

# **West Wickham & Shirley Baptist Church**



## **Annual Report and Accounts 2024**

(Charity Reg. No. 1166796)

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**Legal and Administrative Information  
for the year ending 31<sup>st</sup> December 2024**

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**Charity Name**

West Wickham & Shirley Baptist Church

**Registered Address**

Corner of Wickham Road & Monks Orchard Road, Croydon, CR0 8EH

**Charity registration number**

1166796

**Governing document:**

Church Constitution originally dated April 2016, revised March 2019.

**Objects of the Charity**

The principal purpose 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.

The Church has been inspired to embrace the vision to become like '*A City on a Hill*' in the context of Matthew's Gospel, ch. 5 verse 14 and consequently adopted the following Mission Statement:  
*"Transforming lives and communities with the power of God's love."*

**Trustees**

The Trustees who served during the year or who were serving at the date of this report were:

Rev Jonathan Hills	(Chair, Senior Minister)
Rev Sara Kennett	(Minister)
Mr Clifford Underhay	(Secretary)
Mr Paul Bradbury	(Treasurer)
Mr Philip Jenkins	
Mr. Neil Selby	
Mr Okenna Nzelu	
Mrs June George	(started 01/01/2024)
Mrs Marilyn Boggust	(started 01/01/2024)

**Key Management Personnel**

Those in charge of planning, directing, controlling, running and operating the church, including those members of staff who are the senior management personnel to whom the trustees have delegated significant authority or responsibility in the day-to-day running of the charity, are the Trustees, Community Development Coordinator, Church Operations Manager, Boys' Brigade Captain, Girls' Brigade Captain, and Youth & Children's Worker.

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**Legal and Administrative Information  
for the year ending 31<sup>st</sup> December 2024**

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**Bankers**

Lloyds Bank, 137 North End, Croydon, CR0 1TN

Natwest Bank, 33 High St, West Wickham BR4 0LR

Teachers Building Society, Allenvie House, Hanham Road, Wimborne, Dorset, BH21 1AG

Baptist Union Corporation Ltd, Baptist House, 129 Broadway, Didcot, Oxon, OX11 8RT

**Independent Examiner**

John Helm ACA, Tandem Accounting Ltd, 17 Heathville Road, London N19 3AL

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**Annual Report of the Trustees  
for the year ending 31<sup>st</sup> December 2024**

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The Trustees submit their annual report and the financial statements of West Wickham & Shirley Baptist Church (“the Church”) for the year ended 31 December 2024. The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2015 (FRS102)) and the Financial Reporting Standard 102. The legal and administrative information set out earlier in this document forms part of this report.

**Going Concern**

Each year it is the Trustees’ responsibility to state whether or not the annual accounts have been drawn up on a going concern basis (see the accounting policy note on page 19). Going concern is the assumption that an entity, in this case the Church, has the resources (financial or otherwise) needed to continue operating for the foreseeable future and in particular, for at least 12 months from the date of approval by the Trustees of these annual accounts. If the going concern principle did not apply, then the accounts would be drawn up on an insolvent basis.

The Trustees have reviewed its financial forecast for 2025. This review indicates that the church’s income is expected to meet its expenditure in 2025. Accordingly, it has concluded that it is appropriate to prepare the 2024 Accounts on a going-concern basis and that it is not necessary to make any adjustment to these accounts as a result of the current situation. The Trustees will continue to keep both the short-term and longer-term impact under review, ensuring that the financial situation of the church is reviewed on a monthly basis, and is coupled with a robust budgeting process.

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**Annual Report of the Trustees  
for the year ending 31<sup>st</sup> December 2024**

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**1. Structure, Governance & Management**

Trustees are responsible for the day-to-day management of the Church's business in accordance with the Church's objects. Trustees are elected by the Church members' meeting. Trustees will normally serve a term of office of three years but can be re-elected at the end of their first and any subsequent terms.

Trustees usually meet 10 times per year to discuss a full range of matters relating to finance, fabric of the buildings, general administration, the implementation of the church constitution and responsibility for the keeping of the church membership roll.

The financial aspects of the church are the responsibility of the Trustees, but they are managed on a day-to-day basis by the Treasurer, the Finance Group (who are responsible for reviewing the finances and suggesting matters of policy to the trustees), the Offering Counting Team and the Treasurers for the auxiliary departments (e.g. Boys' Brigade, Girls' Brigade).

None of the Church's Trustees, with the exception of the Ministers, receive remuneration.

The induction process for any church member newly-appointed as a Trustee comprises an initial meeting with the Minister and receipt of copies of:

- the Church Constitution
- the most recent financial statements
- the Charity Commission's guidance 'The Essential Trustee'
- the Baptist Union Guideline Leaflet C15 'Help I'm a Charity Trustee'.

**Church Members**

Church Membership is open to those who:

- accept the Beliefs of the Church;
- commit themselves to serving Christ within the Church and beyond;
- abide by the decisions of the Church Members' Meeting;
- acknowledge their responsibilities as Church Members; and
- have their membership application accepted by the Church Members' Meeting.

Church Members share in the responsibility for the finances, administration, maintenance and activities of the church and elect the Church Leadership. Church Members meet regularly each year for business meetings and receive reports from the Church Leadership.

**Risk & Risk Management**

The church and its activities operate with the confidence and assurance of God's provision and protection. Nevertheless, the trustees are aware of the ever-changing risks that the church is exposed to which could affect its ability to fulfil its objectives and purposes. The trustees have put in place a

## Annual Report of the Trustees for the year ending 31<sup>st</sup> December 2024

risk management framework supported by a risk management policy and a culture of creating and managing risk assessments for activities to which they are appropriate.

