

THE BAPTIST MISSIONARY SOCIETY

England & Wales · Charity number 1174364

Details

Other names B M S, BMS, BMS CYMRU, BMS WORLD MISSION

Status Registered

Legal form Charitable company

Company number [10849689](#)

Registered 2017-08-24

Register [View on the Charity Commission register](#)

Contact

Address Baptist House Ltd
129 Broadway
Didcot
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Website www.bmsworldmission.org

Activities

Objects: THE CHARITYÆS OBJECTS ARE TO ENABLE BAPTIST CHURCHES TO RESPOND TO THE CALL OF GOD THROUGHOUT THE WORLD BY THE FOLLOWING:3.1 TO MAKE KNOWN THE GOSPEL OF JESUS CHRIST;3.2 TO PREVENT AND RELIEVE POVERTY;3.3 TO RELIEVE SICKNESS AND PROMOTE AND PROTECT HEALTH;3.4 TO ADVANCE EDUCATION; AND3.5 TO ALLEVIATE HUMAN SUFFERING CAUSED BY DISASTER OVERSEAS.

Activities: To make known the Gospel of Jesus Christ;To prevent and relieve poverty;To relieve sickness and promote and protect health;To advance education; andTo alleviate human suffering caused by disaster overseas.

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty, Religious Activities, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Afghanistan
- Albania
- Bangladesh
- Chad
- China
- France
- Guinea
- Haiti
- India
- Israel
- Kosovo
- Lebanon
- Mozambique
- Nepal
- Netherlands
- Occupied Palestinian Territories
- Peru
- Philippines
- South Sudan
- Spain
- Sri Lanka
- Thailand
- Tunisia
- Uganda
- Zimbabwe

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£8,319,000	£7,703,000	£17,065,000	93
2023-12-31	£7,078,000	£7,656,000	£16,351,000	106
2022-12-31	£8,215,000	£8,274,000	£17,176,000	111
2021-12-31	£9,148,000	£7,579,000	£17,339,000	122
2020-12-31	£8,496,000	£8,299,000	£14,974,000	136

Trustees

Name	Role	Appointed
Aidan James Melville		2024-08-01
Dr Anthony Agbonasevbaefe		2021-05-18
Dr Kang-San Tan		2018-10-29
Dr Matthew James Norris-Silva		2024-09-01
Lynn Cadman		2018-10-29
Peter David Grant		2024-09-01
Rachel Lois Swaby		2026-05-13
Remilekun Adeola Kehinde-Taiwo		2026-05-13
Rev DAVID MARC OWEN		2019-03-28
Rev Ronas Moahloleng Marule		2024-09-01
Richard John Harrison Gray		2023-01-01
Ruth Elizabeth Elliot		2020-10-19
Sarah Bridget King		2024-09-01
Tejedor Singh Tiewsoh		2024-09-01

Linked charities

- THE BAPTIST MISSIONARY SOCIETY (1174364-1)
- SKILLICORN TRUST (1174364-10)
- SPECIAL MEDICAL APPEAL FUND (1174364-11)
- THE WEST JOHNSON THANKSGIVING FUND (1174364-12)
- JANE MURSELL TRUST (1174364-13)
- IVY SULLIVAN TRUST (1174364-14)
- PERCIVAL TEAGER TRUST (1174364-15)
- CYRIL EDWARDS TRUST (1174364-16)
- BMS RELIEF FUND (1174364-17)
- KATHLEEN HAZEL PARKINSON TRUST (1174364-2)
- ANGOLA HOSPITAL FUND (1174364-3)
- REVEREND T S CAMPBELL (1174364-4)
- CAREY GARDENS TRUST (1174364-5)
- J E ENNALS LEGACY (1174364-6)
- LECKIE CACHAR TRUST (1174364-7)
- SUSANNA SYMONS SPEAR FUND (1174364-8)
- SUSANNAH HALLEY IN CONNEXION WITH THE BAPTIST MISSIONARY SOCIETY (1174364-9)

THE BAPTIST MISSIONARY SOCIETY

England & Wales - Charity number 1174364

Accounts



BMS WORLD MISSION

ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2024



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Transforming lives:

IMPACT REPORT 2024



Our vision is for a world where all can experience faith in Christ and the abundant life only he provides.

We hope the numbers of impact you see below encourage you to know that, through your support, BMS World Mission is being transformed by God to play our part as the Church across the world continues to grow at a phenomenal rate.

You won't see them represented over the following pages, but two numbers bring us particular joy from our work last year. The first is 777 (there must be everything of God in that!). With 173 added last year, 777 is now the total number of mission workers from

the Global Church whom you have supported over the last four years (our target back in 2020 was 600!).

The second number is 340,000. Based on our calculated assumption that the almost 23,000 new church fellowships planted contain on average 15 people, then in total you helped support over a third of a million new followers of Jesus on their discipleship journey in 2024.

Thank you for your incredible and continued generosity – none of this is possible without you.



Dr Kang-San Tan



Rev Marc Owen

200,137

people impacted
by BMS projects
in 2024



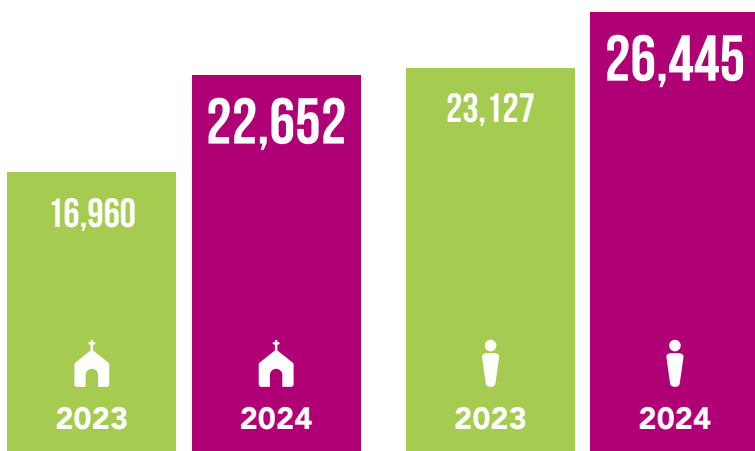


HEART

FOR THE GOSPEL



Your support for BMS takes the good news of Jesus to where it's hardly been heard, so that all the world can experience abundant life in Christ. Our partnerships with discipleship makers across Asia and North Africa give us hope that we are growing workers to reap a plentiful harvest.



Church fellowships planted in Asia

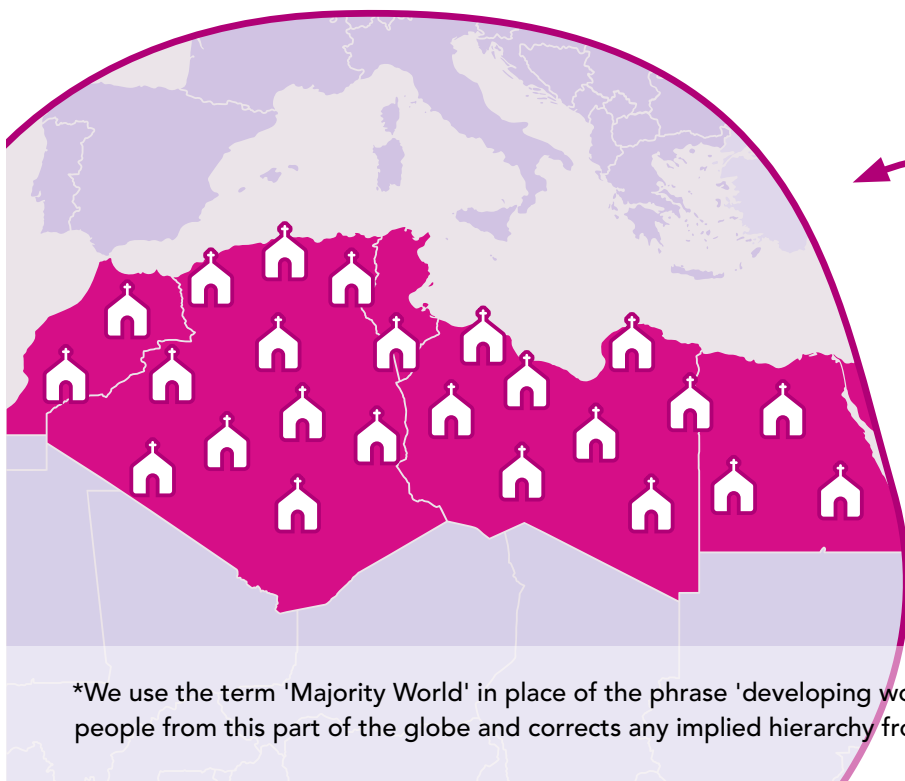
People trained as disciple makers



173

mission workers from the Majority World* supported

= 10 Workers



50

New church fellowships planted in North Africa

226

Total churches planted from 2020-2024

*We use the term 'Majority World' in place of the phrase 'developing world'. It's a phrase widely accepted by people from this part of the globe and corrects any implied hierarchy from the use of the word 'developing'.



You help tackle the injustices facing those living on the margins, where those who bear the least responsibility suffer the most. Throughout 2024, we worked to dramatically increase our partnerships with local churches, who are best placed to bring long-term community transformation.

77,854
 People receiving life-saving help in the poorest countries

10,709
 Members attending churches involved in BMS-supported community projects

	154	619
	2023	2024
	People trained to mobilise churches to serve communities	



You walk with those forced to leave home, in a time where more people than ever before are displaced – whether within their own countries or having crossed borders. This unprecedented displacement is a sign of the world’s fragility. It has led to BMS expanding its focus on supporting people spiritually and physically when their enforced journeys come to an end.

13,739
 Refugees receiving support on the move
 (2023: 13,107)

12,070
 Number of refugees supported at journey’s end
 (2023: 692)



211 Number of partner workers supported by BMS through networks whose work focuses on refugees

DISASTER RECOVERY

When disaster strikes, you respond. In fact, you stepped in 26 times in 2024, including when Cyclone Remal hit Bangladesh and when Nepal was struck by catastrophic flooding. You directly support people on the ground who understand the situation. You help us look forward, which is why BMS gives even more grants to long-term recovery than immediate relief.






49,485

People helped after disaster struck
(2023: 18,077)

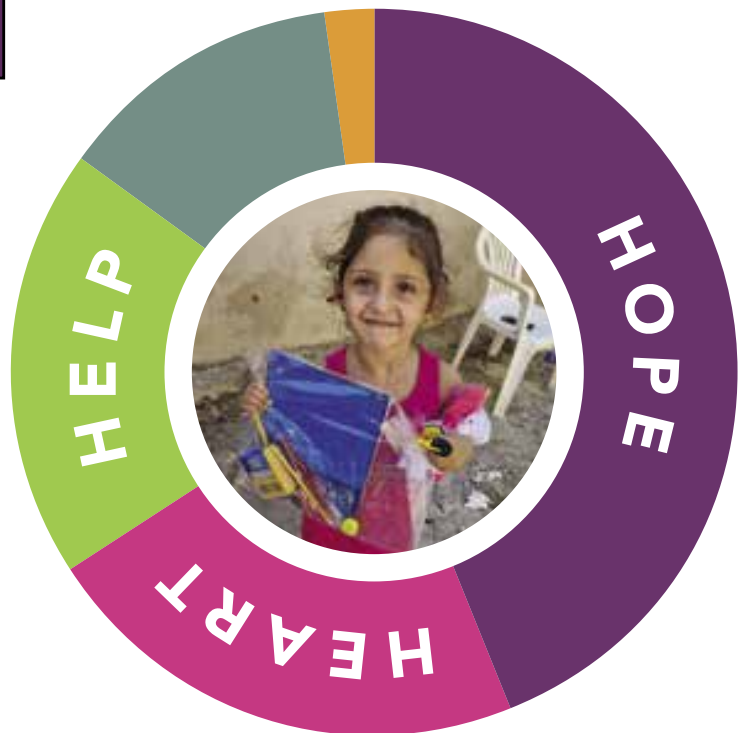
Countries where BMS responded:

-   **Nepal** (floods)
-   **Bangladesh** (cyclone)
-   **D R Congo** (conflict)
-   **Lebanon** (conflict)
-   **Ukraine** (conflict)
-   **Afghanistan** (floods)
-   **Chad** (floods)

EXPENDITURE

-  **44% Hope for the World**
-  **22% Heart for the Gospel**
-  **19% Help for the Journey**
-  **13% Raising awareness**
-  **2% Historic partners***

*Historic partners represents work that is being phased out over a period of four years since the introduction of the new BMS strategy in 2021. Historic partners have continued to achieve impact in our previous strategic areas



Trustee report

The Board of Trustee Directors (Board) of the Baptist Missionary Society (also known as 'BMS World Mission' and 'BMS') presents its annual report and audited financial statements for the year to 31 December 2024 (with comparative figures for the year to 31 December 2023).

The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a director's report as required under company law, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

Statement of Trustees' responsibilities

Trustee Directors (Trustees) are responsible for preparing the Strategic Report, the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charity and of the incoming resources and application of resources, including the income and expenditure, of the group and charity for that period.

In preparing these financial statements, Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK 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 business.

Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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 Companies Act 2006. 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of Trustees. Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

The Trustees who held office at the date of approval of this Trustees' Report confirm that, so far as they are each aware, there is no relevant audit information of which the charity's auditor is unaware, and each Trustee has taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in office.

The Trustees' Annual Report, including the Strategic Report, was approved by the Trustees on 6 June 2025 and signed on their behalf by:

David Marc Owen

Chair of Trustees

6 June 2025

Objectives and activities

Charity objects and public benefit

BMS exists to see people brought to faith in our Lord and Saviour Jesus Christ and experience the abundant life that only he can provide.

This enables Baptist churches to respond to the call of God throughout the world in making known the gospel of Jesus Christ, to prevent and relieve poverty, sickness and human suffering caused by disasters overseas, and to promote and advance healthcare and education.

BMS brings public benefit by focusing on Heart for the Gospel, Hope for the World, and Help for the Journey.

BMS works in places where churches are scarcely present, and in some of the poorest nations as defined by the Multidimensional Poverty Index (MPI).

BMS aims to support people with opportunity and basic services in locations that have a high refugee outflow towards Europe and is also developing work with transit refugees on the provision of basic humanitarian assistance.

The charitable work of BMS is funded by circa £6.9m of public donations per annum (2023: £6.4m).

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period.

The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Structure, governance and management

Structure

BMS is a registered company limited by guarantee in England and Wales, and a registered charity in England and Wales. It is governed by its memorandum and articles of association.

Baptist Missionary Society India - BMS has worked in India since its inception more than 200 years ago, but formally registered as a charitable organisation on 19 March 2015. Its objects align with those of BMS, who appoints the Trustees. Accordingly, consolidated accounts incorporate the activity of BMS India.

Baptist House Limited - BMS has a 50% share in Baptist House Limited. The 50% share of assets and liabilities of this joint arrangement with the Baptist Union of Great Britain (BUGB) has been included as an investment in Balance Sheet and details are included in Note 8b. BMS accounts for its share the service charge as charitable and share of the surplus as unrealised investment income.

Governance

The BMS Council are the company members of BMS. Council members will normally serve three-year terms and may serve up to three consecutive terms. There may be up to 72 Council

members who include the subscribers to the Memorandum, the Trustees and those appointed by the Baptist Unions of Great Britain, Scotland and Wales, the Irish Baptist Networks, the colleges recognised as Baptist colleges, and by co-optation. The Council normally meets at least twice a year. In 2024 meetings were held on-line in June and December.

Trustees are elected by the Council and serve normally for a term of 3 years and may serve a maximum of 3 terms. Those nominated as potential Trustees are reviewed to ensure they have the necessary skills to contribute to the charity's development before the Nominations Committee puts them forward for consideration.

When elected, each new Trustee receives an induction pack including Charity Commission publications and a range of key organisation policies and documents. All Trustees receive an induction, co-ordinated by the Chair of Trustees and the General Director, which includes a presentation on the organisation, an opportunity to meet key staff and become familiar with the BMS. Trustees also have access to a secure intranet web-based system where they can access Board papers and other information. Trustees stay abreast of changes in good practice and legislation. They designate one full day meeting each year specifically for relevant Board training and in 2024 this included an in-depth workshop on diversity, equity and inclusion.

A Board Manual is used as a reference guide to good governance at Board level.

The Board previously carried out a self-assessment against the Charity Governance Code and the Board concluded that the charity's overall governance is robust and in line with good practice. The Board has an action log to ensure continuous improvement against the Code's recommended practice. Following an in depth governance review in 2023 the Board established a Governance Committee to take forward the recommendations of the review. In 2024 the Board agreed that the Governance Committee be a permanent committee and are drawing up terms of reference for the committee in 2025.

In addition to the Governance Committee three committees have been constituted with specific terms of reference and functions delegated by the Board.

The Finance and Audit Advisory Committee – advises on all aspects of the charity's finances, including the financial accounts, annual estimates, risk management, investment management, income generation, property matters including Baptist House and Wallis House, salaries, mission personnel allowances, pensions and employment matters. They also advise on policy matters that relate to the future planning of the charity's finances, including such issues as reserves and the balance between the different categories of expenditure. They consider the appointment of the external auditors and any questions of their resignation or dismissal; discuss with the external auditors before the audit commences the nature and scope of the audit; receive the auditors' management reports following completion of their audit work and review the annual financial statements before submission to the Board of Trustees.

The Remuneration Committee – advises the Board of Trustees on the appropriate remuneration of the General Director and Executive Directors and their Terms and Conditions of employment. The Committee provides advice to the Board on staff grading structure, salaries and benefits.

The Nominations Committee – nominates people for appointment as Trustees. The appointment of a Trustee is made by Council members.

Safeguarding Trustee - a designated trustee has specific responsibility for oversight of safeguarding.

Management

Trustees are the governance-level decision makers for the charity. The Board currently numbers 14 committed people from a wide range of backgrounds and experience who usually meet in formal Board meetings four times per annum. The Executive Directors attend meetings of the

Board but do not vote (with the exception of the General Director who is a Trustee).

Management of BMS is delegated to employed staff who are responsible for delivery of day-to-day operations to deliver the strategy set by the Trustees in accordance with BMS policies.

