019: £9,959) which are all included in staff costs; in addition, he is provided with manse accommodation for the better performance of his duties. Full details of the pension scheme are set out in note 20.

Ms Sue Rinaldi was paid £13,150 for worship leading, administrative and other general duties including streaming and leading services during lockdown (2019: £10,475 for worship leading).

During the year, expenses totalling £4,406 (2019: £12,000) were paid to one trustee in respect of travel, subsistence and sundry expenses.

Note

14	Tangible fixed assets	Church Premises	Manse	Equipment	Furniture & Fittings	Total
	Cost or valuation	£	£	£	£	£
	Balance at 1 January 2020	344,036	118,114	52,586	17,488	532,224
	Additions	-	-	1,485	15,379	16,864
	Disposals	-	-	(2,578)	-	(2,578)
	As at 31 December 2020	<u>344,036</u>	<u>118,114</u>	<u>51,493</u>	<u>32,867</u>	<u>546,510</u>
	Depreciation					
	Balance at 1 January 2020	30,176	8,422	37,299	15,197	91,094
	Charge for the year	7,872	2,198	7,350	6,136	23,556
	Disposals	-	-	(1,289)	-	(1,289)
	As at 31 December 2020	<u>38,048</u>	<u>10,620</u>	<u>43,360</u>	<u>21,333</u>	<u>113,361</u>
	Net book amount					
	As at 31 December 2020	<u>305,988</u>	<u>107,494</u>	<u>8,133</u>	<u>11,534</u>	<u>433,149</u>
	As at 31 December 2019	<u>313,860</u>	<u>109,692</u>	<u>15,287</u>	<u>2,291</u>	<u>441,030</u>

**FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

Note		2020	2019
		£	£
15	Debtors and prepayments		
	Gift Aid receivable	15,586	4,530
	Interest receivable	556	812
	Prepayments	1,135	728
	Other debtors	226	-
		<u>17,503</u>	<u>6,070</u>

Note

16	Cash at bank and in hand		
	Church:		
	- CAF cash account	22,692	23,377
	- CAF gold account	18,618	42,088
	- Office expenses account (CAF)	549	2,241
	- Stewardship deposit account	77,282	86,943
	- NCBS deposit account	88,153	87,315
		<u>207,294</u>	<u>241,964</u>
17	Creditors: amounts falling due within one year		
	Accruals	10,850	16,224
		<u>10,850</u>	<u>16,224</u>

	Balance at 01.01.20	Movement in incoming resources	Movement in resources expended	Transfer to/from Other Funds	Actuarial movement on defined benefit scheme	Balance at 31.12.2020
	£	£	£	£		£
18 Funds						
Church:						
- General Fund	616,030	207,231	(228,086)	66	14,709	609,950
- Charity Fund	6,094	5,708	(7,720)	(66)	-	4,016
- Emmanuel Fund	496	-	-	-	-	496
Toddle Along	3,246	-	(24)	-	-	3,222
Total	625,866	212,939	(235,830)	-	14,709	617,684

The Charity fund is for restricted funds received and then paid out for their specific purposes. The Emmanuel Fund is used to bless those known to Fleet Baptist Church who are unable to meet their immediate material needs. Toddle Along is an organisation that operates within Fleet Baptist Church.

19 Related Party Disclosures

The custodian trustee of the Church is the Baptist Union Corporation Limited, which is charity number 249635 and which is controlled by the Baptist Union Council. The Church is also a member of the Baptist Union of Great Britain and the South Eastern Baptist Association.

There were no related party expenses during the year (2019: £285 was paid to Mr. Sam Bird, son of Rev Bird, as a thank you for preaching at church).

In 2020, the Trustees made total unrestricted donations of £22,778 to the Church (2019: £68,473).

FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2020

20 Pensions

The Church is an employer participating in the Baptist Pension Scheme ("the BPS") and prior to the current year-end was also participating in the Baptist Union Staff Pension Scheme ("the BUSPS"). The BPS is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The BUSPS has now wound up but was also a separate legal entity administered by the Pension Trustee.

BPS is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute BPS's assets and liabilities to specific employers and means that contributions are accounted for as if BPS was a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions.

From January 2012, pension provision for the Minister and members of staff is being made through the Defined Contribution (DC) Plan within the BPS. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for BPS members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva. Members of the Basic Section of BPS pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the BPS, or through the BUSPS prior to its wind-up. The main benefits were:

- In the BPS, a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income; and
- In the BUSPS, a pension of one seventieth of a member's average salary over the last three years of pensionable service.

The BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925, and the BUSPS started in 1969. Both schemes were closed to future accrual of defined benefits on 31 December 2011. The BUSPS completed winding-up on 18 September 2019.