An assessment of the major risks that the church faces is routinely reviewed by the trustees and mitigating controls are put in place and reviewed. Where controls are considered to require additional work to reduce the risk to an acceptable level, a clear action plan and ownership is put in place.

At a high-level the areas of risks identified and monitored by the trustees include:

Risk Area	Mitigating Controls
Safeguarding and safety of anyone involved in church activities	Safeguarding team, safeguarding policy, safeguarding training. Health & Safety policy & risk assessments. Individual activity risk assessments.
Alignment of church activities to the charitable objects/purposes	Appropriate level of leadership and internal reporting, clear communication of church objectives to leaders/volunteers.
Proper management of financial resources	Financial controls & procedures, budgeting process, reserves policy, five year property plan.
Compliance with legislation	Regularly reviewed set of policies covering all areas of church life. Staff/volunteer training.

## 2. Activities

In fulfilling its purpose, 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. When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. In particular, we try to enable ordinary people to live out their faith as part of our church and local community through:

- Worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus.
- Provision of pastoral care for people living in the local area.
- Missionary and outreach work.
- Sunday School, Boys' & Girls' Brigades & Youth Work.

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

The 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;

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**Annual Report of the Trustees  
for the year ending 31<sup>st</sup> December 2024**

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- 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; and
- supporting and encouraging charitable social action in the United Kingdom and overseas.

The Church runs a range of activities and organisations for all age-groups. The motivation for all of these has been to demonstrate God's love to the community, to reach out in His name, to bring people into a saving knowledge of His love, to draw them into the Fellowship of His Church and to build up the Church Family.

The activities and organisations normally taking place are:

**For Children and Parents:**

- For children aged 0-4 and accompanying adults, a sports themed activity branded as Pickle Sports with toys and games, chat, friendship and support.
- Rhyme Time: For children aged 0-5 and accompanying adults, with music, chat, friendship and support.

**For Young People**

- **Girls' Brigade & Boys' Brigade:** Both Brigade organisations have a range of classes and activities for every age group from 5 to 22, some leading to Brigade Awards and Duke of Edinburgh's Awards. They are also involved in regional activities and competitions.
- **'Bible Study'/Youth Group:** An opportunity for young people to go deeper in their worship, prayer and faith. Social events and activities take place together with two youth weekends a year.

**For Adults**

- **Small groups:** Monthly or more frequently, different times of day or evening. 12 small groups meeting for Bible Study, prayer, fellowship, social activities and mutual support.
- **Prayer events:** monthly meetings for prayer offering different styles and themes, including Mission, world issues, etc.
- **Morning Bible Study:** Friday Mornings. This is also one of the Church's small groups.
- **Lunch Club:** Monday and Thursday lunchtimes. Mostly for older people, a cooked meal, friendship, chat and low-key activities, this is run in partnership with Shirley Neighbourhood Care Scheme
- **Art Group:** Friendship and art activities.



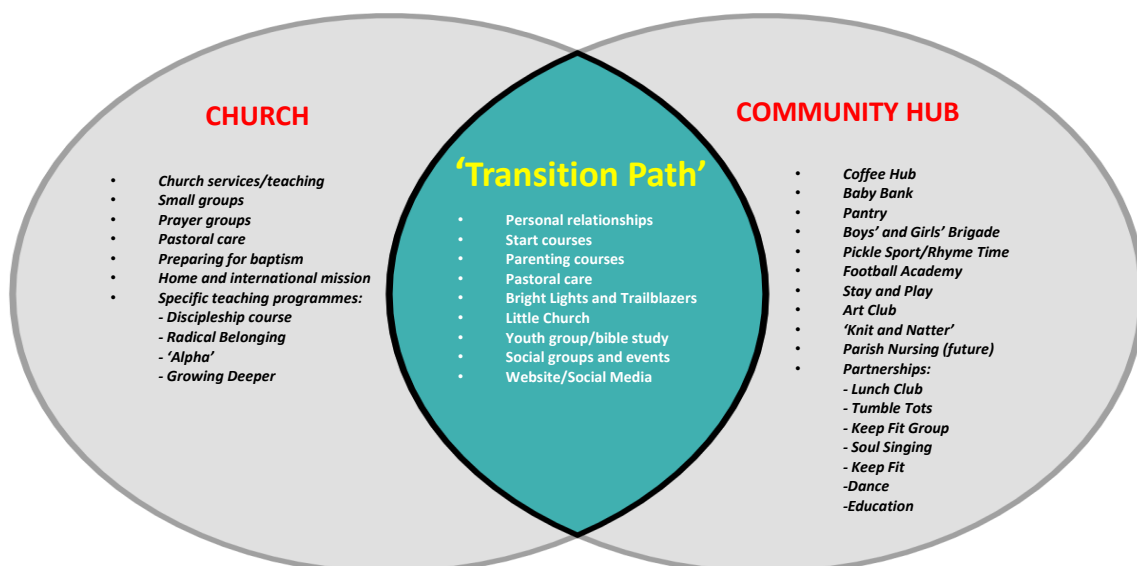
## Annual Report of the Trustees for the year ending 31<sup>st</sup> December 2024

- **Occasional or Annual Activities**, including: Pancake Morning, Hot-cross bun Coffee Morning, Easter Egg hunt, Picnic in the Park, Harvest tea, Christmas Lunch, Carol Service, Christingle, Christmas Stars, Stay & Play days during school holidays.
- **Courses**: Training courses including: Bright Lights Teachers' training, Safeguarding, Food Hygiene, and Newcomers welcome courses.
- **Connect Groups**: Interest-based groups which allow people to get to know each other in an informal setting – Board Games, Reading group, Amblers, Ramblers, Knit & Natter, Curry Club for men.