Within BMS there are currently six main departments each with its own director:

- General Directorate – providing overall leadership for BMS with major emphasis on theological reflection, strategic development and representation.
- Department of Finance and Operations – responsible for support functions for BMS including finance, investment management, risk management, administration and IT and governance.
- Department for World Mission– responsible for the global work of Heart for the Gospel, Hope for the World and Help for the Journey and cross cutting themes and capacity building. This involves building and maintaining relationships with international partner bodies and networks.
- Department of Intercultural Learning and Collaboration– responsible for the development of global mission training hubs.
- Department of People and Culture – providing HR support for all staff and organisational development and learning.
- Department for Communications and Funding – responsible for BMS’ corporate communications portfolio, including funding, creative content and church relations.

Responsibility for our global work is supported by a team of Heads of Programme who have responsibility for mission personnel and partners and combine this with leading specific ministries. Broadly speaking our work falls into 4 main geographic regions: Asia, sub-Saharan Africa, South America, and Europe, Middle East and North Africa.

The charity works globally with partner organisations, providing funding by way of grants and/or the provision of personnel. Details of these partners and grants can be found at Note 6 of the financial statements.

Pay and remuneration policy

The Memorandum and Articles of Association makes particular provision for the General Director to be a Trustee as well as an Executive of the charity. All other Trustees give their time freely and no trustee remuneration was paid in the year, other than to the General Director for his Executive role. Details of this remuneration, trustee expenses and related party transactions are disclosed in note 10 to the accounts.

Salaries of all staff, including the Executive Directors, are reviewed annually, taking inflation and the overall financial position of BMS into consideration. BMS follows a grading and evaluation structure, and benchmarks salaries from time to time (most recently carried out in 2024).

Grant making policy

Christian stewardship underpins the BMS grant making policy in that it demands our integrity, diligence, good practice and wisdom. Grant applications must meet specific BMS principles, represent good stewardship and be able to meet BMS criteria for monitoring, evaluation and learning. Partner organisations are subject to due diligence and money laundering procedures.

In the period the charity awarded grants of £2m (2023: £1.8m). The Trustees’ policy is that grants are made against a budget, approved by the Board of Trustees and managed by the Department for World Mission and the Department of Intercultural Learning and Collaboration. Grants outside the budget are made from the mission innovation fund for new work, or from the relief fund in response to emergencies.

Investment policy and review of investment performance

The Trustees have the power to invest in such assets as they see fit.

The statements of investments principles set out the principles governing decisions about investments for the general and endowment funds and incorporate the BMS ethical investment policy. These statements are reviewed by Trustees regularly.

The entire BMS portfolio is invested in the CCLA Ethical Investment Fund to achieve investment requirements that balance income and capital growth, and to adhere closely to the BMS ethical investment policy. Both asset allocations are classified as 'medium' risk.

The BMS General Fund investments and Endowment Fund investments (unless specifically allocated in accordance with the fund) are in the COIF Charities Ethical Investment Fund. The income yield for the fund for year to 31 December 2024 was 4.7%, and the net annualised return for the Fund was 5.7% (to 31 December 2023 the yield was 2.9% and net annualised return 13.2%).

The market value of General Fund investments at 31 December 2024 was £4.7m (31 December 2023 £4.2m); endowment and property fund investments were £2.1m (31 December 2023 £1.9m).

Going concern

The Trustees have made an assessment of the charity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements were approved for release. As a result of our assessment, we consider that the charity is able to continue to operate as a going concern and that it is appropriate to prepare the financial statements on a going concern basis.

We have made this assessment after reviewing the charity's forecasts and projections, which are being continually updated. The Trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due; if necessary, this can be by drawing from investments.

In making our assessment we did not consider there to be any material uncertainty relating to events or conditions that individually or collectively may cast significant doubt on the charity's ability to continue as a going concern following a review to consider any material risk.

Principal risks and uncertainties

Trustees regularly review the internal and external risks to BMS and give consideration to organisational attitude to risk. Trustees have identified the most important potential risks and uncertainties that may seriously affect the performance, future prospects or reputation of BMS, and have assessed how the risks are being managed.

Potential risk	How we manage the risk
<p>Safety and Security</p> <p>Risks are faced by BMS mission workers and staff as a result of the BMS strategy to work in fragile states amidst pronounced global insecurity.</p>	<p>BMS has a comprehensive 24-hour crisis management policy and crisis response plan, with detailed procedures for handling a wide range of crisis events. Our commitment to work in dangerous places requires us to embrace, but minimise, a certain level of risk. When necessary BMS withdraws or moves personnel for a period. Regular crisis response scenarios and reviews are undertaken to embed preparedness.</p>
<p>Safeguarding</p> <p>Issues around the protection of children and adults at risk in its care and in the care of mission workers.</p>	<p>BMS takes this risk extremely seriously. Well-developed communication and safeguarding processes are in place and BMS has entered a partnership with a specialist provider to train staff and partners and actively works to strengthen partner understanding of safeguarding. BMS has an experienced trustee with designated responsibility for safeguarding.</p>
<p>Funding</p> <p>BMS support comes primarily from the Baptist denomination which provides a loyal and consistent support base. However, BMS is vulnerable to the financial strength, risks and uncertainties of the Baptist Unions of Great Britain, Scotland and Wales and their member churches. This is particularly exacerbated with the risks to the UK economy and the government funding of humanitarian work across the world.</p>	<p>An independent but close relationship is maintained with the three mainland Baptist unions to stay abreast of their own risks and uncertainties.</p> <p>Funding from individual supporter giving is being grown to decrease our dependency on income directly from churches.</p> <p>Several fundraising products and relationship management tools are used to build and enhance our relationship with supporting churches and individuals</p> <p>Staff members are developed and trained in fundraising practice, and keep abreast of industry trends and innovations.</p> <p>Trustees approved a Fundraising Strategy in December 2024.</p>
<p>Impact</p> <p>Not demonstrating sufficient impact from our work, or failing to meet donor expectations.</p>	<p>BMS seeks to maintain strong connections with our donors through a wide range of high quality communication content. A plan is in place to proactively engage supporters in the strategy.</p> <p>BMS has regular opportunities for supporter feedback so we can respond quickly to changing supporter expectations.</p> <p>BMS has a rigorous reporting framework used to gauge outcomes and assess impact.</p>
<p>Overseas Expenditure</p> <p>The majority of the charity's expenditure takes place overseas which heightens risks in terms of fraud and ensuring this is spent in accordance with the charity's objectives.</p>	<p>BMS has a rolling programme in relation to partner capacity building. This ensures that there is greater financial scrutiny over the overseas transactions. Financial reviews and control capacity is monitored through regular reports to the Finance and Audit Advisory Committee.</p> <p>Special reviews are in place to support new strategic initiatives.</p> <p>A programme of partner visits is scheduled for 2025.</p>
<p>Organisational Agility</p> <p>BMS does not adapt to the rapidly changing landscape of global mission and ceases to be an effective and relevant organisation.</p>	<p>BMS has a strategy implementation plan and is developing a new operational model enabling the organisation to respond to events in an agile way.</p>

<p>Pension Scheme Funding</p> <p>The pension environment worsens leading to a failure of the investment strategy.</p>	<p>The closed DB pension scheme has been pushed back into a funding deficit by the turmoil in financial markets in September and October 2022. During 2023 BMS made further contributions to the scheme totalling £1.922m. This, together with an investment policy that involves a higher level of risk than previously, has brought the scheme to almost full funding again.</p> <p>The Pension Trust has reviewed the scheme's investment and de-risking strategy. There is a strong collaborative relationship between BMS and the Pension Trust, with competent trustees and advisers. An integrated risk management approach is being followed for the scheme.</p>
<p>Inability to Deliver Long Term Strategy</p> <p>Failure to articulate long-term BMS strategy and give direction to the organisation due to organisational changes in culture and structure being insufficient to deliver long-term strategy.</p>	<p>High levels of trustee scrutiny are in place to ensure integrity and wisdom of strategy including measures and monitoring of strategy using a Kaplan and Norton scorecard. Management regularly review the appropriateness of such measures. There is continuous development of appropriate organisational procedures and protocols for polycentric working, including partner sustainability and capacity.</p>
<p>Management Abuse of Power</p> <p>The potential reputational damage to the organisation where management has abused its power.</p>	<p>BMS has high ethics and takes this risk seriously. There are rigorous selection criteria in place for recruitment and review processes that include reviews of behaviour. In case of finance, strong controls are in place with Finance and Audit Committee and Treasurer review. There is a Whistleblowing policy that is trusted by staff and mission personnel.</p>
<p>Data Breach and or Cyber Attack</p> <p>The potential impact resulting from the loss of or damaged data from systems being breached together with the disruption of day to day systems and procedures.</p>	<p>BMS undertakes continual software updates, frequent data back-up, anti-virus software, staff training and updates. Staff undertake regular cyber security training. BMS engages an external provider to undertake regular penetration testing. Our contact management system payroll, accounting and HR systems are all cloud based. Our bankers and other advisers provide regular user training on cyber security.</p>

Financial review

Movement in funds

Taking the charity's funds in total, there was net income for the year of £616k (2023 net expenditure of £578k), a net gain of £239k (2023 net gain of £580k) from the increase in value of the investment portfolio held by the charity, an actuarial loss on the defined benefit pension scheme of £113k (2023 loss of £800k), an exchange loss on assets held overseas of £28k (2023 loss of £27k). The overall position was a net increase in total reserves of £714k (2023 a decrease of £825k). The pension fund based on accounting provisions has decreased to £227k deficit (2023 – surplus of £165k).

Reserve policy and fund position

General funds (free reserves)

Trustees have a reserves policy that takes a risk-based approach. The policy was reviewed in 2023, in particular taking into account lessons learned from economic turmoil in the UK in September 2022.

Trustees have examined the requirement for free reserves which are those unrestricted reserves not invested in fixed assets, designated for specific purposes or otherwise committed, but does not take account of the pension reserve. Trustees consider that, given the nature of our work and responsibility to partners that extends beyond a year, this should equate to a range of between £4.5m to £5m. This would be expected to provide the flexibility and resilience to cover any short-term funding crisis or a medium-term recession, and a large portion of this needs to be matched by cash or cash equivalents.

The free reserves at 31 December 2024 were £7.3m (2023 £4.4m). Trustees maintain a financial plan to manage the budget so that the target level of reserves is achieved and maintained, and that this is matched by sufficient liquid funds. Such plans will take into account the long-term funding status of the charity's pension scheme and ensure that deficit payment commitments are met. The current balance is above the reserve policy by £2.3m. The Trustees had deliberately built reserves to invest in Strategy 2025 and are working towards bringing the reserves back down in line with the policy range over the next 12-18 months.

The charity also holds funds designated for specific purposes, without legal restriction, as follows:

Fund	2024	2023	Purpose
Fixed asset	£2.2m	£4.6m	Net book value of unrestricted fixed assets.
Mission innovation	£0.07m	£0.01m	For initiatives not in budget, topped up in year.
Strategy	£0.5m	£0.7m	Set aside for 5-year financial strategy implementation.
Contingency	-	£0.45m	To ensure consistent response in economic downturn.
Revaluation reserve	£1.6m	£1.6m	Represents the movement in value of investment properties.
Assets held for sale	£1.6m	-	Represents Wallis House which is currently being sold.
	£5.97m	£7.36m	

There is a Carbon Offset Fund of £31k (2023 £13k). It is topped up with from BMS' carbon offset calculation and is used to contribute towards specific environmental projects.

The triennial valuation of the BMS defined benefit pension scheme was carried out as at 31 December 2021; the next valuation will be as at 31 December 2024. The fund valuation for accounting purposes at 31 December 2024 was a small deficit of £227k (2023 surplus £165k). The funding position at 31 December 2024 based on technical provisions was a deficit of £662k (2023 deficit of £200k).

Endowment funds

Included in the balance sheet are endowment funds totalling £2.7m (2023 £2.5m), the capital element not being available to be spent. Income from the endowment funds has been spent during the year.

Restricted Funds

Restricted funds are subject to specific conditions imposed by donors. The reserves policy for restricted funds is for sufficient assets to be held to meet the obligations of each fund and this is the case as at 31 December 2024 the total was £1.3m (2023 £1.6m). The accounts of BMS India have been consolidated with BMS. Reserves of £0.35m (2023 £0.4m) are included in the restricted fund balance.

Effectiveness of activities to generate funds

BMS is registered with the Fundraising Regulator, the Fundraising Preference Service and is compliant with the Code of Fundraising Practice. We will respond to any future developments in full keeping with both the letter and spirit of any changes. Our commitment to these important voluntary standards ensures that we always champion the privacy and rights of our audience and minimise the risks of any of our fundraising activities resulting in distress, inconvenience or undue pressure, particularly on vulnerable people.

Direct fundraising costs are a small proportion of BMS expenditure (less than 5%). A large proportion of our income comes from our carefully managed relationship between BMS and our supporting churches and their members. BMS does not use professional external fundraisers.

In the last year we received eight complaints in response to our fundraising material, out of tens of thousands of mailings. These matters were handled swiftly, carefully and in accordance with our fundraising complaints procedure.

New donors have responded to appeals throughout the year, some have become regular donors and others generously increased their monthly giving. We are thankful to God for his provision, and to our many supporters for their continued generosity.

Pension Fund arrangements

Following a review of our Pension Fund arrangements for UK staff and overseas mission workers, the defined benefit scheme was closed to future accruals in 2010. The triennial valuation of the defined benefit section was at 31 December 2021; the next valuation will be as at 31 December 2024. The small surplus in 2021 was calculated to be £0.1m. During 2023 employer contributions of £1.922m were paid (2022 £0.1m) as a result of the effect of the September 2022 economic turmoil. This resulted in the need for the Pension Trustee to review its investment strategy. A new strategy has been agreed by the Pension Trustee to arrive at a long term dependency target in 12 years' time of gilts + 1.4%. Equity investment is not a part of the portfolio, but it has been possible for the Pension Trustee to maintain a strong ethical and responsible position on investment fund selection.

Trustees support the Pension Trustee in its long-term approach to investment management.

Factors likely to affect the financial performance going forwards and post year-end events

The major financial concern that BMS faces is the economic outlook for the UK and the world economies.

In 2023, work resumed in Afghanistan but more heavily restricted than previously meaning our partner has been unable to continue some of its work. BMS continues to work alongside the European Baptist Federation in response to the war in Ukraine and Thimar, Lebanon in response to the situation in the Middle East. BMS does not receive funding from government organisations and has not been directly impacted by the suspension of USAID funding. However, dependent on the long term position of USAID, BMS may be impacted by a diversion of giving away from BMS towards supporting organisations impacted by the USAID decision. The ongoing impact of global economic uncertainty has been factored into future financial plans and contingency actions agreed should the impact be greater than anticipated. The Trustees have reviewed the plans and agreed a series of activities that should ensure financial stability if necessary.

On review of the financial plans to the end of June 2026, and the new strategies which have been approved for Finance, Fundraising, People and Partnership, the Trustees have concluded that this will not affect the ability of the charity to continue as a going concern.

Reference and administrative details

Trustees

Rev David Marc Owen (Chair)	Mr Richard Gray
Mr Robert Ashurst (Honorary Treasurer to January 2024)	Mr Peter Grant (from September 2024)
Dr Anthony Agbonasevbaefe	Mrs Sarah King (from September 2024)
Rev Simeon Baker (to March 2025)	Ms Helle Liht (to May 2024)
Ms Lynn Cadman	Mr Aidan Melville (from August 2024)
Dr Marion Carson (Vice Chair)	Rev Ronas Marule (from September 2024)
Ms Ruth Elliot (Honorary Treasurer from January 2024)	Dr Matthew Norris-Silva (from September 2024)
Ms Kamaria Ferguson (from March 2025)	Dr Kang-San Tan
	Mr Tejdor Tiewsoh (from September 2024)

Key management personnel

Dr Kang-San Tan (General Director)
Rev Dr Arthur Brown (World Mission)
Mrs Heather Drury (People & Culture)
Mrs Helen Harris (Funding and Communications from March 2024)
Dr Aniu Kethoser Kevichusa (Intercultural learning and Collaboration from March 2024)
Mr Stephen Sanderson (Strategy to May 2025)
Mrs Caroline Trimble (Finance & Operations)

Auditor

Sayer Vincent LLP
110 Golden Lane London
EC1Y 0TG

Principal Solicitors

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Principal bankers

Barclays Bank
1 Churchill Place
London E14 5HP

Registered office

Baptist Missionary Society
129 Broadway, Didcot, OX11 8XD
Telephone: 01235 517700 Fax: 01235 517601
Email: mail@bmsworldmission.org Website: bmsworldmission.org

Investment Managers

CCLA Investment Management Limited
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Actuary

XPS Pension Group
1 Colmore Row
Birmingham
B3 2BJ

AUDITOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2024**INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF BMS
WORLD MISSION****1. Opinion**

We have audited the financial statements of The Baptist Missionary Society (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2024 which comprise the consolidated and parent charitable company statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2024 and of the group's and parent charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

2. Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

3. Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Baptist Missionary Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

4. Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our

AUDITOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

5. Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

6. Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

7. Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

8. Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

AUDITOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

9. Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

25 June 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

BMS GROUP CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

(incorporating an income and expenditure account)

		2024				2023 restated			
		Unrestricted	Restricted	Endowment	Total	Unrestricted	Restricted	Endowment	Total
Notes		Funds	Funds	Funds	2024	Funds	Funds	Funds	2023
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Income from:									
Donations, grants and legacies	2	6,098	757	-	6,855	5,620	782	-	6,402
Other trading activities		9	121	-	130	19	130	-	149
Investment income	3	380	17	-	397	390	29	-	419
Other income	4	925	12	-	937	100	8	-	108
Total income		7,412	907	-	8,319	6,129	949	-	7,078
Expenditure on:									
Raising funds		503	-	-	503	373	-	-	373
Charitable activities									
Heart for the Gospel		1,376	161	-	1,537	1,562	24	-	1,586
Hope for the World		2,180	1,084	-	3,264	2,147	1,154	-	3,301
Help for the Journey		1,285	34	-	1,319	910	80	-	990
Historic Partners		162	6	-	168	434	4	-	438
Raising Awareness		912	-	-	912	968	-	-	968
		5,915	1,285	-	7,200	6,021	1,262	-	7,283
Total expenditure		6,418	1,285	-	7,703	6,394	1,262	-	7,656
Net income / (expenditure) before movement on investments		994	(378)	-	616	(265)	(313)	-	(578)
Net gains/(losses) on investments		132	(3)	110	239	355	18	207	580
Net income/(expenditure)		1,126	(381)	110	855	90	(295)	207	2
Transfers between funds		(103)	103	-	-	(33)	33	-	-
Other recognised gains/(losses):									
Actuarial gains/(losses) on defined benefit pension scheme		(113)	-	-	(113)	(800)	-	-	(800)
Exchange differences		-	(28)	-	(28)	-	(27)	-	(27)
Net movement in funds		910	(306)	110	714	(743)	(289)	207	(825)
Reconciliation of funds:									
Total funds brought forward		12,152	1,649	2,550	16,351	12,895	1,938	2,343	17,176
Total funds carried forward		13,062	1,343	2,660	17,065	12,152	1,649	2,550	16,351

The result for the year for Companies Act 2006 purposes is represented by the net movement in funds in the consolidated statement of financial activities. There are no recognised gains or losses in the current or preceding year other than those shown in the consolidated statement of financial activities above. All amounts derive from continuing operations.