Actuarial Valuation

The table below summarises the main results of the most recent actuarial valuations of the BUSPS and the Defined Benefit (DB) Plan in the BPS. These valuations were performed by a professionally qualified Actuary using the Projected Unit Method.

	BPS DB Plan	BUSPS
Date of valuation	31 December 2019	1 January 2017
Date next valuation due	31 December 2022	N/A – Scheme is in wind-up
Market value of scheme assets (A)	£298m	£10.3m
Technical provisions (B)	£316m	£16.2m
Deficit [(B) – (A)]	£18m	£5.9m
Funding level [(A)/(B)]	94%	64%

As a result of the valuations, in addition to the contributions to the DC Plan set out above, the following deficiency contributions were agreed:

- For the BPS, the standard rate of deficiency contributions payable remains at previously agreed levels, increasing each year in line with increases in the Minimum Pensionable Income. The deficiency contributions are broadly based on 12% of Pensionable Income / Minimum Pensionable Income, reflecting each employer's contributions in March 2015. Some employers that were involved in the DB Plan for a short period pay lower contributions. The Trustee and the Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 to 31 December 2020. In addition, the Baptist Union of Great Britain agreed to contribute a lump sum of £0.5m by 31 December 2020. The current Recovery Plan dated 30 September 2020 envisages deficiency contributions continuing until 30 June 2026.
- For the BUSPS, previously agreed contributions of £759,000 pa (payable from 1 January 2016 and increasing each January in line with RPI inflation) were due until 31 January 2018. Following this, a lump sum payment of £2,734,062 was paid in February 2018 and further contributions were made to ensure the Scheme had sufficient assets to secure the BUSPS benefits in full with an insurer. The total contributions were split between the sponsoring employers in line with their estimated share of the BUSPS's liabilities. These significant contributions were part of a plan to wind up the BUSPS. The Scheme formally triggered wind-up on 31 August 2018, and wind-up was completed in September 2019. As part of this, the benefits for BUSPS members who are also active members of the BPS were increased to offset the fact that their BUSPS benefits will no longer increase in future in line with changes in their salary. An additional contribution was also made to the DC Plan within the BPS for members who are yet to retire and have a BPS DC fund. In practice the Association paid money to BUGB in 2018 which was intended to cover all of the Association's outstanding commitments to the BUSPS, and a portion of this money (to the extent it was not required to secure the benefits in full and cover outstanding costs) was returned to the Association by BUGB in 2019.

The key financial assumptions underlying the valuations were as follows:

Type of assumption	BPS % pa	BUSPS % pa
RPI price inflation assumption	3.20	3.45
CPI price inflation assumption	2.70	2.70
Minimum Pensionable Income increases (BPS only)	3.20	n/a
Pensionable Salary increases (BUSPS only)	n/a	3.70
Assumed investment returns		
- Pre-retirement	2.95	3.50
- Post retirement	1.70	2.25
Deferred pension increases		
- Pre April 2009	3.20	3.45
- Post April 2009	2.50	2.50

**FLEET BAPTIST CHURCH ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

Pension increases (BPS main scheme pension and BUSPS pension)
 - Pre April 2006
 - Post April 2006

2.70	3.25
2.70	2.15

Movement in Balance Sheet liability

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

	2020	2019
	£	£
Liability at the beginning of the year	47,074	50,122
Contributions for the year	(3,722)	(4,855)
Interest cost	769	1,145
Remaining charge/(credit) to balance sheet (recognised in SoFA)	(14,709)	662
Liability at the end of the year	<u>29,412</u>	<u>47,074</u>

21 Comparatives for the Statement of Financial Activities (31 December 2019)

	2019 Unrestricted £	2019 Restricted £	2019 Total £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	310,648	18,672	329,320
Charitable activities	4,043	-	4,043
Other trading activities	53	-	53
Investment income	1,373	-	1,373
Other income	25	-	25
TOTAL	<u>316,142</u>	<u>18,672</u>	<u>334,814</u>
EXPENDITURE ON			
Charitable activities:			
Ministry	223,186	-	223,186
Mission and events	49,406	14,703	64,109
Establishment	36,086	-	36,086
Total	<u>308,678</u>	<u>14,703</u>	<u>323,381</u>
Net income	<u>7,464</u>	<u>3,969</u>	<u>11,433</u>
Transfers between funds	<u>742</u>	<u>(742)</u>	<u>-</u>
Other recognised gains / losses			
Actuarial (loss)/gain on defined benefit scheme	(662)	-	(662)
Net movement in funds	<u>7,544</u>	<u>3,227</u>	<u>10,771</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>608,486</u>	<u>6,609</u>	<u>615,095</u>
TOTAL FUNDS CARRIED FORWARD	<u>616,030</u>	<u>9,836</u>	<u>625,866</u>