### 3. Achievements & Performance

In 2024 we were pleased to hold a baptismal service where four people made public professions of faith by being baptised.

During 2024 the church continued to develop its commitment to becoming a centre for the local community adopting the theme 'Helping Build a Better Community'. During this year the church continued its outreach by developing 'The Hub'. The church adopted the model shown below as to how people may transition from the Hub into church and where church can volunteer and work in The Hub.



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## Annual Report of the Trustees for the year ending 31<sup>st</sup> December 2024

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The activities of The Hub in particular centre around the Coffee Shop, The Pantry, and the Baby Bank.

**The Coffee Shop**, which opened in 2023, is open during the Pickle Sports and Rhyme Time and continues after these activities to be open to the general public as it does on other days of the week and during special events. This facility offers the opportunity for people to buy drinks and snacks in a relaxed atmosphere where the soft play facility is open to young children and where others can relax and socialise.

**The Pantry** was established in 2024 as a ‘social supermarket’ supplying food and basic essentials to those finding themselves financially stretched. It has a membership scheme which requires a small subscription allowing members to self-select items. During 2024 the membership grew to approximately 60 members with an average of 20-25 regularly attending.

During 2024 over 9,000 items of food were supplied, ranging from fresh to frozen food. Prior to Christmas 2024 an appeal was launched to raise funds to provide Christmas dinners for the families registered with The Pantry, the sum of £3,450 was raised and we were able to provide Christmas dinners to 42 families. A comment from one of the members:

*“I want to say a big thank you to WWSBC and the Pantry for how your generosity has blessed me with two small children aged 3 and 1. Over several months and perhaps over a year the pantry has helped me when I became a single mother after my husband left. The Christmas food made a huge difference!”*

**The Baby Bank** is currently open three days per week and provides pre-loved clothes, equipment, nappies and formula. All items are completely free of charge. 90% of clients who come to our Baby Bank are from the Borough of Croydon. Others are referred to by statutory agencies including Social Services, Community Health Services, Refuge Agencies, etc. and may reside in Croydon. Recognising the significant need in Croydon, we plan to work with other agencies and schools to expand Baby Bank, reach more families, and connect people with additional support services for comprehensive care.

The BabyBank Aims:

- To provide essential clothing and equipment to local families in financial hardship. Unlike other baby banks we provide clothing, including school uniform, for children up until age 16 years.
- To signpost families to other local sources of support as necessary and to reduce the stigma that exists sometimes.
- To thereby reduce stress, anxiety and depression, which will in turn help the children have a better start in life and hopefully help families recover more quickly from financial crisis.
- To facilitate the recycling of baby and child related items that the original owners no longer use.

The BabyBank Values:

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- **Community:** The items we pass on to families are a gift, given with love, from one family to another. We use the power of the community to support its most vulnerable members.
- **Inclusivity:** We aim to be thoughtful, respectful and inclusive of the diverse families we meet.
- **Dignity:** We respect the families we support and aim to reduce the stigma of growing up in poverty. We also hope to “break the cycle” for parents who have experienced difficult childhoods themselves.
- **Green:** We are mindful of the environment and are committed to reducing waste as much as possible. Donations that are not of the required quality are taken to textile recycling banks.
- **Welfare:** We are mindful of the mental health of those families we support, realising that we are impacting someone’s mental health, affecting their family by what their child is wearing. We really try to match up donations with specific children, so they don’t feel like they are relying on random hand-outs.

During the year we were able to provide prams/buggies, video monitors, cots, school uniforms, emergency food parcels, toys, and clothing to an average of 20 families per week.

Some of the feedback we have received:

- *“We are asylum seekers, and my children now have shoes to wear to school. Thank you so much”*
- *“It was my first time coming to Baby Bank today, but I didn’t need to be scared. Everyone was so lovely and so helpful. Thank you for your kindness”*
- *“Thank you so much for your kindness today and all the help you gave me. We got so many lovely items, and it is a massive help to us”*
- *“Thank you so much! How happy I feel that there are good people who can help. I feel so blessed to have come and met you there”*

**Green Group** - During the year we were grateful to our Green Group who continued the Gardening Club which meets regularly each week maintaining the church garden and surrounding flower beds. The group continued working towards the Eco Church Silver Award.

The church is pleased to be able to continue to offer specific targeted support to Ukraine through the provision of medical supplies and facilitate fund-raising activities by the local Ukrainian community.

**Other Achievements:**

During 2024 the church was able to join in partnership with other organisations providing healthy activities in conjunction with MyTime, a partner of the London Borough of Bromley. In addition, we

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are now able to partner with an organisation providing support and activities for people with autism and other special needs.

In addition, we were able to partner with Bethlem Hospital to run a trial course of instruction with the Hospital's mother & baby unit.

Over the Christmas period, in addition to the Christmas dinners provided through The Hub, we were able to hold a Christingle service where over 150 children attended, many of whom come from our toddler groups. We were also able to hold a 'Christmas Stars' event where an outdoor celebration was held offering members of our local community the opportunity to remember lost loved ones at Christmas time and to hang a star on our outdoor Christmas tree.