There is no material difference between the net income/(expenditure) for the financial year stated above and their historical cost equivalents.

BMS PARENT CHARITY STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

(incorporating an income and expenditure account)

	Notes	2024				2023 restated			
		Unrestricted	Restricted	Endowment	Total	Unrestricted	Restricted	Endowment	Total
		Funds	Funds	Funds	2024	Funds	Funds	Funds	2023
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Income from:									
Donations, grants and legacies	2	6,098	757	-	6,855	5,620	782	-	6,402
Other trading activities		9	-	-	9	19	-	-	19
Investment income	3	380	7	-	387	390	1	-	391
Other income	4	925	-	-	925	100	-	-	100
Total income		7,412	764	-	8,176	6,129	783	-	6,912
Expenditure on:									
Raising funds		503	-	-	503	373	-	-	373
Charitable activities									
Heart for the Gospel		1,376	161	-	1,537	1,562	24	-	1,586
Hope for the World		2,180	928	-	3,108	2,147	1,015	-	3,162
Help for the Journey		1,285	34	-	1,319	910	80	-	990
Historic Partners		162	6	-	168	434	4	-	438
Raising Awareness		912	-	-	912	968	-	-	968
		5,915	1,129	-	7,044	6,021	1,123	-	7,144
Total expenditure	5	6,418	1,129	-	7,547	6,394	1,123	-	7,517
Net income / (expenditure) before movement on investments		994	(365)	-	629	(265)	(340)	-	(605)
Net gains/(losses) on investments		132	(3)	110	239	355	18	207	580
Net income/(expenditure)		1,126	(368)	110	868	90	(322)	207	(25)
Transfers between funds	9	(103)	103	-	-	(33)	33	-	-
Other recognised gains/(losses):		-	-	-	-	-	-	-	-
Actuarial gains/(losses) on defined benefit pension scheme		(113)	-	-	(113)	(800)	-	-	(800)
Net movement in funds		910	(265)	110	755	(743)	(289)	207	(825)
Reconciliation of funds:									
Total funds brought forward		12,152	1,255	2,550	15,957	12,895	1,544	2,343	16,782
Total funds carried forward		13,062	990	2,660	16,712	12,152	1,255	2,550	15,957

The notes on pages 28 to 49 also form part of these financial statements.

**BMS GROUP CONSOLIDATED AND CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2024 COMPANY NUMBER 10849689**

		Group		Charity	
			Restated		Restated
	Notes	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Fixed assets					
Tangible assets	11	2,786	5,093	2,565	4,860
Investments	12	7,591	7,344	7,591	7,344
Investment properties	13	1,722	1,730	1,722	1,730
Total fixed assets		12,099	14,167	11,878	13,934
Current assets					
Asset held for sale	11	1,641	-	1,641	-
Stock		3	2	3	2
Debtors	14	1,533	1,824	1,513	1,802
Investments		3,166	1,674	3,056	1,552
Cash at bank and in hand		549	533	515	485
Total current assets		6,892	4,033	6,728	3,841
Liabilities					
Creditors: amounts falling due within one year	15	(1,699)	(1,849)	(1,667)	(1,818)
Net current assets excluding pension liability		5,193	2,184	5,061	2,023
Defined benefit pension scheme liability	17	(227)	-	(227)	-
Total net assets		17,065	16,351	16,712	15,957
The funds of the charity					
	9				
Endowment funds		2,660	2,550	2,660	2,550
Restricted income funds		1,343	2,069	990	1,675
Unrestricted funds					
Designated funds		6,001	7,367	6,001	7,367
General funds (free reserves)		7,288	4,365	7,288	4,365
Total funds excluding pension reserve		17,292	16,351	16,939	15,957
Pension reserve		(227)	-	(227)	-
Total funds		17,065	16,351	16,712	15,957

The financial statements on pages 23 to 27 were approved by the Trustees on 6 June 2025 and signed on their behalf by:

David Marc Owen

Chair of Trustees

Date: 06 June 2025

BMS GROUP CONSOLIDATED AND CHARITY STATEMENT OF CASH FLOWS FOR THE YEAR ENDING 31 DECEMBER 2024

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Cash flow from operating activities:				
Net cash provided by/(used in)operating activities (a)	(174)	(3,110)	(168)	(3,136)
Cash flows from investing activities:				
Dividends, interest and other income from investments	397	419	387	391
Proceeds from sale of tangible fixed assets	1,344	4	1,344	3
Payments to acquire tangible fixed assets	(31)	(25)	(29)	(25)
Net cash provided by investing activities	1,710	398	1,702	369
Change in cash and cash equivalents in the year	1,536	(2,712)	1,534	(2,767)
Cash and cash equivalents at the beginning of the year	2,207	4,946	2,037	4,804
Change in cash and cash equivalents due to exchange rate movements	(28)	(27)	-	-
Cash and cash equivalents at the end of the year	3,715	2,207	3,571	2,037
(a)Reconciliation of net income to net cash flow from operating activities				
Net income /(expenditure) for the reporting period (as per the Statement of Financial Activities)	855	2	868	(25)
Depreciation	215	231	205	220
Losses/(Gains) on investments	(239)	(580)	(239)	(580)
Investment income	(397)	(419)	(387)	(391)
(Profit) from sale of fixed assets	(866)	(4)	(866)	(3)
Currency re-translation on fixed assets	4	16	-	-
Decrease/(increase) in stocks	(1)	-	(1)	-
Decrease/(Increase)in debtors	291	(383)	289	(381)
(Decrease)/Increase in creditors	(150)	(187)	(151)	(190)
Difference between net pension expense and cash contribution	114	(1,786)	114	(1,786)
Net cash provided by/(used in)operating activities	(174)	(3,110)	(168)	(3,136)
Analysis of changes in net funds				
Cash at bank and in hand	549	533	515	485
Short term deposits	3,166	1,674	3,056	1,552
	3,715	2,207	3,571	2,037

BMS GROUP CONSOLIDATED AND CHARITY STATEMENT OF CASH FLOWS FOR THE YEAR ENDING 31 DECEMBER 2024

Analysis of changes in net debt

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 January 2024	2,207	-	2,207	2,037	-	2,037
Cashflows	1,536	-	1,536	1,534	-	1,534
Fair Value Movements	-	-	-	-	-	-
Foreign Exchange Movements	(28)	-	(28)	-	-	-
Other non-cash changes	-	-	-	-	-	-
At 31 December 2024	3,715	-	3,715	3,571	-	3,571

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 January 2023	4,946	-	4,946	4,804	-	4,804
Cashflows	(2,712)	-	(2,712)	(2,767)	-	(2,767)
Fair Value Movements	-	-	-	-	-	-
Foreign Exchange Movements	(27)	-	(27)	-	-	-
Other non-cash changes	-	-	-	-	-	-
At 31 December 2023	2,207	-	2,207	2,037	-	2,037

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**1****Accounting policies****a Statutory information**

BMS is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is 129 Broadway, Didcot OX11 8XD.

b Basis of preparation

The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value. The financial statements have been prepared in accordance with 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), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

These financial statements consolidate the results of the charity and its wholly-controlled subsidiary, Baptist Missionary Society Trust, in India on a line-by-line basis. These financial statements also include the charity's 50% share of its Joint Venture, Baptist House Limited, as an investment recognised at fair value, being 50% of the value of the net assets, with any gain or loss taken through net gains on investments in the Statement of Financial Activities.

BMS constitutes a public benefit entity as defined by FRS 102.

c Assessment of going concern

BMS World Mission's activities, its current financial position, and factors likely to affect its future development are set out within the report from the board. BMS has a 5 year financial plan to 2025 that was updated in June 2024, that shows it is able to continue its business-critical activities and remain a going concern. As at 31 December 2024 BMS World Mission had available cash and short term investment balances of £3.5m and a further £4.7m of investments that could be drawn upon if required.

The board's assessment of going concern involved a number of subjective judgements including, but not limited to; decrease in donation income, impact of global economic uncertainties, delays in the crystallisation of legacies where probate has been granted, potential impact of the requirement to make further employer deficit contributions to the defined benefit pension scheme. In making their assessment the board have also considered the potential impact on its cashflows and liquidity. A stress test has been run on the cashflow forecasts to June 2026 and the board have contingency plans in place to mitigate potential adverse impacts on cashflow including, for instance, delays in non-essential expenditure, phasing of grants, delaying staff recruitment. The trustees concluded their assessment found that the financial plan and forecasts are robust and show that BMS is able to meet its obligations. On this basis, given the strength of the balance sheet and availability and liquidity of unrestricted investments, the trustees believe that, while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern. The board has a reasonable expectation that BMS has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. The board have considered the foreseeable future for their going concern assessment to cover the period to 31 December 2025. On this basis, the board continues to adopt the going concern basis in the financial statements.

d Accounting estimates and judgements

Preparation of the financial statements in accordance with FRS102 requires the Trustees to make certain judgements and estimates. The items below are considered to be the most important in understanding the financial statements:

BMS recognises its liability to its defined benefit pension scheme. This involves actuarial estimates which are disclosed in note 17.

BMS has accrued £1,236k of legacy income. This is based on the probate value of legacies notified to the charity, where probate has been granted and entitlement is clear. The actual amounts later received may differ to this value due to varying costs and fees.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**e** **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds, which have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds are those where donations are required to be retained as capital in accordance with the donors' wishes – permanent or expendable according to the nature of the restriction.

Investment income and gains are allocated to the appropriate fund.

f **Income**

All income, including donations, legacies, grant income and investment income, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Recognition of legacy income is dependent on the type of legacy, with pecuniary legacies recognised when probate has been granted. Residuary legacies are recognised when they are measurable, probate has been granted and entitlement is clear. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

No value is included where the legacy is subject to a life interest held by another party.

Investment income is recognised on a receivable basis.

Income from other trading activities includes amounts relating to the sale of Christmas cards and rental income. It is recognised on a receivable basis.

g **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are classified to the applicable expenditure headings in the Statement of Financial Activities. Costs which cannot be directly attributed have been allocated on a basis consistent with the use of the resources and staff time.

Expenditure on raising funds are those costs incurred in seeking voluntary contributions and in the management of the charity's investments. They do not include the costs of disseminating information in support of BMS' charitable activities.

Expenditure on charitable activities include expenditure associated with raising awareness and the three strategic ministries, and include both the activities, direct costs and support costs relating to these.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Grants payable are made to third parties in the furtherance of BMS' charitable objects. They are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**h Tangible fixed assets and depreciation**

Tangible fixed assets costing more than £1,000 (individually or as part of a related project) are capitalised and included at cost including any incidental expenses of acquisition. Land and buildings are included at original historical cost or probate value. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. There has been no impairment in value of assets held over the financial period.

Depreciation is calculated to write down the original costs of the fixed assets over their estimated useful lives as follows:

Land	No depreciation
Buildings	over 50 years
Computer (included in furniture and equipment)	over 3 years
Furniture and equipment	over 3 - 5 years
Motor vehicles used overseas	written off in year of purchase
Solar panels and property modifications	over 15 years

For BMS India, depreciation has been applied at the rates specified by the India Income Tax Act 1961, most specifically for buildings at 5%.

i Listed investments

Investments are stated at market value at the Balance Sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year. Current asset investments are short-term, highly liquid investments that are readily convertible to known amounts of cash.

j Investment assets

Investment properties are measured in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities. The valuation method used to determine fair value will be stated in the notes to the accounts.

k Joint arrangement

Through a deed of trust, the charity is in a joint arrangement with the Baptist Union of Great Britain for the management of Baptist House, its headquarters building. Under the terms of this arrangement all responsibility for the letting and operation of the building was transferred to Baptist House Limited. The arrangement is governed by Articles of Association for Baptist House Limited and a Declaration of Trust with the Baptist Union of Great Britain.

The charity accounts for its 50% share of Baptist House Limited as an investment in the Balance Sheet. The Statement of Financial Activities includes its share of the service charge within charitable expenditure and its share of the surplus within unrealised investment gains. Transactions between the charity and the joint arrangement are eliminated on incorporating these amounts into the accounts of the charity.

l Asset held for sale

Asset held for sale is valued at the lower of the carrying value or the fair value less costs to sell.

m Stock

Stock is valued at the lower of cost and estimated net realisable value.

n Investments

Investments include short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o Cash at bank and in hand

Cash at bank and cash in hand includes deposits held at call with banks and cash in hand.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**p Foreign currencies**

Assets and liabilities held in foreign currencies are translated into sterling at the rates of exchange ruling at the end of the financial year and the results of foreign operations are translated at the average rate of exchange for the year.

Differences on exchange arising from retranslation of foreign currency bank balances and other assets are reported under income and expenditure in the Consolidated Statement of Financial Activities.

All other foreign exchange differences are taken to the Statements of Financial Activities in the period in which they arise.

q Financial instruments

Financial assets and financial liabilities are recognised when BMS becomes a party to the contractual provisions of the instrument.

All financial assets and liabilities are initially measured at transaction price (including transaction costs).

Financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due. Creditors and provisions are recognised where BMS has a present obligation resulting 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 normally recognised at their settlement amount after allowing for any trade discounts due.

r Pensions

The charity's defined benefit scheme is funded, with the assets of the scheme held separately from those of the charity, in separate Trustee-administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme's liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date.

Where appropriate the resulting defined benefit liability is presented separately after other net assets on the face of the Balance Sheet.

The current service cost, past service costs and any gains and losses on settlements and curtailments are charged in resources expended in the Statement of Financial Activities. The interest costs and the expected return on assets are shown as a net amount of other finance costs or credits and included in resources expended. Actuarial gains and losses are recognised within the 'gains and losses' categories of the Statement of Financial Activities as 'actuarial gains and losses on defined benefit pension scheme'.

Contributions to the charity's defined contribution pension scheme are charged to the Statement of Financial Activities in the year in which they become payable.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**2****Donations, grants and legacies**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2024 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000
Donations	4,662	634	5,296	4,315	730	5,045
Grants	47	123	170	18	52	70
Legacies	1,389	-	1,389	1,287	-	1,287
BMS India	-	-	-	-	-	-
	6,098	757	6,855	5,620	782	6,402

3**Investment income**

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
UK investment dividends	61	65	61	65
Interest on cash deposits	263	266	263	266
Bank and other interest	10	28	-	-
Commercial rental income	63	60	63	60
	397	419	387	391

4**Other income**

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Profit on sale of fixed assets	866	4	866	3
Sundry income	71	104	59	97
	937	108	925	100

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

5a

Analysis of expenditure (current year)

Group	Direct costs	Grant funding of activities	Support costs	Total 2024	Total 2023
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	369	-	134	503	373
Charitable activities					
Heart for the Gospel	546	580	411	1,537	1,586
Hope for the World	1,533	900	831	3,264	3,301
Help for the Journey	401	565	353	1,319	990
Historic Partners	123	-	45	168	438
Raising Awareness	912	-	-	912	968
	3,884	2,045	1,774	7,703	7,656

Charity	Direct costs	Grant funding of activities	Support costs	Total 2024	Total 2023
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	369	-	134	503	373
Charitable activities					
Heart for the Gospel	546	580	411	1,537	1,586
Hope for the World	1,377	900	831	3,108	3,162
Help for the Journey	401	565	353	1,319	990
Historic Partners	123	-	45	168	438
Raising Awareness	912	-	-	912	968
	3,728	2,045	1,774	7,547	7,517

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

5b

Analysis of expenditure (prior year)

Group	Direct costs	Grant funding of activities	Support costs	Total 2023	Total 2022
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	255	-	118	373	380
Charitable activities					
Heart for the Gospel	486	597	503	1,586	1,304
Hope for the World	1,548	751	1,002	3,301	3,945
Help for the Journey	221	455	314	990	999
Historic Partners	299	-	139	438	665
Raising Awareness	968	-	-	968	981
	3,777	1,803	2,076	7,656	8,274

Charity	Direct costs	Grant funding of activities	Support costs	Total 2023	Total 2022
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	255	-	118	373	380
Charitable activities					
Heart for the Gospel	486	597	503	1,586	1,304
Hope for the World	1,409	751	1,002	3,162	3,822
Help for the Journey	221	455	314	990	999
Historic Partners	299	-	139	438	665
Raising Awareness	968	-	-	968	981
	3,638	1,803	2,076	7,517	8,151

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

	Analysis of Grants (current year)					Total 2024
	Asia	Europe	Middle East & North Africa	South America	Sub-Saharan Africa	
	£'000	£'000	£'000	£'000	£'000	
Charitable activities						
Heart for the Gospel	423	34	93	7	23	580
Hope for the World	57	325	7	-	511	900
Help for the Journey	-	264	301	-	-	565
Historic Partners	-	-	-	-	-	-
Total	480	623	401	7	534	2,045

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
Ukraine	EBF	367
Lebanon	Thimar	255
Uganda	JLH	226
India	Big Life Ministries	185
Greece	All4Aid	120
Chad	Guinebor 2 Hospital	114
Europe	Quest Academy	71
Bangladesh	BBCS	58
Nepal	HDCS	57
Thailand	TKBC	54
MENA	Big Life Ministries	51
Thailand	CCT	48
Uganda	UCLF	37
Nepal	MCDS	35
Sierra Leone	NEHADO	34
Netherlands	IBTSC	33
Various	Other partners <£30,000	300
Total Grants 2024		2,045

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**6b****Analysis of Grants (prior year)**

	Asia	Europe	Middle East & North Africa	South America	Sub-Saharan Africa	Total 2023
	£'000	£'000	£'000	£'000	£'000	£'000
Charitable activities						
Heart for the Gospel	482	45	-	9	61	597
Hope for the World	152	371	72	-	156	751
Help for the Journey	-	280	175	-	-	455
Historic Partners	-	-	-	-	-	-
Total	634	696	247	9	217	1,803

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
Ukraine	EBF	371
India	Big Life Ministries	185
Lebanon	Thimar	162
Greece	All4Aid	132
Asia	Asia Pacific Baptist Federation	119
Uganda	JLH	99
Chad	Guinebor 2 Hospital	81
Nepal	MCDS	55
Uganda	UCLF	51
Bangladesh	BBCS	44
Nepal	NBCC	40
Mozambique	AMAC	36
Thailand	CCT	31
Netherlands	IBTSC	31
Cambodia	BCM	31
Various	Other partners <£30,000	335
Total Grants 2023		1,803

7**Governance costs**

	2024	2023
	£'000	£'000
Audit fee	41	32
Board of Trustees	7	2
Other governance costs	4	2
	52	36

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**8a****Subsidiary**

BMS World Mission has a wholly controlled subsidiary, Baptist Missionary Society Trust (BMS India), registered in West Bengal, India. The trust carries out mission activities from its base in Kolkata. The charity appoints the Trustees of BMS India and on the winding up or dissolution of the Trust, its assets pass to the charity. Since 19 March 2015, financial activity of BMS India has been consolidated into that of the charity. Accounts are made up to 31 March each year and copies may be obtained from the BMS registered office.