In November 2024 the church was pleased to appoint a new member of staff who joined us as the Church Operations Manager whilst our Church Administrator moved into the new role of Community Development Coordinator. Both these roles have allowed the church to develop The Hub, engage in new partnerships, and manage the church operations in a more efficient manner as the work continues to grow.

A massive thank you goes to all those involved in running these activities and keeping the mission of the church going.

#### **4. Financial review**

Traditionally the church's main sources of funding are the free-will offerings of church members, and others in attendance at church meetings, and income from hiring out the church's premises and facilities. During 2024, food and drink sales from the Coffee Counter has provided a further source of income. Those sales are however exclusively used for the running costs of the Hub.

##### **Financial Activity and Financial Position**

The Statement of Financial Activities and Balance Sheet can be found on pages 17 and 18 respectively. The Church's free reserves increased by £12,738 during the year. The balance sheet shows total net assets of £2,245,264 at the end of 2024.

In 2024 total income was higher than 2023 due to the start of the Coffee Counter and an increased use of the premises by community groups. The overall expenditure in 2024 was lower than 2023 mainly due to the increased costs in 2023 to replace the heating system. This was partially offset by increased staff costs and equipment/material costs mainly to outfit and run the coffee counter.

The church has maintained a strong financial position at the end of 2024, due mainly to the generous levels of giving by members of the congregation.

## Annual Report of the Trustees for the year ending 31<sup>st</sup> December 2024

Included in total funds are amounts totalling £24,251 which are restricted. These monies have either been raised for, and their use is restricted to, specific purposes, or they comprise donations subject to donor-imposed conditions. More details of these restricted funds can be found in note 7 to the accounts together with an analysis of movements in the year.

In addition to the above funds the church runs several other restricted funds for particular purposes. This includes funds for giving to other organisations such as Baptist Home Mission and Baptist Missionary Society. The Plummer Fund, named after a church member who left a generous bequest, is designated for assistance to young people who undertake missionary work in other countries.

### Reserves Policy

The Trustees have established a Reserves Policy which aims to maintain a level of reserves approximately equivalent to three month's average expenditure. The Church believes this is a reasonable and prudent level but would permit variations from this amount where circumstances warrant this. This would be, for instance, where expenditure is so urgent that to delay it would result in even higher costs later. If this situation should arise, then the Church would make plans to rebuild the reserves as quickly as possible.

At 31 December 2024 the church had free reserves of £118,486 (2023: £105,748) as follows:

	2024 £	2023 £
<b>Total reserves</b>	<b>2,245,264</b>	<b>2,220,936</b>
Less: restricted funds	(24,251)	(12,661)
Less: capital funds	(2,102,527)	(2,102,527)
<b>Free reserves</b>	<b>118,486</b>	<b>105,748</b>
<b>Free reserves requirement:</b>		
3 month's budgeted routine expenditure	50,000	50,000

### Volunteers

The Church is heavily dependent on its membership and congregation working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure but nevertheless contribute substantially to the achievement of the church's objectives. No accounting for this time and effort has been included in the financial statements.

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**Annual Report of the Trustees  
for the year ending 31<sup>st</sup> December 2024**

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**5. Plans for Future Periods**

As the church moves forward into 2025 it will seek to continue to serve the community by continuing our current activities and developing other means of service and outreach.

We will continue to develop the Baby Bank as usage has demonstrated a big demand for this amongst the parents/carers of our Rhyme Time and Pickle Sports attendees. In addition, we are in communication with other local charities together with the London Boroughs of Croydon and Bromley Social Services who are demonstrating a wider demand for this service.

Due to the demand of the 'Pantry', we will further develop the 'Pantry'; it has become clear that there is a greater demand for this service, and we will seek to increase capacity in order that more customers might be accommodated.

We will continue to develop 'The Hub' coffee shop and soft play area; we will seek to engage with other agencies in order to provide a warm, convenient, safe place where people of all ages and backgrounds can find a welcome. In addition, we will explore the opportunities to expand the reach of The Hub by providing other activities in partnership with other agencies, including the NHS and Local Authorities.

As The Hub and Sunday congregation grow, we will consider expanding or reconfiguring our premises to meet demand.

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**Annual Report of the Trustees  
for the year ending 31<sup>st</sup> December 2024**

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**6. Statement of Trustees' Responsibilities**

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 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.

**7. Approval**

The report of the Trustees was approved by the Trustees on 14 October 2025 and signed on its behalf by:



Cliff Underhay  
**Trustee**

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**Independent Examiner's Report to the Trustees of West Wickham & Shirley Baptist Church  
for the year ending 31<sup>st</sup> December 2024**

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I report on the accounts of the Church for the year ended 31 December 2024 which are set out on pages 17 to 31 of the charity report and accounts.

**Respective responsibilities of trustees and examiner**

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

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

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

John Helm ACA



14 October 2025



**Statement of Financial Activities**  
for the year ending 31<sup>st</sup> December 2024

		<----- 2024 (current year)----->				<----- 2023 (prior year)----->			
	Notes	Unrestricted Funds	Restricted Funds	Capital Funds	Total Funds	Unrestricted Funds	Restricted Funds	Capital Funds	Total Funds
		£	£	£	£	£	£	£	£
Income and endowments from:									
Donations and legacies	2	209,285	23,872	-	233,157	201,046	32,179	-	233,225
Charitable activities	2	-	8,817	-	8,817	677	9,755	-	10,432
Other trading activities	2	35,200	27,409	-	62,609	12,814	3,727	-	16,541
Investment Income	2	1,518	-	-	1,518	1,855	-	-	1,855
Total		246,003	60,098	-	306,101	216,392	45,661	-	262,053
Expenditure on:									
Charitable activities	3	233,265	48,508	-	281,773	262,519	67,214	-	329,733
Total		233,265	48,508	-	281,773	262,519	67,214	-	329,733
Net income/(expenditure)		12,738	11,590	-	24,328	(46,127)	(21,553)	-	(67,680)
Transfers between funds		-	-	-	-	-	-	-	-
Other recognised gains/(losses):									
Gains/(losses) on revaluation of fixed assets		-	-	-	-	-	-	-	-
Net movement in funds		12,738	11,590	-	24,328	(46,127)	(21,553)	-	(67,680)
Reconciliation of funds:									
Total funds brought forward		105,748	12,661	2,102,527	2,220,936	151,875	34,214	2,102,527	2,288,616
Total funds carried forward		118,486	24,251	2,102,527	2,245,264	105,748	12,661	2,102,527	2,220,936

## Balance Sheet

### As at 31 December 2024

	Notes	Unrestricted Funds	Restricted Funds	Capital Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£	£
<b>Fixed Assets:</b>						
Tangible assets	4	3,326	-	2,102,527	2,105,853	2,109,514
<b>Total Fixed Assets</b>		<b>3,326</b>	<b>-</b>	<b>2,102,527</b>	<b>2,105,853</b>	<b>2,109,514</b>
<b>Current Assets:</b>						
Debtors	5	13,203	2,041	-	15,244	12,531
Prepayments	5	2,366	-	-	2,366	2,354
Cash at bank and in hand		104,870	23,948	-	128,818	102,758
<b>Total Current Assets</b>		<b>120,439</b>	<b>25,989</b>	<b>-</b>	<b>146,428</b>	<b>117,643</b>
<b>Current Liabilities:</b>						
Creditors: Amounts falling due within one year	6	5,279	1,738	-	7,017	6,221
<b>Net Current assets</b>		<b>115,160</b>	<b>24,251</b>	<b>-</b>	<b>139,411</b>	<b>111,422</b>
<b>Total assets less current liabilities</b>		<b>118,486</b>	<b>24,251</b>	<b>2,102,527</b>	<b>2,245,264</b>	<b>2,220,936</b>
<b>Total net assets</b>		<b>118,486</b>	<b>24,251</b>	<b>2,102,527</b>	<b>2,245,264</b>	<b>2,220,936</b>
<b>The funds of the charity:</b>						
Unrestricted funds	7	118,486	-	-	118,486	105,748
Restricted income funds	7	-	24,251	-	24,251	12,661
Capital funds	7	-	-	2,102,527	2,102,527	2,102,527
<b>Total charity funds</b>		<b>118,486</b>	<b>24,251</b>	<b>2,102,527</b>	<b>2,245,264</b>	<b>2,220,936</b>

The financial statements were approved by the Trustees on 14 October 2025 and signed on its behalf by:



**Paul Bradbury**  
Trustee

The notes on pages 19 to 31 form part of these accounts.

**Notes to the Financial Statements**  
**For the year ended 31 December 2024**

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**1. Accounting Policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

**Basis of accounting**

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102). The accounts have also incorporated the amendments defined in Update Bulletin 1 to the Charities SORP (FRS 102), published on 2 February 2016. The financial statements are drawn up on the historical cost basis of accounting except for the revaluation of the residential freehold land and building which is shown at market value.

The financial statements include all transactions, assets and liabilities for which the Church is responsible in law. They do not include the accounts of church groups that owe an affiliation to another body or those that are informal gatherings of church members.

The Church meets the definition of a public benefit entity under FRS 102.

**Going Concern**

There are no material uncertainties about the charity's ability to continue as a going concern and accordingly the accounts have been drawn up on a going concern basis.

**Income recognition**

Voluntary income and donations (including legacies) are accounted for once the Church has entitlement to the income, it is probable the income will be received, and the amount of income receivable can be reliably measured. Income from the recovery of tax on gift aided donations is accounted for in the period to which the relevant donation is received. Grant income is recognised on a receivable basis.

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

The income from trading activities includes rental income from the letting of church premises which is accounted for when earned.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Church; this is normally upon notification of the interest paid or payable by the bank.

## Notes to the Financial Statements

### For the year ended 31 December 2024

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#### 1. Accounting Policies (continued)

##### Expenditure recognition

Expenditure is accrued as soon as a liability is considered probable, and the amount of obligation can be measured reliably. Longer term liabilities are discounted to present value. The Church is not registered for VAT and accordingly expenditure includes VAT where appropriate.

Charitable expenditure includes those costs in fulfilling the Church's principal objects, as outlined in the Report of the Trustees. These include governance costs which comprise all costs involving the public accountability of the Church and its compliance with regulation and good practice. These costs include costs related to the independent examination and legal fees.

The church pays pension contributions into the Baptist Pension Scheme, a final salary defined benefit scheme for contributions until 31 December 2011 and a defined contribution scheme for contributions made thereafter. The scheme is a multi-employer scheme, and it is not possible to identify the assets and liabilities of the scheme which are attributable to the church. The scheme is therefore accounted for as a defined contribution scheme, with contributions payable to the scheme being accounted for on an accruals basis. In addition, the church paid, until October 2024, contributions towards a deficit on the defined benefit scheme. The deficit, discounted to present value, is fully provided in these accounts and the charge to the income and expenditure account, which is included in the total pension cost, is the element of the movement in the provision which relates to the movement in the discount.

Rentals under operating leases are charged as incurred over the term of the lease.