	2024	2023
	£'000	£'000
Total incoming resources	143	166
Total expenditure	(156)	(139)
Exchange difference	(28)	(17)
(Deficit)/Surplus for the year	(41)	10
Total assets	385	425
Total liabilities	(32)	(31)
Funds	353	394

8b**Share in Joint Venture**

BMS World Mission owns 50% of the issued ordinary share capital of Baptist House Limited, a company registered in England, with the remaining 50% owned by the Baptist Union of Great Britain. The trustees believe that the company qualifies as a joint venture for accounting purposes. Given the level of activities, consolidated accounts have not been prepared as the effect on both the Statement of Financial Activities and the Balance Sheet would be immaterial. Accounts are made up to 31 October each year and a summary of the company's results are shown below.

	2024	2023
	£'000	£'000
Total incoming resources	491	433
Total expenditure	(471)	(429)
Profit for the year	20	4
Total assets	325	298
Total liabilities	(52)	(45)
Capital and Reserves	273	253

The charity's share of any profit or loss is 50% of the overall.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

9a

Statement of funds (current year)

	Balance at 1.1.24 (restated)	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.12.24
	£'000	£'000	£'000	£'000	£'000	£'000
Endowment funds						
Cyril Edwards Trust	901	-	-	25	-	926
Jane Mursell Trust	971	-	-	28	-	999
Joy Bushon Sircar Trust	470	-	-	51	-	521
Other endowment funds	208	-	-	6	-	214
	2,550	-	-	110	-	2,660
Restricted funds						
Emergency relief fund	586	169	(534)	-	11	232
Restricted fixed assets reserve	308	-	-	-	92	400
Restricted revaluation reserves	155	-	-	(7)	-	148
Restricted property funds	206	-	-	4	-	210
India	394	143	(156)	(28)	-	353
Other restricted funds	-	595	(595)	-	-	-
	1,649	907	(1,285)	(31)	103	1,343
Unrestricted funds						
Designated:						
Covid impact	41	-	-	-	(41)	-
Strategy implementation	726	-	-	-	(206)	520
Contingency fund	450	-	-	-	(450)	-
Fixed assets reserve	4,552	-	-	-	(2,387)	2,165
Asset held for sale reserve	-	-	-	-	1,641	1,641
Revaluation reserve	1,575	-	-	(1)	-	1,574
Mission Innovation fund	10	-	(40)	-	100	70
Carbon offset fund	13	3	(32)	-	47	31
	7,367	3	(72)	(1)	(1,296)	6,001
Pension reserve	-	-	(114)	(113)	-	(227)
General funds						
Free reserves	4,785	7,409	(6,232)	133	1,193	7,288
	12,152	7,412	(6,418)	19	(103)	13,062

The narrative to explain the purpose of each fund is given at the foot of the note below.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

9b

Statement of funds (prior year)

	Balance at 1.1.23	Incoming resources	Resources expended (restated)	Realised and unreal- ised gains	Transfers (restated)	Balance at 31.12.23 (restated)
	£'000	£'000	£'000	£'000	£'000	£'000
Endowment funds						
Cyril Edwards Trust	821	-	-	80	-	901
Jane Mursell Trust	884	-	-	87	-	971
Joy Bushon Sircar Trust	449	-	-	21	-	470
Other endowment funds	189	-	-	19	-	208
	2,343	-	-	207	-	2,550
Restricted funds						
Emergency relief fund	888	229	(570)	-	39	586
Restricted fixed assets reserve	314	-	-	-	(6)	308
Restricted revaluation reserve	153	-	-	2	-	155
Restricted property funds	189	1	-	16	-	206
India	394	166	(139)	(27)	-	394
Other restricted funds	-	553	(553)	-	-	-
	1,938	949	(1,262)	(9)	33	1,649
Unrestricted funds						
Designated:						
Covid impact	41	-	-	-	-	41
Strategy implementation	740	-	-	-	(14)	726
Historic partner support	30	-	-	-	(30)	-
Defined Benefit Pension Deficit Contributions	429	-	-	-	(429)	-
Contingency fund	450	-	-	-	-	450
Fixed assets reserve	4,741	-	-	-	(189)	4,552
Revaluation reserve	1,621	-	-	(46)	-	1,575
Mission Innovation fund	69	-	(59)	-	-	10
Carbon offset fund	18	1	(6)	-	-	13
	8,139	1	(65)	(46)	(662)	7,367
Pension reserve	(986)	1,922	(136)	(800)	-	-
General funds						
Free reserves	5,742	4,206	(6,193)	401	629	4,785
	12,895	6,129	(6,394)	(445)	(33)	12,152

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**Purposes of endowment funds**

The income of the Cyril Edwards Trust is available to be used in any field where the charity operates.

The income of the Jane Mursell Trust is available to be used for women's work within the charity.

The income of the Joy Bushon Sircar Trust is to be used to benefit specific educational and church work in the Barisal area of Bangladesh. The Trust is invested in US dollar securities which have been converted into sterling at the rate ruling at 31 December 2024.

Purposes of restricted funds

The emergency relief fund represents funds received for relief and disaster response around the world primarily where the charity is involved. The health fund represents funds received for health projects the charity is involved in.

The restricted fixed assets reserve represents the value of properties which have been left to the charity with restricted use. The restricted revaluation reserve represents the cumulative revaluations of the investment properties with restricted use. Restricted property funds are held following the sale of property left to the charity with restricted use. Transfers to or from the funds reflect property transactions and depreciation.

The India fund represents the net value of assets owned in India by BMS India.

Purposes of designated funds

The Covid impact fund represents the anticipated longer term impact of Covid and the UK economic environment to allow BMS to continue to absorb an anticipated downturn in income.

The strategy implementation represents the cost of implementing the strategy.

The historic partner support fund represents support to historic partners.

The defined benefit pension fund deficit contributions represents amounts set aside to meet pension deficit contributions as they fall due.

The contingency fund represents amounts set aside from reserves to meet any shortfall in budgeted donations income.

The fixed assets reserve represents the amount set aside equivalent to the net book value of property and equipment used by the charity and purchased from unrestricted funds. The transfer from the fixed assets reserve is to the general fund to bring the reserve into line with the value of the fixed assets at the year end.

The revaluation reserve is the amount set aside equivalent to the cumulative revaluations of the investment properties.

The Mission Innovation fund is used for innovative mission projects and will be used over the next two years. The major repairs fund is to meet the costs of large repair projects and was used during the year on Wallis House.

The Carbon offset fund represents funds set aside for creation stewardship projects.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**10****Employees and Trustee Directors**

The costs of mission personnel and other employees of the charity during the year were as follows:

	2024	2023
	£'000	£'000
Allowances and salaries	2,941	2,780
Pension contributions	268	293
National Insurance contributions	201	177
Relocation payments	15	2
	3,425	3,252
Average number of employees		
Mission personnel	32	48
Other employees	61	58
	93	106

Included in the above employee costs are redundancy costs of £7,312 (2023: £37,098). Redundancy costs are provided for when they are estimable and settlement is probable within 12 months. At the balance sheet date there were redundancy costs of £nil (2023: £3,186) awaiting payment.

Employees and trustees

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024	2023
	Number	Number
£70,001-£80,000	1	1
£60,001-£70,000	2	1

The total amount of employee benefits, including employer's pension contributions, received by key management personnel for their services during the year was £440,032 (2023: £448,391).

Trustees

No emoluments were paid to the Trustee Directors, with the exception of the General Director, Dr Kang-San Tan, who was employed by the charity and was remunerated on the same basis as other employees but received no remuneration for his duties as a Trustee Director. The Memorandum and Articles of Association make particular provision for the General Director to be an employee of the charity. Dr Tan's emoluments as General Director were £76,271 (2023: £76,079). Dr Tan was also reimbursed for all necessary expenses incurred in carrying out his duties as an employee of the charity, a total of £4,158 (2023: £9,233). Dr Tan is a member of the charity's pension scheme and contributions totalling £6,961 (2023: £6,676) were paid by the charity during the year.

During the year a total of £4,249 (2023: £1,499) was reimbursed to 12 Trustee Directors (2023: 6) in respect of committee expenses.

During the year donations totalling £3,534 (2023: £4,618) were received from Trustees including restricted donations of £150 and £1,000 for Lebanon Appeal from Ms Ruth Elliot and Dr Kang-San Tan respectively, £25 for Hope for the World from Mr David Owen, £16 for Heart for the Gospel from Mr Matthew Norris-Silva and £61 for Disaster Relief from Mr Peter Grant (2023: £38 for Hope for the World from Ms Ruth Elliot). The remaining trustee donations were unrestricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

	Group Tangible Assets			
	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 January 2024	7,763	687	89	8,539
Additions	2	14	15	31
Currency re-translation	(3)	(1)	-	(4)
Disposals	(634)	(169)	(22)	(825)
Transfer to asset held for sale	(2,676)	-	-	(2,676)
31 December 2024	4,452	531	82	5,065
Depreciation				
01 January 2024	2,841	523	82	3,446
Charge for year	172	37	6	215
Disposals	(161)	(164)	(22)	(347)
Transfer to asset held for sale	(1,035)	-	-	(1,035)
31 December 2024	1,817	396	66	2,279
Net book value				
Tuesday, December 31, 2024	2,635	135	16	2,786
31 December 2023	4,922	164	7	5,093

	Charity Tangible Assets			
	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 January 2024	7,481	616	70	8,167
Additions	-	14	15	29
Disposals	(634)	(169)	(22)	(825)
Transfer to asset held for sale	(2,676)	-	-	(2,676)
31 December 2024	4,171	461	63	4,695
Depreciation				
01 January 2024	2,755	482	70	3,307
Charge for year	162	37	6	205
Disposals	(161)	(164)	(22)	(347)
Transfer to asset held for sale	(1,035)	-	-	(1,035)
31 December 2024	1,721	355	54	2,130
Net book value				
31 December 2024	2,450	106	9	2,565
31 December 2023	4,726	134	-	4,860

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

Furniture and Equipment contains computers, furniture and equipment, motor vehicles used overseas, solar panels and property improvements.

One of the charity's properties was held for sale at the Balance Sheet date at net book value of £1,641,000. The sale is expected to complete during 2025.

12**Investments held by group and charity**

	2024	2023
	£'000	£'000
Analysis of movements in the year		
Market value at 1 January	7,344	6,720
Add acquisitions at cost	-	-
Less proceeds of disposal	-	-
Net gains/(losses) for the year	247	624
	7,591	7,344
Market value at 31 December	7,591	7,344

Analysis of investments held at 31 December

Joint Venture Baptist House Limited	137	126
Pooled Fund	6,927	6,764
Non-UK listed investments:		
Indirect investments	527	454
	7,591	7,344

The investment portfolio is held in the COIF Charities Ethical Investment Fund, managed by CCLA.

13**Investment Properties held by group and charity**

	2024	2023
	£'000	£'000
Analysis of movements in the year		
Fair value at 1 January (restated)	1,730	1,774
Additions	-	-
Disposals	-	-
Revaluation losses	(8)	(44)
Fair value at 31 December	1,722	1,730

14**Debtors**

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Trade debtors	37	37	37	37
Other debtors	108	116	91	100
Prepayments	128	31	128	31
Accrued income	1,260	1,640	1,257	1,634
	1,533	1,824	1,513	1,802

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**15****Creditors: amounts falling due within one year**

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Loans	2	2	2	2
Trade creditors	76	175	76	175
Taxation and Social Security	47	55	47	55
Other creditors	61	46	30	16
Accruals	101	83	100	82
Grants payable	1,412	1,488	1,412	1,488
	1,699	1,849	1,667	1,818

Grants payable represents grants committed for 2025 before the end of the 2024 financial year.

16a**Analysis of group net assets between funds (current year)**

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	2,165	621	-	2,786	5,093
Investments	4,721	-	210	2,660	7,591	7,344
Investment properties	-	1,574	148	-	1,722	1,730
Current assets	4,234	2,262	396	-	6,892	4,033
Current liabilities	(1,667)	-	(32)	-	(1,699)	(1,849)
Pension Fund	(227)	-	-	-	(227)	-
	7,061	6,001	1,343	2,660	17,065	16,351

16b**Analysis of group net assets between funds (prior year)**

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2023	Total 2022
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	4,552	541	-	5,093	5,315
Investments	4,588	-	206	2,550	7,344	6,720
Investment properties	-	1,575	155	-	1,730	1,774
Current assets	2,015	1,240	778	-	4,033	6,389
Current liabilities	(1,818)	-	(31)	-	(1,849)	(2,036)
Pension Fund	-	-	-	-	-	(986)
	4,785	7,367	1,649	2,550	16,351	17,176

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

17

Defined benefit arrangements**Information about the characteristics of the Scheme**

The Scheme is a registered scheme under UK legislation and is subject to the scheme funding requirements. The Scheme was established from 7 April 1962 under trust and is governed by the Scheme's trust deed and rules dated 16 October 2006, and supplemental trust deed dated 12 February 2015. The Trustees of the Scheme are responsible for the operation and the governance of the Scheme, including making decisions regarding the Scheme's funding and investment strategy in conjunction with the Company.

The Baptist Missionary Society operates this scheme in the UK which provides both pensions in retirement and death benefits to members. The Scheme provides pension benefits which are related to the members' salary upon the closure of the Scheme on 31 October 2010 to future accrual (or upon leaving if earlier) and their length of service.

Information about the risks of the Scheme to the Company

The Scheme exposes the Company to actuarial risks such as; market (investment) risk, interest rate risk, inflation risk currency risk and longevity risk.

The Scheme does not expose the Company to any unusual Scheme-specific or Company-specific risks.

Information about the valuation of the defined benefit obligation at the accounting date

The most recent formal actuarial valuation of the Scheme was as at 31 December 2021.

The liabilities at the reporting date have been calculated by updating the results of the formal actuarial valuation of the Scheme for the assumptions as detailed in these disclosures. Allowance has been made for expected mortality over the period, as well as actual movement in financial conditions since the valuation date.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Scheme at the accounting date and those included in the disclosures.

Information about the most recent actuarial valuation and expected future cashflows to and from the Scheme

The valuation as at 31 December 2021 revealed a funding surplus, so no Recovery Plan was required.

In accordance with the Schedule of Contributions dated 25 July 2022, the Company is expected to pay contributions of £150,000 a year towards the expected cost of the expenses of running the Scheme. The contributions paid by the Company are reviewed every 3 years as part of each formal actuarial valuation. The Scheme's next actuarial valuation is due at 31 December 2024.

The liabilities of the Scheme are based on the current value of expected benefit payment cashflows to members approximately over the next 60 years. The average duration of the liabilities is approximately 12 years.

The Scheme's investment strategy

The Scheme's investment strategy is to invest broadly 60% in matching assets (LDI and Bonds) and 40% in return seeking assets (Multi Strategy Credit and secure income). This strategy reflects the Scheme's liability profile and the Trustees' and Company's attitude to risk.

The Scheme does not hold any ordinary shares issued or property occupied by the Company.

The Company's investment strategy includes investing in liability driven investment, the value of which will increase with decreases in interest rates and will move with inflation expectations.

The Scheme currently targets a 90% interest rate and inflation hedge of total liabilities on the 2021 Technical Provisions basis.

The growth assets held are expected to provide further protection over inflation in the long term. Note that the Scheme hedges interest rate risk on a statutory and long-term funding basis (gilts) whereas AA corporate bonds are implicit in the FRS102 discount rate and so there is some mismatching risks to the Company should yields on gilts and corporate bonds diverge. The Scheme's exposure to corporate bonds mitigates this risk to some extent.

The Scheme does not directly hold any financial derivatives but invests in funds which hold the derivatives required to hedge the Scheme's interest rate and inflation. The main risks associated with financial derivatives include: losses may exceed the initial margin, counterparty risk, and liquidity risk. These risks are managed by the monitoring of investment managers to ensure they have reasonable levels of market exposure relative to initial margin and positions are fully collateralised on a daily basis with secure cash of gilts collateral.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

A full actuarial valuation of the Scheme was carried out as at 31 December 2021 and has been updated to 31 December 2024 by a qualified independent actuary.

The amounts recognised in the statement of financial position are as follows:

	2024	2023
	£'000	£'000
Defined benefit obligation	(20,213)	(22,493)
Fair value of plan assets	19,986	22,658
Net defined benefit (liability)/ asset	(227)	165
Restriction on asset recognised	-	(165)
Net amount recognised at year end	(227)	-
(before any adjustment for deferred tax)		

The amounts recognised in comprehensive income are:

The current and past service costs, settlements and curtailments, together with the net interest expense for the year are included in profit or loss. Remeasurements of the net defined benefit liability are included in other comprehensive income.

	2024	2023
	£'000	£'000
Service cost:		
Current service cost (net of employee contributions)	-	-
Administration Expenses	269	281
Loss/(gain) on plan introductions, changes, curtailments and settlements	-	-
Net interest expense/(credit)	-	5
Charge/(credit) recognised in profit or loss	269	286
Remeasurements of the net liability:		
Return on scheme assets (excluding amount included in net interest expense)	2,313	390
Actuarial (gains)/losses	(2,035)	245
Adjustment for restrictions on the asset recognised	-	165
Charge/(credit) recorded in other comprehensive income	278	800
Total defined benefit cost/ (credit)	547	1,086

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**Principal Actuarial Assumptions**

	2024	2023
Liability Discount rate	5.45%	4.55%
Inflation assumption (RPI)	3.25%	3.15%
Inflation assumption (CPI)	2.65%	2.55%
Rate of increase in salaries	2.65%	2.55%
Revaluation of deferred pensions (before 2030)	2.65%	2.55%
Revaluation of deferred pensions (after 2030)	2.65%	2.55%
Pension increases:		
Pre 6 April 2006 benefits (RPI max 5%)	3.15%	3.05%
Pre 6 April 2006 benefits (CPI max 5%)	2.65%	2.55%
Pre 6 April 2006 benefits (greater of RPI/CPI max 5%)	3.15%	3.05%
Pre 6 April 2006 benefits (greater of RPI/CPI max 2.5%)	2.20%	2.15%
Proportion of Employees commuting pension for cash	0% of max on current terms	0% of max on current terms

Assumed life expectancies on retirement at age 65 are:

	2024	2023
Male aged 65 at year end	85.0	85.1
Female aged 65 at year end	88.2	88.1
Expected age at death of future pensioner at age 65:		
Male aged 45 at year end	86.0	86.0
Female aged 45 at year end	89.3	89.3

Reconciliation of scheme assets and liabilities

	Assets	Liabilities	Total
	£'000	£'000	£'000
At start of period	22,658	(22,493)	165
Benefits paid	(1,240)	1,240	-
Administration expenses	(269)	-	(269)
Current service cost	-	-	-
Contributions from employer	150	-	150
Contributions from employees	-	-	-
Interest income/(expense)	1,000	(995)	5
Return on assets (excluding amount included in net interest expense)	(2,313)	-	(2,313)
Actuarial gains/(losses)	-	2,035	2,035
Gain/(loss) on plan introductions and changes	-	-	-
Gain/(loss) on curtailments	-	-	-
Assets distributed/liabilities extinguished on settlements	-	-	-
Assets acquired/liabilities assumed in a business combination	-	-	-
Fair value of scheme assets	19,986	(20,213)	(227)

	2024	2023
	£'000	£'000
The return on Scheme assets was:		
Interest income	1,000	1,051
Return on plan assets (excluding amount included in net interest expense)	(2,313)	(390)
Total return on Scheme assets	(1,313)	661

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**The major categories of scheme assets are as follows:**

	2024	2023
	£'000	£'000
Multi Strategy Credit Fund	2,648	2,623
ICS Sterling Liquid Environmentally Aware Fund (LEAF)	20	19
Strategic Alternative Income Fund (SAIF)	6,590	6,775
Liability Driven Investment	5,341	7,346
Cash and net current assets	2,152	2,454
Bonds	3,236	3,440
Total market value of assets	19,986	22,657

Estimation of next period's profit or loss

The Scheme has no investments in the Company or in property occupied by the Company
 Asset totals may not sum due to rounding

	2025
	£'000
Service cost - inc. current & past service costs, settlements	-
Service cost - administrative cost	278
Net interest on the net defined liability	16
Total expense	294

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

18

Restatement of comparatives 2023

Group Reserves Position

	December 31, 2023			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	11,732	2,069	2,550	16,351
Adjustments:				
Emergency Relief Fund	420	(420)	-	-
Funds restated	12,152	1,649	2,550	16,351

Group Income and Expense

	December 31, 2023			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously reported	(1,163)	131	207	(825)
Adjustments:				
Emergency Relief Fund	420	(420)	-	-
Funds restated	(743)	(289)	207	(825)

Charity Reserves Position

	December 31, 2023			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	11,732	1,675	2,550	15,957
Adjustments:				
Emergency Relief Fund	420	(420)	-	-
Funds restated	12,152	1,255	2,550	15,957

Charity Income and Expense

	December 31, 2023			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously reported	(1,163)	131	207	(825)
Adjustments:				
Emergency Relief Fund	420	(420)	-	-
Funds restated	(743)	(289)	207	(825)

Details of adjustments

Emergency Relief Fund: in the prior year a number of relief grants were incorrectly included within unrestricted general expenditure. This has now been corrected to include them within the restricted emergency relief fund.



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THE BAPTIST MISSIONARY SOCIETY

England & Wales - Charity number 1174364

Accounts



TRANSFORMING LIVES
BMS WORLD MISSION

ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2023



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A word of introduction

Dear friend,

The Annual Report demonstrates the powerful ways in which God has been working through BMS World Mission during these last 12 months.

The Church in the Majority World is growing at a phenomenal rate and through your support BMS is being transformed by God to play its part in response to these shifts. BMS is embracing fresh ways of working with networks, hubs and partnerships. We are promoting local leadership in all our relationships and fostering sustainability in all our work. BMS continues to support mission workers from the UK and the Global Church. With your support, we are building networks, sharing learning, strengthening capacity, supporting innovation, responding to disasters and raising awareness of issues affecting the Global Church. We collaborate with international centres for mission where believers are trained and co-sent from everywhere to everywhere. BMS has much to give and much to learn and we cannot wait to participate with the UK and the Global Church on this path of mutual mission.

Our vision is for a world where all can experience faith in Christ and the abundant life only he provides. We pray that through the stories of impact and the detail of our financial review, you will encounter a God who is always infinitely concerned with the transformation of our lives, our hearts and our minds.

Yours in Christ,



Dr Kang-San Tan
General Director



Rev Marc Owen
Chair of the Board of Trustees

OUR VISION

Together, we are working for a world where all can experience faith in Christ and the abundant life only He provides.

OUR MISSION

We mobilise people, resources and skills across the Global Church to share the good news of Jesus and practical hope where they're needed most.

HOW WE DO IT

We work hand-in-hand with global organisations, mission workers and supporters to: share Christ and nurture disciples; alleviate suffering and injustice; and enable all God's people to play their part in his mission.



Woven through all the work you make happen are the twin callings of creation stewardship and gender justice, without which abundant life in Christ is not possible.





Heart for the Gospel

BMS enables mission movements of disciple makers around the world. Every year, thousands of people hear the gospel through BMS work in the hardest-to-reach countries. Alongside training and sending UK mission workers, we work in partnership with Global South church planters to send people from all places in all directions to build up the Global Church where the need for sharing the gospel is greatest.



Hope for the World

We help tackle injustice, where those who bear the least responsibility suffer the most. We send skilled mission workers and empower partner organisations in the world's poorest countries. We work with local churches who are best placed to bring long-term community transformation. We also work with our partners to improve all aspects of life, including health, access to justice and education. We can do more together than we ever could alone.



Help for the Journey

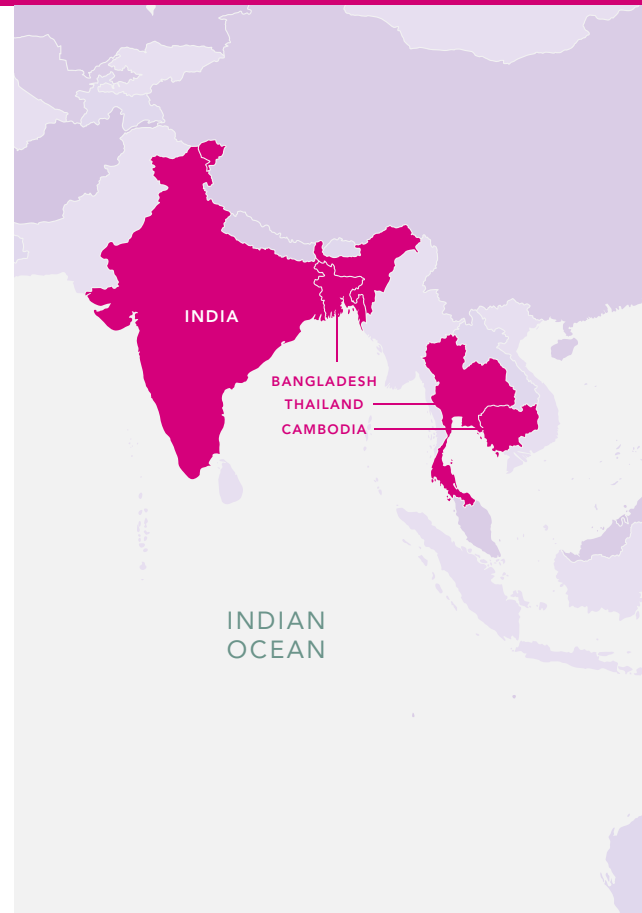
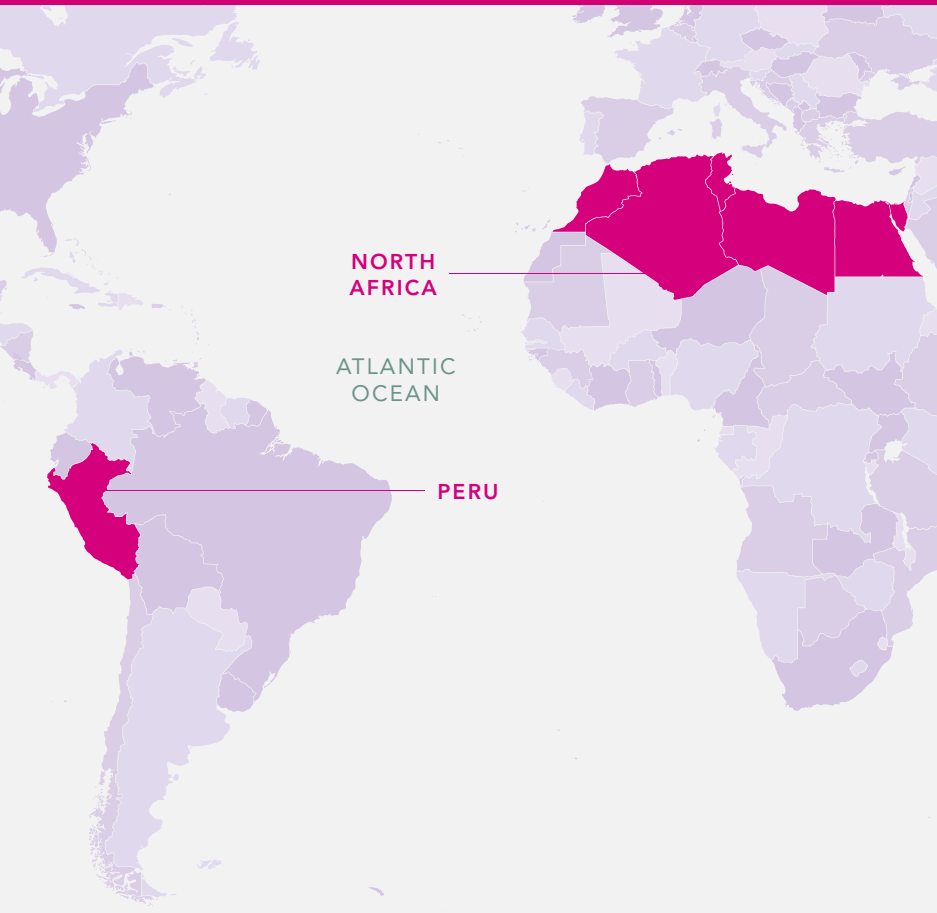
We walk with those forced to leave home, in a time where more people than ever before are displaced – a sign of the world's fragility. There are many reasons why people flee, including war, persecution, natural disasters, extreme poverty and repression. We aim to heal this fragility by responding to disasters, building up communities in origin countries, establishing partnerships of humanity in places of transit and creating networks of Christian welcome in destination countries.

HEART

FOR THE GOSPEL



BMS World Mission enables mission movements of disciple makers around the world. Your support for BMS takes the good news of Jesus to where it's hardly been heard so all the world can experience abundant life in Christ.



Impact by numbers

Figures from 2023

179

Number of church fellowships planted by BMS-enabled work in North Africa 2022-23

23,127

People trained in disciple-making across our partners in India, Bangladesh and Thailand

16,960

Number of church fellowships established across India, Bangladesh and Thailand

CHALLENGE

Building locally sustained ministry in Asia

Our partners in Bangladesh, Thailand and India trained an encouragingly high number of people in 2023. However, as we seek to build local ownership and sustainability, growth in numbers should be matched by growth in local sources of income. Unfortunately, the percentage of income from local sources remains stubbornly below the 30 per cent mark and appears to be a long way from our target of 50 per cent. Despite its counter-intuitive nature, we are committed to promoting a model of sustainable, modest growth and turning down external funding with our partners.

Persecution among church planters in India

Church planters in India have been subjected to widespread persecution. In September we received reports from one partner that the government was tracking evangelistic activity on social media and setting up helplines so the public could report evangelistic activity in their area to the authorities. Another partner reported persecution in Kashmir, Manipur (where BMS responded to the attacks on Christians through our relief fund), Haryana and Uttar Pradesh (where several partner-trained church planters are working).

Over 23,000 people – the vast majority in India – have been trained in disciple making and church planting across partners in India, Bangladesh and Thailand, which is an encouragingly high number. However, we are aware of a significant gender imbalance within that figure, with men outnumbering women by a ratio

of three-to-one. Annet-Ttendo Miller, BMS Gender Justice Co-ordinator, continues to work alongside partners to create practices and policies aimed at gender equity.

LIVES TRANSFORMED

Draw near with dumplings

In our appeal at the beginning of 2023, you met Som and Thew, a young couple who had recently come to faith in the village of Wang Daeng. This joy-filled couple are now helping lead at a new church planted in the nearby village of Ban Dara, where their son recently got baptised!

When we first met Thew, he shared his desire to one day make and sell his own food – a very different trajectory from his exhausting daily work as a manual labourer. Along with Suree, Wang Daeng's first believer, this dream has been made possible.

Located in front of Wang Daeng's church building, their recently launched food stall selling fried chicken, sticky rice and fried dumplings has been immensely popular in the community, especially with the children walking past it daily on their way to school! With every dumpling sold, Thew is providing for his family, building community and drawing newcomers into church with an inviting (and delicious!) welcome.

Thew



The next generation of evangelists

From Bangladesh to Thailand, India to Cambodia, meet six incredible young people serving in some of the least evangelised places in the world - thanks to your support.

Jyoti, Bangladesh

At the end of 2022, Jyoti, along with Nandita, became the first women to be ordained as a Baptist pastor in Bangladesh. They were supported every step of the way by BMS mission workers, Louise and Peter Lynch. BMS' partnership with the Bangladesh Baptist Church Sangha creates the opportunity for Jyoti to develop, train and support the next generation of Christian leaders in Asia.

With your support, Pastor Jyoti is now studying for her Masters in Divinity at the Philippine Baptist Theological Seminary in Baguio City, Philippines.

She says, "I am learning many unknown things about the Word of God as well as the teaching methods of a teacher. I am learning how to think about theology in the context of Bangladesh."

On completion of her course, Jyoti plans to return to her homeland with many hopes for what can be achieved. "When I observe the churches here in Baguio City, I see how the church is peacefully and spiritually functioning. It helps me think about our churches in Bangladesh. I see the dream as a peaceful and spiritually mature church in Bangladesh."

Pisal, Cambodia

Even though fewer than one per cent of the Cambodian population is Christian, people are still coming to faith. Pisal first heard about Jesus as a child when missionaries came to his village, but it wasn't until he moved to Phnom Penh to study that he met BMS-supported worker Pastor J and his relationship with Jesus blossomed.

"I am from a Buddhist family but there are Christians in my village, so I used to go to church during Christmas because they gave us good food and good gifts," Pisal explains. "But I never listened to the Word of God, I never touched a Bible. When I came to Phnom Penh to join University in 2019 (and met Pastor J), it was the first time I sat for Bible study.

"I learned many things about Jesus, but I still didn't believe in him. I often had bad dreams and couldn't sleep most of the night, but then I remembered the Bible study and Jesus came to mind. **One night, I prayed to Jesus for a good night's sleep, and that night I slept peacefully.** I kept praying every night and whenever I had a problem I prayed to God. I began to believe that Jesus is real. After more Bible study and fellowship, I decided to give my life to Jesus and got baptised in 2021. It was the best decision I've ever made. I am happy to be a follower of Jesus." Pisal is now one of the leaders at the dormitory led by Pastor J, and is living out Christ's example in all he does there.

Jyoti, Bangladesh





Thailand

Bam, Team and Grape, Thailand

Bam (aged 17), Team (18) and Grape (16) all came to faith through the ministry of the church in Wang Daeng. They all come from troubled backgrounds: Bam lost her father at an early age and her mother has financial issues; Team's mother died of cancer a couple of years ago and he now lives with his grandmother; Grape's parents divorced, and she also lives with her grandmother. Since becoming Christians, God has been their strength in helping them through difficult times.

Through your support, all three received disciple-making training over the last year and they were able to travel to Chiang Mai for leadership training, which really helped them go deeper in their faith. They have only been believers for a few years but are already involved in leadership at the church. Bam, Team and Grape were all involved in running the Christmas outreach at the local school. Team is planning to go to Bible College next year and your support will help to pay for his fees. Grape is also hoping to go to Bible College in the future. Our partners in Thailand hope that they will all be involved in leadership and church ministry long into the future.

Shyam, India

Shyam Biswas from West Bengal is an auto rickshaw driver by profession and, thanks to your support, he heard the gospel through the teaching and preaching of a BMS-supported evangelist and accepted Christ into his heart and life. He has become a great disciple for Jesus and now uses his auto rickshaw as his own God-given opportunity to preach the gospel to his passengers. He has also attached the Jesus film tablet to his auto and all the passengers get an opportunity to watch the film. In the last year, Shyam has started four new home groups through his auto rickshaw ministry.