##### Tangible Fixed Assets

Tangible fixed assets are accounted for as follows:

- The church land and buildings are stated at the 2016 insurance cost of rebuild. Depreciation is not provided as the estimated residual value is considered to be the same or higher than the carrying value of the property in the accounts. The current insurance rebuild cost has since increased to £4.34 million (as per the 2025/2026 insurance policy).
- The church manse is stated at valuation, with the most recent estimated valuation taking place as at 31 December 2021 and the next valuation is expected to take place for the year ended 31 December 2026. Depreciation is not provided as the estimated residual value is considered to be the same or higher than the carrying value of the property in the accounts.
- The cost of any furniture, fittings and equipment, of value at least £2,500, is capitalised in these accounts. The cost less any expected residual value, is depreciated on a straight-line basis over the effective useful life of the asset, which has been estimated as three years.

##### Debtors

Debtors are included at the settlement amount due. Prepayments are valued at the amount prepaid.

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 1. Accounting Policies (continued)

##### Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of opening of the deposit.

##### Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

##### Fund accounting

The funds held by the charity are either:

- Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Restricted funds - these are funds that 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.
- Capital funds – this is the value of property, namely the church buildings and the manse.

#### 2. Income

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£
<b>Donations and legacies</b>				
Gift Aided Donations	121,948	11,573	133,521	139,229
Donations	22,888	8,693	31,581	37,445
Tax Recovered	32,497	2,793	35,290	39,435
Offering	14,452	813	15,265	17,116
Bequest / Legacy	17,500	-	17,500	-
<b>Total</b>	<b>209,285</b>	<b>23,872</b>	<b>233,157</b>	<b>233,225</b>
<b>Charitable Activities</b>				
Fees/Contributions	-	6,132	6,132	5,077
Other Income	-	2,685	2,685	5,355
<b>Total</b>	<b>-</b>	<b>8,817</b>	<b>8,817</b>	<b>10,432</b>
<b>Other trading activities</b>				
Letting Income	35,200	-	35,200	12,814
Coffee Hub Sales	-	23,273	23,273	3,727
Pantry Sales	-	4,136	4,136	-
<b>Total</b>	<b>35,200</b>	<b>27,409</b>	<b>62,609</b>	<b>16,541</b>
<b>Investment Income</b>				
Bank Interest	1,518	-	1,518	1,855
<b>Grand Total</b>	<b>246,003</b>	<b>60,098</b>	<b>306,101</b>	<b>262,053</b>

## Notes to the Financial Statements

### For the year ended 31 December 2024

### 3. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
<b>Charitable Activities</b>				
Staff Costs (see note below)	163,203	-	163,203	146,407
Equipment/Materials	11,391	32,496	43,887	21,890
Utilities	18,754	3,617	22,371	19,582
Building Maintenance	15,424	4,398	19,822	89,402
Subs/Fees	7,595	2,210	9,805	14,252
Youth & Children	2,456	3,671	6,127	11,385
Insurance	4,433	-	4,433	3,098
Depreciation (Equipment)	3,662	-	3,662	8,164
Office/Printing etc	1,540	-	1,540	2,069
Grants/Gifts (see note below)	338	1,200	1,538	5,352
Operating Lease (Photocopier)	1,498	-	1,498	1,498
Staff Expenses	1,499	-	1,499	729
Ind. Examiner's Fee	1,100	-	1,100	1,000
Publicity	14	892	906	1,234
Other	238	253	491	24
Preaching Fees	120	-	120	330
Coffee Hub Costs	-	(229)	(229)	3,317
Building Development	-	-	-	-
<b>Total</b>	<b>233,265</b>	<b>48,508</b>	<b>281,773</b>	<b>329,733</b>

#### 3a Staff Costs

	2024	2023
	£	£
Gross pay	141,894	129,923
Pension contributions	9,756	9,023
Employers NI	13,200	11,657
Employment Allowance	(5,000)	(5,000)
Staff Training	2,580	108
Other Payroll Costs	773	696
<b>Total</b>	<b>163,203</b>	<b>146,407</b>

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 3. Expenditure on charitable activities (continued)

The average number of staff employed during 2024 is:

Average Head Count	-	5	(2023 – 5)
Average Full Time Staff	-	4	(2023 – 4)
Average Part Time Staff	-	1	(2023 – 1)
Average Full-time Equivalent	-	4.5	(2023 – 4.5)

No employees (2023: none) received employee benefits (excluding employer pension costs) of more than £60,000 during the year.

There was no material liability for paid annual leave or sick leave at the end of the reporting period (2023: none), and so no liability has been included in the accounts.

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme (“the Scheme”). The Scheme is a separate legal entity which is administered by the Pension Trustee (Baptist Pension Trust Limited). The Senior Minister and Minister are eligible to join the Scheme, which is not contracted out of the State Second Pension. A detailed description of the scheme’s surplus/deficit and how it affects the charity is provided in note 8.

#### 3b. Analysis of Grants

##### Grants by Recipient Type

	£
Grants to Institutions	1,190
Grants to Individuals	348
<b>Total</b>	<b>1,538</b>

##### Grants by Nature of Activity

	£
Alleviation of Suffering/Poverty	368
Christian Outreach	1,170
<b>Total</b>	<b>1,538</b>

##### Grants by Institution

	£
London Baptist Association	569
Baptist Missionary Society	531
Individuals	348
George Muller Charitable Trust	70
Other	20
<b>Total</b>	<b>1,538</b>

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 4. Tangible Fixed assets

Cost or valuation	Freehold land and buildings		
	Church	Manse	Total
	£	£	£
At 1 <sup>st</sup> January 2024	1,602,527	500,000	2,102,527
At 31 <sup>st</sup> December 2024	1,602,527	500,000	2,102,527

The capital fund includes the valuation for the church buildings and manse. The church building is included at its 2016 insurance value, while the manse is included at market value. A policy of revaluing the manse every 5 years has been agreed, with the next revaluation due in 2026.

Cost or valuation	Equipment, Furniture & Fittings			
	Net Book Value @ 31/12/2023	Acquisitions during 2024	Depreciation during 2024	Net Book Value @ 31/12/2024
	£	£	£	£
Equipment	6,987	0	3,661	3,326

All of the fixed assets are used for direct charitable purposes.

#### 5. Debtors and prepayments

	2024 £	2023 £
Prepayments	2,366	2,354
Other debtors	15,244	12,531
<b>Total</b>	<b>17,610</b>	<b>14,885</b>

Prepayments consist of insurance policies and music licenses incepting in 2024 but covering part of 2025.

Other debtors consist of £15,244 which is £9,229 tax recoverable on Gift Aided donations and £6,014 invoiced charges related to the hire/use of the church building in 2024 (all received during 2025).



## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 6. Creditors: amounts falling due within one year

	2024 £	2023 £
Loans and overdrafts	0	0
Other creditors	7,017	6,221
<b>Total</b>	<b>7,017</b>	<b>6,221</b>

Other creditors consist of £7,017 representing general purchases of equipment & materials which were purchased in 2024 but for which the invoice was not received, or payment not made, until early 2025 and independent examination fees of £1,100.

#### 7. Fund description and movements

##### 7a Unrestricted Funds

Fund Name	Balance at 1st Jan 2024 £	Income £	Expenditure £	Transfers £	Balance at 31st Dec 2024 £
<b>Unrestricted Funds</b>	99,233	246,003	233,265	-	111,971
<b>Designated Funds</b>					
Plummer Bequest	5,850	-	-	-	5,850
Global Legacy Fund	664	-	-	-	664
<b>Total Designated Funds</b>	6,514	-	-	-	6,514
<b>Total Unrestricted Funds</b>	<b>105,748</b>	<b>246,003</b>	<b>233,265</b>	<b>-</b>	<b>118,486</b>

##### Unrestricted Funds - Prior Year

Fund Name	Balance at 1st Jan 2023 £	Income £	Expenditure £	Transfers £	Balance at 31st Dec 2023 £
<b>Unrestricted Funds</b>	84,115	216,392	201,273	-	99,233
<b>Designated Funds</b>					
Plummer Bequest	5,850	-	-	-	5,850
Global Legacy Fund	61,910	-	61,246	-	664
<b>Total Designated Funds</b>	67,760	-	61,246	-	6,514
<b>Total Unrestricted Funds</b>	<b>151,875</b>	<b>216,392</b>	<b>262,519</b>	<b>-</b>	<b>105,748</b>

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 7. Fund description and movements (continued)

The Plummer Bequest was a gift left to the church which was put aside to support young people from the church who embark on mission training or mission trips.

#### 7. Fund description and movements (continued)

##### 7b Restricted Funds

Fund Name	Balance at 1st Jan 2024	Income	Expenditure	Transfers	Balance at 31st Dec 2024
<b>Restricted Funds</b>					
Hub Trading	590	34,449	27,161	-	7,878
Heating Fund	-	3,478	3,600	-	(123)
Covid 19 Relief Fund	4,808	-	2,804	-	2,004
Mothers & Toddlers	1,417	3,642	2,477	-	2,582
Boys' Brigade	1,903	1,750	2,300	-	1,353
Christmas Boxes	-	3,527	2,296	-	1,232
Publicity Revamp	-	6,250	892	-	5,358
Baby Bank	515	1,391	856	-	1,050
Home Mission	-	569	569	-	-
Girls' Brigade	507	740	357	-	890
BMS	-	407	407	-	-
Fellowship Fund	546	-	279	-	267
Building Fund	1,003	-	-	-	1,003
Other Funds	1,372	3,895	4,510	-	757
<b>Total Restricted Funds</b>	<b>12,661</b>	<b>60,098</b>	<b>48,508</b>	<b>-</b>	<b>24,251</b>

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 7. Fund description and movements (continued)

Restricted Funds – Prior Year

Fund Name	Balance at 1st Jan 2023	Income	Expenditure	Transfers	Balance at 31st Dec 2023
<b>Restricted Funds</b>					
Heating Fund	-	26,006	26,006	-	-
Coffee Shop Development	12,500	7,125	19,625	-	-
Building Fund	7,130	-	6,313	186	1,003
Mothers & Toddlers	3,158	2,994	4,735	-	1,417
Hub Trading	-	3,907	3,317	-	590
Boys' Brigade	2,061	1,284	1,442	-	1,903
Fellowship Fund	-	500	1,047	1,093	546
Girls' Brigade	229	799	521	-	507
Home Mission	132	224	356	-	-
Baby Bank	-	616	101	-	515
BMS	538	-	-	-	538
Covid 19 Relief Fund	4,808	-	-	-	4,808
Other Funds	3,658	2,206	3,751	(1,279)	834
<b>Total Restricted Funds</b>	<b>34,214</b>	<b>45,661</b>	<b>67,214</b>	<b>-</b>	<b>12,661</b>

Descriptions of the main restricted funds are as follows:

The Hub Trading fund is the monies received and spent as part of the operation of the Coffee Counter and Food Pantry. The income is mainly revenue from the sale of food/drink, donations, and membership fees for the Pantry. Costs are mainly food/drink, and surplus food bought for the pantry over and above food donations received.