Pastor J, Cambodia

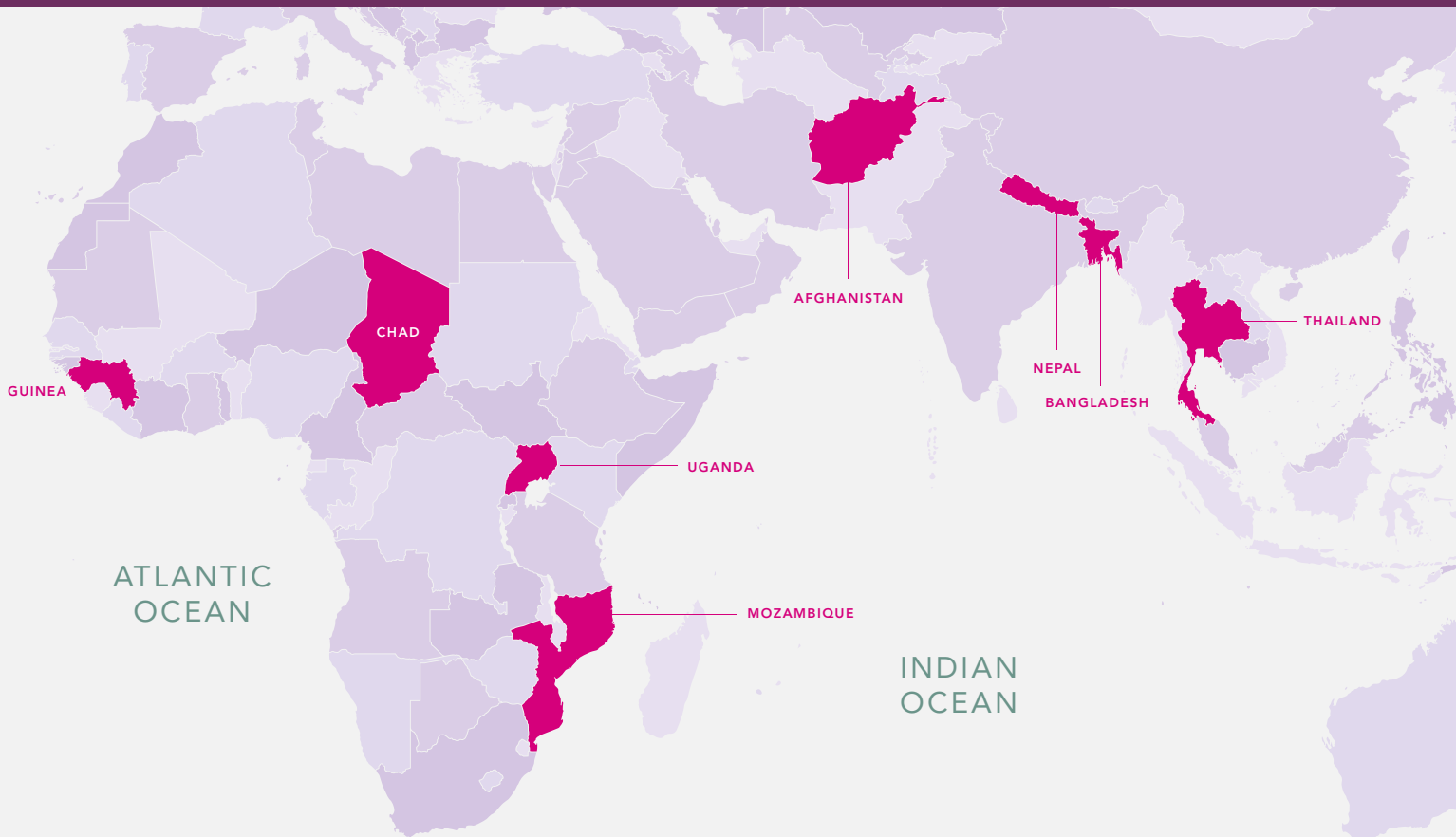


HOPE

FOR THE WORLD



BMS World Mission helps tackle the injustices of those living on the margins, where those who bear the least responsibility suffer the most.



Impact by numbers

Figures from 2023

20,775

People benefiting from enhanced partner training

154

People trained in church and community mobilisation (CCM) work

22,500

People treated at Guinebor II hospital, Chad

CHALLENGE

Taliban rule in Afghanistan

In 2021, we reported that just under 15,000 people had been reached by BMS' community-based projects. In 2023 that figure was down to just over 2,000. The Taliban government are a major contributing factor in this reduction, in particular through their ban on Afghan women from working for NGOs.

Lack of definitive CCM data

How we measure the impact and reach of our church and community mobilisation (CCM) projects at this stage is hampered by uncertain data. However, we have developed a target framework where we hope to see 25 churches implementing CCM by the end of 2025. We have started working with two new CCM partners in Sierra Leone and fresh data will come from those communities. We also want to measure the change in people's lived experience, although we recognise partner-based reporting has its limitations.

Wanted: skilled mission workers

In countries we wouldn't classify as 'fragile', BMS partners now have adequate local resources to draw on. This shift frees up resources and allows BMS to focus in part on the work of strengthening the capacity of partners. However, skilled mission workers are still very much required, particularly in Afghanistan and Chad. Here, partners still require BMS to be able to second and support gaps in necessary expertise.

LIVES TRANSFORMED

Benjamin, Chad

Imagine having no help to reset broken bones, no support to give birth or treat cancer, and no drugs to ease end of life care. Without Bardai hospital in Chad, an easily treated infection could have ruined Benjamin's life.

Benjamin was in terrible pain when he came to see BMS mission workers Mark and Andrea Hotchkin at Bardai hospital: what was a minor infection at first had caused his arm to swell to twice its size. He knew there was no way he could work or earn money for his family. If Benjamin can't work, there's no way he can afford hospital treatment. It's a terrible catch-22 that the Hotchkins have seen time and again over their last 13 years in Chad.

Benjamin received emergency medical care, and was able to return to work. He is one of the many patients treated every day in Bardai. You have helped to heal children with pneumonia who've travelled across scorching desert with their families, people who've suffered brutal accidents while working on treacherous gold fields and, in one of the harshest environments on earth, to welcome new life into the world.



Three lives transformed in Nepal

Anshu

“Please do not tear off or throw my clothes away. This is my last piece of clothing.” Those were the last words that Anshu, a new mother who had given birth only seven days previously, shared before she fainted on the threshold of Chaurjahari Hospital (CHR) in Nepal. Staff at the BMS-supported hospital rushed to Anshu’s aid, determined to discover the cause of her critical condition. Beside her, her exhausted husband stood with their nine-year-old daughter, cradling the couple’s brand-new baby. Slowly, the team began to piece together what had happened. Anshu had had a premature birth at home, just seven months into her pregnancy. Although the baby was delivered safely, Anshu bled heavily and fainted at home, leaving her husband incredibly scared.



Anshu

Taking his wife on his back, along with all their savings (around £71) and giving their newborn to his nine-year-old daughter, the family walked for four hours to the nearest bus stop. From there, they made the 11-hour bus journey to CHR.

Doctors examined Anshu and found remnants of placenta inside her uterus. She needed an emergency operation and blood transfusion, and CHR staff donated their own blood to save Anshu’s life. But your support for Anshu didn’t stop there. Upon realising how little the family had to spend on medical treatment, the team at CHR were able to provide Anshu’s care, including food support, for free during their stay. **Your support made all this possible and saved Anshu’s life. Thank you.**

Kaku

Imagine a chance encounter that leads to new beginnings for a whole village. That’s exactly what happened when staff at BMS partner Human Development Community Services, Nepal (HDCS) met Kaku, a member of the Chepang people of Nepal, on his way to tend to his farm. Kaku had happened upon a gathering of project staff members and people from a local village, discussing health and the prevention of disease. Noticing his curiosity, those gathered invited Kaku to join the meeting.

It was all new to Kaku, coming from a semi-nomadic people group which is thought to be one of the most marginalised in Nepal. Kaku was hooked as he began to hear about the benefits of handwashing for the prevention of water-borne diseases, worms and typhoid, and after the session, two members of staff were invited back to Kaku’s home to chat further. Kaku received a hygiene kit, complete with soap,



Kaku

a comb, toothbrush, face mask, nail clippers, water purification drops, a towel and some toothpaste. Kaku's motivation to change his own habits was clear, but his vision for what he'd learnt went even further.

As an elder in his own community, he's started encouraging his neighbours towards good hygiene practices too. Members of his village soon witnessed the improvement to the health of Kaku's family – and staff at HDCS were inspired too. **"Kaku was extremely thankful to the project for their small effort, which has brought him hope and the realisation of better health," the team shares.**

Hari

Imagine being a carpenter and relying on the strength of your limbs to carve heavy furniture or move planks of wood. Then imagine one day noticing the toes in your right foot swelling, before experiencing a burning pain throughout your leg. That was the situation Hari Thapa found himself in – and knowing that his family of five were relying on him, he sought medical treatment right away. But after visiting

various health institutions and trying different medicines, all Hari was left with were vast bills, and no improvement to his leg. One April, Hari tried once more to get a diagnosis, and visited BMS-supported Green Pastures Hospital for treatment. He was finally given a diagnosis of leprosy and prescribed effective medicine, but after experiencing side-effects, Hari quickly discontinued the treatment.

It wasn't until Hari met Tham, a BMS-supported pastoral counsellor who had recovered from leprosy himself, that Hari felt confident enough to restart his treatment. By this time, he had ulcers on both legs which needed surgery and further care. Sessions with Tham have reassured Hari that his medicine is working and have helped him process his regret at not continuing his treatment sooner. **"Now he is happy and he said that his health is improving and he has learned self-care skills for his ulcer care,"** say the team at Green Pastures. Thank you for being there for Hari and for enabling Tham to do his important work, too.



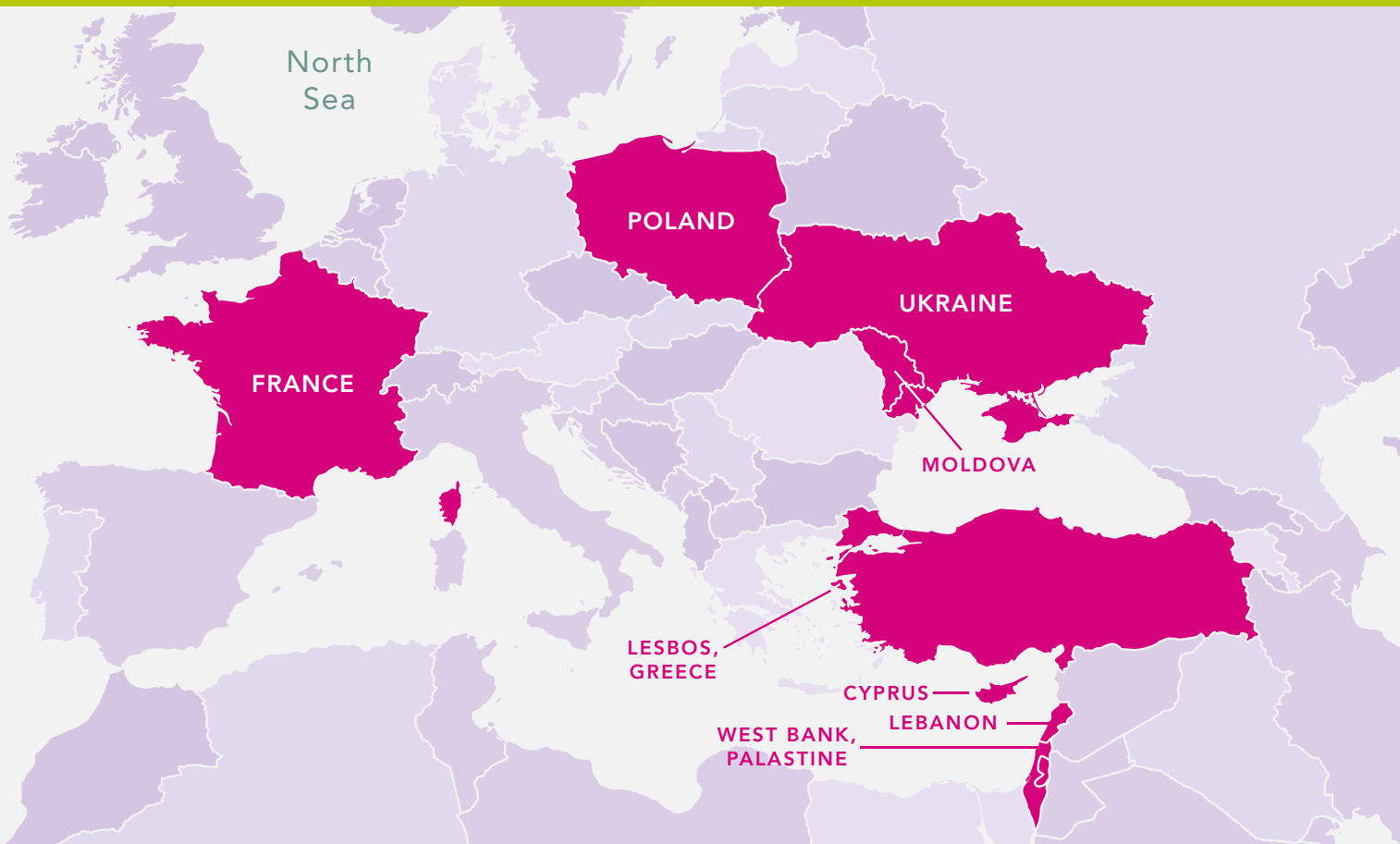
Tham

HELP



FOR THE JOURNEY

BMS World Mission walk with those forced to leave home, in a time where more people than ever before are displaced – whether within their own countries or having crossed borders.



Impact by numbers

Figures from 2023

13,107

Refugees cared for through BMS-partnered humanitarian work while on the move (target: 400)

692

People trained to work with refugees through BMS-related ministries

305

Number of partner workers supported by BMS through networks whose work focuses on refugees (target: 15)

CHALLENGE

Re-imagining our work in 'source' countries

In last year's report, we introduced you to Sam Chaise, our Help for the Journey ministry lead. Over the last six months of 2023, Sam has been re-designing the 'source' element of our work with forcibly displaced people. We will be shifting the focus of our Help for the Journey resources to the 'journey' and 'destination' elements and look forward to reporting next year on Sam's progress.

Strategies for help beyond 'home'

Nevertheless, a humanitarian response to the movement of forcibly displaced people into Europe is necessary. The EU Commission note that 36.4 million (official) refugees were resident in the EU by mid-2023. £3 billion out of a total budget of £23 billion of the UK's official 'aid' budget is set aside to meet challenges of displacement caused by fragility in Ukraine, Africa and Central Asia. The humanitarian response to these forcibly displaced people is the pressing social reality of this age and remains a vital cultural and mission question for the Church in Europe.

Help beyond the mere basics

Most refugees cared for on the move by BMS partners are supported with basic provisions including washing facilities. We will look to develop our Help for the Journey programme by exploring what 'home' means with the goal of providing support beyond the essential basics.

LIVES TRANSFORMED

'This is the place Jesus would be'

Haniele Laurindo works at the community centre set up by our partner in Lesbos. She tells the story of a woman from a Muslim background who decided to volunteer there because she felt it was a place of peace. Haniele explained, "In one of our first conversations we could tell her that Jesus is God and is the one who gives us peace."

When the lady's documents were ready for the next stage in her journey, on her last day at the centre, she shared with Haniele that she "was feeling really thankful for the way she was treated. She said that since she met us, she was asking herself some questions like: 'Why are you so worried about offering the best for the women? Why are you caring for the details like keeping everything organised and clean?'" It gave Haniele a chance to share her testimony, "I am here because God has called me to leave my country to share my love with women like you. I also believe that Jesus, the Son of God, would be here doing this for you nowadays. And Jesus cares for details, he cares for you, so in the same way we care for you and all the women that come here.

"She was speechless and impressed. Her eyes opened and she said, 'Now I understand why you do this. In my life, I've met a lot of bad people, I didn't believe that good people exist anymore. But here, all of you are good. **You treat me like family, like my sisters and I would never imagine that I would meet people like you in Lesbos.**' Those were her last words in the centre. We hugged each other and cried together."

Experiencing the love of Jesus for the first time

How did you and your church spend last Christmas? Whatever comes to mind, you're likely picturing somewhere cosy, warm and safe. You're probably not thinking of a rough sea crossing, biting winds and the anguish of fleeing the country you love. That's how Bibi* spent last Christmas night.

Bibi is from Afghanistan. Life there was desperate. And after being forced to flee, Bibi found herself living in a tent in a Greek transit camp, on the island of Lesbos. **The BMS-supported welcoming centre outside the camp provides a safe space for women to wash, relax and experience the love of Jesus for the first time.**

In the spirit of focusing on care for women, our partner on Lesbos runs a spa programme designed to offer vital and often overlooked activities that bring back a sense of normalcy to shattered lives, including foot washing and massage, haircuts and nail painting. Our partner runs these programs with the support and collaboration of a wonderful team of community volunteers – volunteers who are refugees themselves.

People, not pawns for politicians

The work of our partner supporting refugees in Lesbos continues to grow and change as the situation changes. In the lead up to the last year's Greek presidential elections, the camp management was ordered by the government to begin enforcing a strict policy to only provide food for people whose asylum cases were still in process.

This left roughly 500 people without access to food at a time when rising food prices across Europe hit foodbanks for refugees the hardest. **Thanks to your support, our partner teamed up with other organisations to address the situation. Their hospitality area truly became a place of gathering for conversation and community.**

Creating spaces to share the gospel

Your generosity in supporting our Help for the Journey work meant that last year, our partnership could expand into Cyprus to work with the increasing numbers of refugees on the island. Alongside providing vital psychological support, you have made possible projects that create deep connections. This includes an art club for women run in the centre every Thursday where, on any given week, women from Afghanistan, Kurdistan, Ukraine and Congo join the group. Also on Thursday mornings, our partner began a Social Café. They use the outdoor area to set up a coffee station and many tables with different board games and activities. During this time, our own volunteers engage and play games with the refugees and asylum seekers who come. Families said that it has really helped them, especially with providing distraction for the children during the week. Our partner asks for prayer that the Social Cafe will provide space for more intentionally evangelistic conversations.

**name changed for security purposes*



"You treat me like family, like my sisters and I would never imagine that I would meet people like you in Lesbos."

Volunteer, BMS-supported centre, Greece

CREATION STEWARDSHIP



In all our work in every location we must love God through honouring his handiwork. And to love God we must love our neighbour. We all depend on the same planet, so our choices have consequences for others and our choices also have a dimension of justice.

For in him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things have been created through him and for him.