The Heating fund was setup to fund the replacement heating system installed in 2023. A final invoice was received during 2024. The heating fund was closed in early 2025.

The Building Fund represents funds given specifically for the church building re-development project and maintenance of the church building.

The Boys' Brigade, Girls' Brigade and Mothers & Toddlers funds are held separately for the running of each organisation under the auspices of the church.

The Publicity Revamp fund was money given towards the refresh of the church's website and other publicity material. This project will be completed during 2025.

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 7. Fund description and movements (continued)

The other funds (e.g. BMS, Home Mission) represent monies given to the church for other charitable organisations that the church has chosen to support, in response to appeals throughout the year.

Two funds, Heating Fund and Creche Refurb, had small negative balances at the end of 2024. For both, income was received in early 2025 to balance the funds and the funds were closed during 2025.

##### 7c Capital Fund

	Balance at 1st Jan				Balance at 31st
Fund Name	2024	Income	Expenditure	Revaluation	Dec 2024
Capital Fund	2,102,527	-	-	-	2,102,527

##### Capital Fund – Prior Year

	Balance at 1st Jan				Balance at 31st
Fund Name	2023	Income	Expenditure	Revaluation	Dec 2023
Capital Fund	2,102,527	-	-	-	2,102,527

The capital fund represents the value of the church properties – the main church buildings on Wickham Road, and the church manse.

#### 8. Pension Scheme

The Church is a participating employer in the Baptist Pension Scheme (“the Scheme”), which is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The assets of the Scheme are held separately from those of the Employer and the other participating employers.

The Scheme, previously known as the Baptist Ministers’ Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011. Prior to this date the main benefit provided through the Defined Benefit (DB) Plan was a 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.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members’ Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd.

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 8. Pension Scheme (continued)

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 Scheme members if 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 Limited.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. Because it is not possible to attribute the Scheme's assets and liabilities to specific employers, the scheme is accounted for as if the Scheme were a defined contribution scheme.

The Ministers are eligible to join the Scheme.

#### Actuarial valuation as at 31 December 2019

A formal valuation of the DB Plan as at 31 December 2019 was carried out by a professionally qualified Actuary using the Projected Unit Method. At the valuation date the market value of the DB Plan assets was £298 million, whilst the level of assets needed to pay benefits was £316m, giving a deficit of £18m (equivalent to a past service funding level of 94%). The Church and the other participating employers in the DB Plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuation were as follows:

<b><u>Type of assumption</u></b>	<b><u>% pa</u></b>
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income Increase Adjustment (above CPI)	0.50
Pre-retirement assumed investment returns (gilt yield plus 1.75% pa)	2.95
Post retirement assumed investment returns (including benefits matched by the insurance policy) (gilt yield plus 0.5% pa)	1.70
Minimum Pensionable Income increases (CPI plus 0.5%)	3.20
Deferred pension increases (based on RPI)	
Pre April 2009	3.20
Post April 2009	2.50
Pension increases	
Based on CPI with an annual floor of 0% and annual cap of 5%	2.70

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 8. Pension Scheme (continued)

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the “CMI 2019” projection with a long-term rate of improvement of 1.75% p.a. for males and 1.5% p.a. for females with the core smoothing parameter and with additional initial mortality improvement factor  $A=0.5\%$ .

The next actuarial valuation of the DB Plan within the Scheme was due to take place not later than as at 31 December 2022. However, the DB Plan is to be wound up, and the process to wind it up was started with effect from 31st March 2024 and therefore no valuation is due to take place.

#### Recovery Plan

In addition to the contributions to the DC Plan set out above, where a valuation of the DB Plan reveals a deficit the Trustee and the Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan. Following the 2019 valuation a Recovery Plan was signed in September 2020 under which deficiency contributions are payable until June 2026.

On 30th June 2022 the Baptist Pension Scheme signed an agreement with the insurance company Just Group (“Just”) to secure DB Plan members’ pension benefits. Just are now providing financial backing for all pensions provided through the Scheme’s DB Plan and following this transaction, the Scheme no longer has a shortfall. An updated Recovery plan was then signed in August 2022 under which recovery contributions from each participating employer in the DB Plan reduced to £1 per month from August 2022. These contributions ceased in November 2024, as the scheme was no longer in deficit. The outstanding deficiency contributions due under the Recovery Plan up to November 2024 are not considered material and therefore have not been included in the balance sheet.

#### 9. Related party transactions and trustee’s expenses and remuneration

No trustees were remunerated as part of their role as trustees.

The following trustees were also employed by the church in the following capacities and as such received remuneration as part of their employment:

Mr Jonathan Hills (Senior Minister)  
Gross Salary - £38,179 (2023: £35,377)

**Notes to the Financial Statements**  
**For the year ended 31 December 2024**

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Employer Pension Contributions - £4,817 (2023: £4,489)

Was also provided with manse accommodation.

Mrs Sara Kennett (Minister)

Gross Salary (incl. accommodation allowance) - £34,335 (2023: £32,232)

Employer Pension Contributions - £3,433 (2023: £3,187)

The following close relatives of trustees were employed by the church in the following capacities:

Mr Stuart Kennett (Youth Worker)

Gross Salary - £30,490 (2023: 28,252)

Employer Pension Contributions - £727 (2023: 660)

No trustees incurred expenses whilst fulfilling their role as trustees.

The trustees made aggregate unrestricted donations totalling £27,617 (2023: £30,975).