Colossians 1:16



BMS is committed to creation stewardship in every aspect of our mission:

Through the actions of our mission workers, in respectful collaboration with our partner organisations, through the mission programmes and projects we support and through our UK presence, in operations and buildings and the training of all who work for us.

Target to reduce carbon emissions by **45%**

As part of that commitment, we have a target to reduce our carbon emissions by 45% by the end of 2025. Our 2023 figure is a 3.4% decrease from 2022, and an 18% decrease from the 2019 baseline.

CHALLENGE

Creation stewardship is evidently a critical issue. However, we must acknowledge that it is frequently perceived as a western preoccupation. To many partners, environmental concerns can appear as a long-range nebulous risk when compared to the daily challenges they face. Our 2024 plan is to re-imagine even more contextualised engagement with partners, balancing local perception with global understanding in ways that make sure our mission remains truly polycentric.

LIVES TRANSFORMED

In a country heavily reliant on fossil fuels, Guinebor II Hospital (G2) in Chad has recently upgraded its solar panel array. In a country that, on average, has 264 days of sunlight a year, attention has moved to sustainable energy. And it's your incredible support that's making this green revolution possible at the hospital. G2 has always relied on a combination of diesel generators and its small existing array of lead acid solar panels. However, even this system has its issues. It was too complex for anyone in-country to fix when it broke

down; when someone required oxygen, a small diesel generator was needed; medications were going out of date due to the storage fridges overheating; surgeries were having to be powered by generators; babies were being delivered by torchlight and there were no fans on the wards – a big issue when temperatures can hit 45 degrees.

The overhaul of G2's solar has meant a massive transformation for the hospital. The project, part-funded by BMS supporters, has enabled G2's solar capacity to increase threefold, allowing the hospital to reduce significantly its dependence on diesel generators. The whole project was also completed alongside a Chadian electrician, allowing local staff to take ownership of the project and be equipped with the knowledge and skills to repair and maintain the solar array.



GENDER JUSTICE



Every piece of work reflects our commitment to gender justice. The pinnacle of God's creation was human beings - 'in our image...male and female her created them' and their shared existence wasn't just good, it was very good. Everywhere we work we see the blight of gender injustice on lives of countless women. It is impossible to be about the mission of God in the world and not be compelled to act.

Speak up for those who cannot speak for themselves, for the rights of all who are destitute.

Proverbs 31: 8



BMS is committed to gender justice in every aspect of our mission:

Over the course of 2023, we had a target to enlist ten Gender Justice champions from across the BMS World Mission network with a plan for them all to be fully trained in 2024. By the end of the year, ten BMS mission workers plus four UK-based staff joined with 14 others from our partners to form a 28-strong global team.

We work with our partners to develop gender policies and work towards the raising up of women in leadership roles. In 2023, 14 out of 44 partners had women in their senior executive leadership with best practices found among partners in Uganda, Bangladesh and Spain.

CHALLENGE

We aim for half of all partners to have developed and implemented their own gender charter or policy, which is in line with BMS Gender Charter by end of 2025. The 2023 number is below 40 per cent and we hope to translate the gender policy into Hindi, French, Nepali, KiSwahili, Bengali and Arabic by the end of 2024.

LIVES TRANSFORMED

The issues of creation stewardship are so often issues of climate justice and issues of climate are so often issues of gender justice. That hit home when we asked women from across BMS to share stories ahead of COP28.

Claire Bedford, BMS pharmacist, Guinebor II Hospital, Chad

The new solar power system at G2 Hospital means we have enough energy to light and ventilate the new women's ward that opened a couple of months ago. Wonderfully, women can now always give birth with adequate lighting and they are also able to be hospitalised in a well-lit and ventilated ward.

Sahara Mishra, Human Development Community Services, Nepal

There are profound and disproportionate impacts of environmental problems on local communities in Nepal, particularly affecting women. Women, who often play a pivotal role in agriculture, other income-generating work and household

management, bear the brunt. These environmental crises have increased their workload and exacerbated the existing gender inequalities. Our job is to empower women to close that gap.

Susan Blanch Alal, Justice Livelihoods Health, Uganda

Let me tell you about Alice, who's been supported by Justice Livelihoods Health (JLH) in Gulu. Alice says that the impact of climate change causes difficulties for a greater percentage of women than men, especially those living in the city or nearby towns. She shares how difficult it is to get firewood because of deforestation in the area, and confesses that women have been beaten by their husbands for cooking late or for asking for money for charcoal or firewood.

Impact by numbers

28

Gender justice
champions enlisted

8

Languages our gender policy
will be available in by end
of 2024

14

Partners with women in senior
leadership (target: 9)

DISASTER RECOVERY

We all know how it works, don't we? Disasters happen. We don't know why. The poor suffer, we donate money, the West swoops in and fixes everything. Everyone lives happily ever after.

But that's not how it works. There are no quick fixes. Recovery and rebuilding after a war, drought or tsunami can take decades. Psychological scars don't heal when the TV crews move on.

BMS works with local partners. We directly support people who are on the ground and understand the situation. We don't send goods manufactured here that threaten local economies there. Our work is looking forward. We give more grants to long-term recovery than immediate relief – that might mean paying for trauma counselling, rebuilding businesses or replanting crops.

BMS raises money before disasters happen so that we can respond when they do. We can only do that because of you. Without your giving, none of the relief work we do could happen. With your giving it can.

Impact by numbers

18,077

People benefiting from BMS relief work in 2023

LIVES TRANSFORMED

The Türkiye-Syria earthquake

Imagine life in the aftermath of a devastating earthquake. As wintery conditions do their worst, all you have is a temporary shelter to keep the cold weather at bay.

Now imagine too that you are displaced, by war and economic collapse. That was the heart-breaking reality for so many in Türkiye (formerly Turkey) and Syria in the wake of the earthquake in February 2023. But at least they had that shelter. And thanks to your incredible and rapid generosity, the people of Syria and Türkiye had not just shelter but also much-needed medical kits, blankets, heating tools and mattresses.

And now more than ever, as the work of rescue becomes the work of rebuilding and restoring, they continue to need your prayers.





For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me.

Matthew 25: 34-36

Expenditure

45% of charitable expenditure went on our Hope for the World work



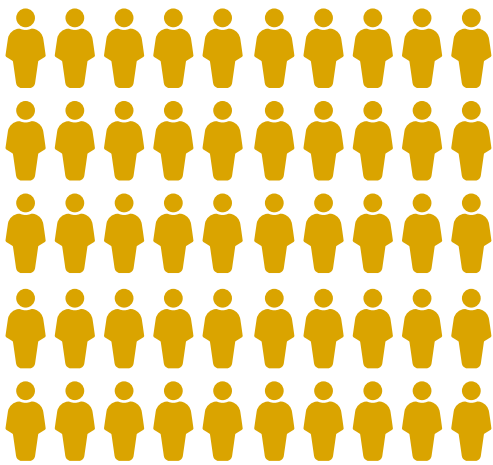
- Hope for the World 45%*
- Heart for the Gospel 22%*
- Help for the Journey 14%*
- Raising Awareness 13%*
- Historic Partners 6%*

“Historic partners” represents work that is being phased out over a period of 4 years since the introduction of the new strategy in 2021. Historic partners have continued to achieve impact in our previous strategic areas. The overall expenditure takes into account commitments that have been made to partners, a number of which have struggled with the continued global cost of living crisis.

*For a complete breakdown of these figures please see Table 5a on p.56

The one who plants and the one who waters have a common purpose, and each will receive wages according to the labour of each. For we are God's servants, working together

1 Corinthian 3: 7-9



49,940

Community members positively affected by partner projects (target: 50,000)



767

Mission workers and BMS-supported workers across the globe after three years (target: 450)



305

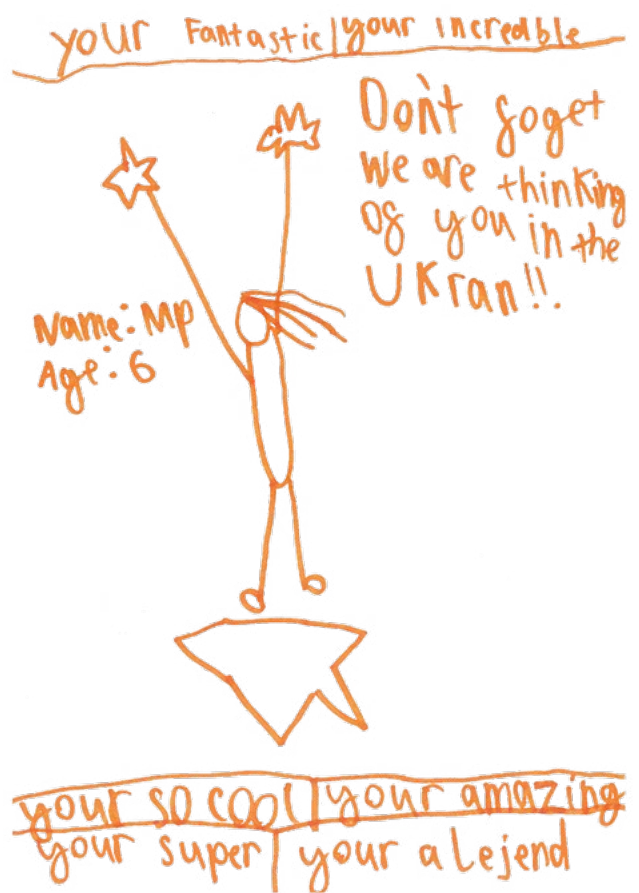
Number of partner workers focused on refugee work

Celebrating supporters

None of all that featured over these 26 pages could have happened without the incredible financial and prayerful generosity of UK churches and you.

From the small quiet prayer at your desk when a story of transformation drops into your email inbox to a fundraising event involving the whole church community, it all makes a difference. We are constantly surprised and inspired by the tales that reach us of supporters' acts of kindness and sacrifice.

Our mission workers were buoyed to hear about the BMS World Mission-themed Christmas tree that became the centre of prayers for mission at Stockton Baptist Church. The power of your prayers throughout Advent combined with your financial generosity as you raised over £60,000 for our Safe Haven winter appeal, meaning refugees arriving on the Greek island of Lesbos will receive a truly Christian welcome.



Away from the cold of Christmas, summer at BMS means home assignments for our mission workers. None of those visits to share their stories of transformation would be possible without your hospitality. Whether you've organised a mission worker visit, hosted a dinner, offered a room or a lift, thank you so much!

When we asked for prayers for our Ukrainian brothers and sisters on the anniversary of the Russian invasion, we didn't expect over 400 to come in, with a special shout out to the children of Darnall Road Baptist Church who sent in their own prayers for Ukrainian children.

We know of many other such stories of faith-filled prayer and generosity and know too there are many we never hear about or, when we do, we do so in the form of an answered prayer or an unmarked cheque. You make all that we do possible and for that we remain always grateful.

Share abundant **life,**
for generations.

Leave a gift in your Will.



We'd love to hear from you. Contact us now:

Phone: 01235 517615

Email: legacies@bmsworldmission.org

Website: www.bmsworldmission.org/legacies



Trustee report

The Board of Trustee Directors (Board) of the Baptist Missionary Society (also known as 'BMS World Mission' and 'BMS') presents its annual report and audited financial statements for the year to 31 December 2023 (with comparative figures for the year to 31 December 2022).

The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a director's report as required under company law, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

Statement of Trustees' responsibilities

Trustee Directors (Trustees) are responsible for preparing the Strategic Report, the Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charity and of the incoming resources and application of resources, including the income and expenditure, of the group and charity for that period.

In preparing these financial statements, Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK 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 business.

Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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 Companies Act 2006. 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

The Trustees who held office at the date of approval of this Trustees' Report confirm that, so far as they are each aware, there is no relevant audit information of which the charity's auditor is unaware, and each Trustee has taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in office.

The Trustees' Annual Report, including the Strategic Report, was approved by the Trustees on 23 May 2024 and signed on their behalf by:

David Marc Owen

Chair of Trustees

23 May 2024



Objectives and activities

Charity objects and public benefit

BMS exists to see people brought to faith in our Lord and Saviour Jesus Christ and experience the abundant life that only he can provide.

This enables Baptist churches to respond to the call of God throughout the world in making known the gospel of Jesus Christ, to prevent and relieve poverty, sickness and human suffering caused by disasters overseas, and to promote and advance healthcare and education.

BMS brings public benefit by focusing on Heart for the Gospel, Hope for the World, and Help for the Journey.

BMS works in places where churches are scarcely present, and in some of the poorest nations as defined by the Multidimensional Poverty Index (MPI).

BMS aims to support people with opportunity and basic services in locations that have a high refugee outflow towards Europe and is also developing work with transit refugees on the provision of basic humanitarian assistance.

The charitable work of BMS is funded by over £7m of public donations per annum (2022: £8m). The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities have remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.



Structure, governance and management



1. Structure

BMS is a registered company limited by guarantee in England and Wales, and a registered charity in England and Wales. It is governed by its memorandum and articles of association.

Baptist Missionary Society India - BMS has worked in India since its inception more than 200 years ago, but formally registered as a charitable organisation on 19 March 2015. Its objects align with those of BMS, who appoints the Trustees. Accordingly, consolidated accounts incorporate the activity of BMS India.

Baptist House Limited - BMS has a 50% share in Baptist House Limited. The 50% share of assets and liabilities of this joint arrangement with the Baptist Union of Great Britain (BUGB) has been included as an investment in the Balance Sheet and details are included in Note 8b. BMS accounts for its share of the service charge as charitable and share of the surplus as unrealised investment income.

2. Governance

The BMS Council are the company members of BMS. Council members will normally serve three-year terms and may serve up to three consecutive terms. There may be up to 72 Council members who include the subscribers to the Memorandum, the Trustees and those appointed by the Baptist Unions of Great Britain, Scotland and Wales, the Irish Baptist Networks, the colleges recognised as Baptist colleges, and by co-optation. The Council normally meets at least twice a year. In 2023 meetings were held online in June and December.

Trustees are elected by the Council and serve normally for a term of three years and may serve a maximum of three terms. Those nominated as potential Trustees are reviewed to ensure they have the necessary skills to contribute to the charity's development before the Council puts them forward for consideration.

When elected, each new Trustee receives an induction pack including Charity Commission publications and a range of key organisation policies and documents. All Trustees receive an induction, co-ordinated by the Chair of Trustees and the General Director, which includes a presentation on the organisation, an opportunity to meet key staff and become familiar with BMS. Trustees also have access to a secure intranet web-based system where they can access Board papers and other information. Trustees stay abreast of changes in good practice and legislation. They designate one full day meeting each year specifically for relevant Board training and in 2023 this included an in-depth workshop exploring the implications of polycentric mission for BMS.

A Board Manual is used as a reference guide to good governance at Board level.

The Board has carried out a self-assessment against the Charity Governance Code and the Board concluded that the charity's overall governance is robust and in line with good practice. The Board has an action log to ensure continuous improvement against the Code's recommended practice. During 2021, following the 2020 update of the Code, the Board determined to engage a consultant during 2022 to add independent rigour to a review of practices. The consultant was appointed in December 2022 and undertook their review during 2023, reporting to the Board with an in-depth workshop of the recommendations in July 2023. The Board have established a Governance Sub-Committee to take forward the recommendations of the review.

In addition to the Governance Sub-Committee three committees have been constituted with specific terms of reference and functions delegated by the Board.

The Finance and Audit Committee – advises on all aspects of the charity's finances, including the financial accounts, annual estimates, risk management, investment management, income generation, property matters including Baptist House and Wallis House, salaries, mission personnel allowances, pensions and employment matters. They also advise on policy matters that relate to the future planning of the charity's finances, including such issues as reserves and the balance between the different categories of expenditure. They consider the appointment of the external auditors and any questions of their resignation or dismissal; discuss with the external auditors before the audit commences the nature and scope of the audit; receive the auditors' management reports following completion of their audit work and review the annual financial statements before submission to the Board of Trustees.

The Remuneration Committee – advises the Board of Trustees on the appropriate remuneration of the General Director and Executive Directors and their Terms and Conditions of employment. The Committee provides advice to the Board on staff grading structure, salaries and benefits.

The Nominations Committee – nominates people for appointment as Trustees. The appointment of a Trustee from amongst those nominated is made by Council members.

Safeguarding Trustee – a designated trustee has specific responsibility for oversight of safeguarding.

3. Management

Trustees are the governance-level decision makers for the charity. The Board currently numbers eight committed people from a wide range of backgrounds and experience who usually meet in formal Board meetings four times per annum. The Executive Directors attend meetings of the Board but do not vote (with the exception of the General Director who is a Trustee).

Management of BMS is delegated to employed staff who are responsible for delivery of day-to-day operations to deliver the strategy set by the Trustees in accordance with BMS policies.

Within BMS there are currently six main departments each with its own director:

- General Directorate – providing overall leadership for BMS with major emphasis on theological reflection, strategic development and representation.
- Department of Finance and Operations – responsible for support functions for BMS including finance, investment management, risk management, administration, IT and governance.
- Department for World Mission – responsible for BMS mission work overseas. Key roles include placement of mission personnel and relationships with overseas partner bodies.
- Department of Intercultural Learning and Collaboration – responsible for pre-departure preparation and training partnerships.
- Department of People and Culture – providing HR support for all staff and organisational development and learning.
- Department for Communications and Funding – responsible for BMS' corporate communications portfolio, including funding, creative content and church relations.

Responsibility for our work overseas is supported by a team of Heads of Programme who have responsibility for mission personnel and partners and combine this with leading specific ministries. Broadly speaking our work falls into five main geographic regions: Asia, Sub-Saharan Africa, South America, Europe, Middle East and North Africa.

The charity works overseas with partner organisations, providing funding by way of grants and/or the provision of personnel. Details of these partners and grants can be found at Note 6 of the financial statements.

3.1 Pay and remuneration policy

The Memorandum and Articles of Association makes particular provision for the General Director to be a Trustee as well as an Executive of the charity. All other Trustees give their time freely and no trustee remuneration was paid in the year, other than to the General Director. Details of this remuneration, trustee expenses and related party transactions are disclosed in note 10 to the accounts.

Salaries of all staff, including the Executive Directors, are reviewed annually, taking inflation and the overall financial position of BMS into consideration. BMS follows a grading and evaluation structure, and benchmarks salaries from time to time (last carried out in 2019).

3.2 Grant making policy

Christian stewardship underpins the BMS grant making policy in that it demands our integrity, diligence, good practice and wisdom. Grant applications must meet specific BMS principles, represent good stewardship and be able to meet BMS criteria for monitoring, evaluation and learning. Partner organisations are subject to due diligence and money laundering procedures. In the period the charity awarded grants of £1.8m (2022: £2.4m). The Trustees' policy is that grants are made against a budget, approved by the Board of Trustees and managed by the Department for World Mission. Grants outside the budget are made from the mission innovation fund for new work, or from the relief fund in response to emergencies.

3.3 Investment policy and review of investment performance

The Trustees have the power to invest in such assets as they see fit.

The statements of investments principles set out the principles governing decisions about investments for the general and endowment funds and incorporate the BMS ethical investment policy. These statements are reviewed by Trustees regularly.

The entire BMS portfolio is invested in the CCLA Ethical Investment Fund to achieve investment requirements that balance income and capital growth, and to adhere closely to the BMS ethical investment policy. Both asset allocations are classified as 'medium' risk.

The BMS General Fund investments and Endowment Fund investments (unless specifically allocated in accordance with the fund) are in the COIF Charities Ethical Investment Fund. The income yield for the Fund for year to 31 December 2023 was 2.9%, and the net annualised return for the Fund was 13.2% (to 31 December 2022 the yield was 3% and net annualised return -9.7%). The market value of General Fund investments at 31 December 2023 was £4.7m (31 December 2022 £4.2m); endowment and property fund investments were £2.1m (31 December 2022 £1.9m).

4. Going concern

The Trustees have made an assessment of the charity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements were approved for release. As a result of our assessment, we consider that the charity is able to continue to operate as a going concern and that it is appropriate to prepare the financial statements on a going concern basis.

We have made this assessment after reviewing the charity's forecasts and projections, which are being continually updated. The Trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due; if necessary, this can be by drawing from investments.

In making our assessment we did not consider there to be any material uncertainty relating to events or conditions that individually or collectively may cast significant doubt on the charity's ability to continue as a going concern following a review to consider any material risk.



Principal risks and uncertainties

Trustees regularly review the internal and external risks to BMS and give consideration to organisational attitude to risk. Trustees have identified the most important potential risks and uncertainties that may seriously affect the performance, future prospects or reputation of BMS, and have assessed how the risks are being managed.

Potential risk	How we manage the risk
<p>Safety and security</p> <p>Risks are faced by BMS mission workers and staff as a result of the BMS strategy to work in fragile states amidst pronounced global insecurity.</p>	<p>BMS has a comprehensive 24-hour crisis management policy and crisis response plan, with detailed procedures for handling a wide range of crisis events. Our commitment to work in dangerous places requires us to embrace, but minimise, a certain level of risk.</p> <p>When necessary BMS withdraws or moves personnel for a period. Regular crisis response scenarios and reviews are undertaken to embed preparedness.</p>
<p>Safeguarding</p> <p>Issues around the protection of children and vulnerable adults in its care and in the care of mission workers.</p>	<p>BMS takes this risk extremely seriously. Well-developed communication and safeguarding processes are in place and BMS has entered a partnership with a specialist provider to train staff and partners and actively works to strengthen partner understanding of safeguarding. BMS has an experienced trustee with designated responsibility for safeguarding.</p>
<p>Funding</p> <p>BMS support comes primarily from the Baptist denomination which provides a loyal and consistent support base. However, BMS is vulnerable to the financial strength, risks and uncertainties of the Baptist Unions of Great Britain, Scotland and Wales and their member churches. This is particularly exacerbated with the risks to the UK economy and the cost of living rises across the world.</p>	<p>An independent but close relationship is maintained with the three mainland Baptist unions to stay abreast of their own risks and uncertainties.</p> <p>Giving from individual supporter is being grown to decrease our dependency on income directly from churches.</p> <p>Several fundraising products and relationship management tools are used to build and enhance our relationship with supporting churches and individuals.</p> <p>Staff members are developed and trained in fundraising practice, and keep abreast of industry trends and innovations.</p> <p>Trustees are looking at different operating models to implement strategy that could widen the funding base.</p>

Potential risk	How we manage the risk
<p>Impact</p> <p>Not demonstrating sufficient impact from our work, or failing to meet donor expectations.</p>	<p>BMS seeks to maintain strong connections with our donors through a wide range of high quality communication content. A plan is in place to proactively engage supporters in the strategy.</p> <p>BMS has regular opportunities for supporter feedback so we can respond quickly to changing supporter expectations.</p> <p>BMS has a rigorous reporting framework used to gauge outcomes and assess impact.</p>
<p>Overseas expenditure</p> <p>The majority of the charity's expenditure takes place overseas which heightens risks in terms of fraud and ensuring this is spent in accordance with the Charity's objectives. The 2021 – 2025 strategy extends activity into new areas of work and new partners.</p>	<p>BMS has a rolling programme in relation to partner capacity building. This ensures that there is greater financial scrutiny over the overseas transactions. Financial reviews and control capacity is monitored through regular reports to the Finance and Audit Advisory Committee.</p> <p>Special reviews are in place to support new strategic initiatives.</p> <p>A programme of partner visits is scheduled for 2024.</p>
<p>Organisational agility</p> <p>BMS does not adapt to the rapidly changing landscape of global mission and ceases to be an effective and relevant organisation.</p>	<p>BMS has a strategy implementation plan and is developing a new operational model enabling the organisation to respond to events in an agile way.</p>
<p>Pension scheme funding</p> <p>The pension environment worsens leading to a failure of the investment strategy</p>	<p>The closed DB pension scheme has been pushed back into a funding deficit by the turmoil in financial markets in September and October 2022. During 2023 BMS made further contributions to the scheme totalling £1.922m. This, together with an investment policy that involves a higher level of risk than previously, has brought the scheme to almost full funding again.</p> <p>The Pension Trust has reviewed the scheme's investment and de-risking strategy. There is a strong collaborative relationship between BMS and the Pension Trust, with competent trustees and advisers. An integrated risk management approach is being followed for the scheme.</p>

Potential risk	How we manage the risk
<p>Inability to deliver long term strategy Failure to articulate long-term BMS strategy and give direction to organisation due to organisational changes in culture and structure being insufficient to deliver long-term strategy.</p>	<p>High levels of trustee scrutiny are in place to ensure integrity and wisdom of strategy including measures and monitoring of strategy using a Kaplan and Norton scorecard. Management regularly review the appropriateness of such measures.</p> <p>There is ongoing development of appropriate organisational procedures and protocols for polycentric working, including partner sustainability and capacity.</p>
<p>Management abuse of power The potential reputational damage to the organisation where management has abused its power.</p>	<p>BMS has high ethics and takes this risk seriously. There are rigorous selection criteria in place for recruitment and review processes that include reviews of behaviour. In case of finance, strong controls are in place with Finance and Audit Advisory Committee and Treasurer review. There is a Whistleblowing policy that is trusted by staff and mission personnel.</p>
<p>Data breach and/or cyber attack The potential impact resulting from the loss of or damaged data from systems being breached together with the disruption of day-to-day systems and procedures.</p>	<p>BMS undertakes continual software updates, frequent data back-up, anti-virus software, staff training and updates. Staff undertake regular cyber security training. BMS engages an external provider to undertake regular penetration testing. Our contact management system, payroll, accounting and HR systems are all cloud based. Our bankers and other advisers provide regular user training on cyber security.</p>

Financial review

1. Movement in funds

Taking the charity's funds in total, there was net expenditure for the year of £578k (2022 net expenditure of £59k), a net gain of £580k (2022 net loss of £249k) from the increase in value of the investment portfolio held by the charity, an actuarial loss on the defined benefit pension scheme of £800k (2022 loss of £561k), an exchange loss on assets held overseas of £27k (2022 gain of £8k) and no exchange gain or loss on forward contracts (2022 Nil). The overall position was a net decrease in total reserves of £825k (2022 a decrease of £861k). The pension fund based on accounting provisions has increased to £165k surplus (2022 – deficit of £1m).

2. Reserve policy and fund position

General funds (free reserves)

Trustees have a reserves policy that takes a risk-based approach. The policy was reviewed in 2022 and 2023, in particular taking into account lessons learned from economic turmoil in the UK in September 2022.

Trustees have examined the requirement for free reserves which are those unrestricted reserves not invested in fixed assets, designated for specific purposes or otherwise committed, but does not take account of the pension reserve. Trustees consider that, given the nature of our work and responsibility to partners that extends beyond a year, this should equate to a range of between £4.5m to £5m. This would be expected to provide the flexibility and resilience to cover any short-term funding crisis or a medium-term recession, and a large portion of this needs to be matched by cash or cash equivalents.

The free reserves at 31 December 2023 were £4.4m (2022 £5.7m). Trustees maintain a financial plan to manage the budget so that the target level of reserves is achieved and maintained, and that this is matched by sufficient liquid funds. Such plans will take into account the long-term funding status of the charity's pension scheme and ensure that deficit payment commitments are met. The current balance is slightly below the reserve policy by £0.1m. The Trustees had deliberately built reserves to invest in Strategy 2025 and have now been looking beyond this to the longer-term vision. The charity also holds funds designated for specific purposes, without legal restriction, as follows:

Fund	2023	2022	Purpose
Fixed asset	£4.6m	£4.8m	Net book value of unrestricted fixed assets
Defined Benefit Pension	-	£0.4m	For deficit contributions to the scheme
Mission innovation	£0.01m	£0.1m	For initiatives not in budget, topped up in year
Strategy	£0.7m	£0.7m	Set aside for 5-year financial strategy implementation
Contingency	£0.5m	£0.5m	To ensure consistent response in economic downturn
Revaluation reserve	£1.6m	£1.6m	Represents the movement in value of investment properties
	£7.41m	£8.1m	

There is a Carbon Offset Fund of £13k (2021 £18k). It is topped up with BMS' carbon offset calculation and is used to contribute towards specific environmental projects.

The triennial valuation of the BMS defined benefit pension scheme was carried out as at 31 December 2021; the next valuation will be as at 31 December 2024. The small surplus in 2021 was calculated to be £0.1m. During 2023 employer contributions of £2,072k were paid (2022 £0.15m) as a result of the effect of the September 2022 economic turmoil. The fund valuation for accounting purposes at 31 December 2023 was a small surplus of £165k (2022 deficit £1m). The funding position at 31 December 2023 based on technical provisions was a deficit of £200k (2022 deficit of £2.2m).

Endowment funds

Included in the balance sheet are endowment funds totalling £2.5m (2022 £2.3m), the capital element not being available to be spent. Income from the endowment funds has been spent during the year.

Restricted funds

Restricted funds are subject to specific conditions imposed by donors. The reserves policy for restricted funds is for sufficient assets to be held to meet the obligations of each fund and this is the case as at 31 December 2023 the total was £2.1m (2022 £1.9m). The accounts of BMS India have been consolidated with BMS. Reserves of £0.4m (2022 £0.4m) are included in the restricted fund balance.

3. Effectiveness of activities to generate funds

BMS is registered with the Fundraising Regulator, the Fundraising Preference Service and is compliant with the Code of Fundraising Practice. We will respond to any future developments in full keeping with both the letter and spirit of any changes. Our commitment to these important voluntary standards ensures that we always champion the privacy and rights of our audience and minimise the risks of any of our fundraising activities resulting in distress, inconvenience or undue pressure, particularly on vulnerable people.

Direct fundraising costs are a small proportion of BMS expenditure (less than 5%). A large proportion of our income comes from our carefully managed relationship between BMS and our supporting churches and their members. BMS does not use professional external fundraisers.

In the last year we received six complaints in response to our fundraising material, out of tens of thousands of mailings. The matter was handled swiftly, carefully and in accordance with our fundraising complaints procedure.

New donors have responded to appeals throughout the year, some have become regular donors and others generously increased their monthly giving. We are thankful to God for his provision, and to our many supporters for their continued generosity.

4. Pension Fund arrangements

Following a review of our Pension Fund arrangements for UK staff and overseas mission workers, the defined benefit scheme was closed to future accruals. The triennial valuation of the defined benefit section was at 31 December 2021; the next valuation will be as at 31 December 2024. The small surplus in 2021 was calculated to be £0.1m. During 2023 employer contributions of £2,072k were paid (2022 £0.15m) as a result of the effect of the September 2022 economic turmoil. This resulted in the need for the Pension Trustee to review its investment strategy. A new strategy has been agreed by the Pension Trustee to arrive at a long term dependency target in 12 years' time of gilts + 0.25%. Equity investment is not a part of the portfolio, but it has been possible for the Pension Trustee to maintain a strong ethical and responsible position on investment fund selection.

Trustees support the Pension Trustee in its long-term approach to investment management.

5. Factors likely to affect the financial performance going forwards and post year-end events

The major financial concerns that BMS faces is the economic outlook for the UK and the world economies.

In 2023, work resumed in Afghanistan but more heavily restricted than previously meaning our partner has been unable to continue some of its work. The damaging impact of the economic turmoil in 2022 not just in the UK but globally continues to affect our income, particularly the one-off individual giving which has a knock-on effect on the ability of BMS to fund projects and activities. The ongoing impact has been factored into future financial plans and contingency actions agreed should the impact be greater than anticipated. The Trustees have reviewed the plans and agreed a series of activities that should ensure financial stability if necessary. BMS continues to work alongside the European Baptist Federation in response to the war in Ukraine. On review of the financial plans to the end of June 2025, and given the new strategies that are being developed for Finance, Fundraising, People and Partnership, the Trustees have concluded that this will not affect the ability of the charity to continue as a going concern.

Reference and administrative details

Trustees

Rev David Marc Owen (Chair)
Mr Robert Ashurst (Honorary Treasurer to January 2024)
Dr Anthony Agbonasevbaefe
Mr Richard Gray (from January 2023)
Ms Helle Liht (to May 2024)
Dr Kang-San Tan
Rev Simeon Baker
Dr Elizabeth Bendor-Samuel (to October 2023)
Ms Lynn Cadman
Dr Marion Carson (Vice Chair)
Ms Ruth Elliot (Honorary Treasurer from January 2024)

Key management personnel

Dr Kang-San Tan (General Director)
Rev Dr Arthur Brown (World Mission)
Mr Ben Drabble (Communications and Funding to December 2023)
Mrs Heather Drury (People & Culture)
Mrs Helen Harris (Funding and Communications from March 2024)
Dr Aniu Kethoser Kevichusa (Intercultural Learning and Collaboration from March 2024)
Mr Stephen Sanderson (Strategy)
Mr Bijoy Sangma (Intercultural Learning and Collaboration) (to October 2023)
Mrs Caroline Trimble (Finance & Operations)

Auditor

Sayer Vincent LLP
110 Golden Lane
London
EC1Y 0TG

Principal Solicitors
Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Principal bankers

Barclays Bank
1 Churchill Place
London E14 5HP

Investment Managers

CCLA Investment Management Limited
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Actuary

XPS Pension Group
1 Colmore Row
Birmingham
B3 2BJ

Registered office

Baptist Missionary Society
129 Broadway, Didcot, OX11 8XD
Telephone: 01235 517700 Fax: 01235 517601
Email: mail@bmsworldmission.org
Website: bmsworldmission.org

AUDITOR'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF BMS WORLD MISSION

1 Opinion

We have audited the financial statements of The Baptist Missionary Society (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2023 which comprise the consolidated and parent charitable company statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2023 and of the group's and parent charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

2 Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

3 Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Baptist Missionary Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

4 Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

5 Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The Trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

6 Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

7 Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the Trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and

for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

8 Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

9 Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

19 July 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

BMS GROUP CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023
(incorporating an income and expenditure account)

		2023				2022			
Notes	Unrestricted	Restricted	Endowment	Total	Unrestricted	Restricted	Endowment	Total	
	Funds	Funds	Funds	2023	Funds	Funds	Funds	2022	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
Income from:									
Donations, grants and legacies	2	5,620	782	-	6,402	5,140	2,559	-	7,699
Other trading activities		19	130	-	149	18	100	-	118
Investment income	3	390	29	-	419	284	10	-	294
Other income	4	100	8	-	108	90	14	-	104
Total income		6,129	949	-	7,078	5,532	2,683	-	8,215
Expenditure on:									
Raising funds		373	-	-	373	380	-	-	380
Charitable activities									
Heart for the Gospel		1,562	24	-	1,586	1,219	85	-	1,304
Hope for the World		2,556	745	-	3,301	2,307	1,638	-	3,945
Help for the Journey		910	80	-	990	996	3	-	999
Historic Partners		434	4	-	438	660	5	-	665
Raising Awareness		968	-	-	968	981	-	-	981
		6,430	853	-	7,283	6,163	1,731	-	7,894
Total expenditure	5	6,803	853	-	7,656	6,543	1,731	-	8,274
Net income / (expenditure) before movement on investments		(674)	96	-	(578)	(1,011)	952	-	(59)
Net gains/(losses) on investments		355	18	207	580	33	35	(317)	(249)
Net income/(expenditure)		(319)	114	207	2	(978)	987	(317)	(308)
Transfers between funds	9	(44)	44	-	-	437	(437)	-	-
Other recognised gains/(losses):									
Actuarial gains/(losses) on defined benefit pension scheme		(800)	-	-	(800)	(561)	-	-	(561)
Exchange differences		-	(27)	-	(27)	-	8	-	8
Net movement in funds		(1,163)	131	207	(825)	(1,102)	558	(317)	(861)
Reconciliation of funds:									
Total funds brought forward		12,895	1,938	2,343	17,176	13,997	1,380	2,660	18,037
Total funds carried forward		11,732	2,069	2,550	16,351	12,895	1,938	2,343	17,176

The result for the year for Companies Act 2006 purposes is represented by the net movement in funds in the consolidated statement of financial activities. There are no recognised gains or losses in the current or preceding year other than those shown in the consolidated statement of financial activities above. All amounts derive from continuing operations. There is no material difference between the net income/(expenditure) for the financial year stated above and their historical cost equivalents.

**BMS PARENT CHARITY STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023
(Incorporating an income and expenditure account)**

		2023				2022					
Notes		Unrestricted	Restricted	Endowment	Total	Unrestricted	Restricted	Endowment	Total		
		Funds	Funds	Funds	2023	Funds	Funds	Funds	2022		
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000		
Income from:											
	Donations, grants and legacies	2	5,620	782	-	6,402		5,140	2,559	-	7,699
	Other trading activities		19	-	-	19		18	-	-	18
	Investment income	3	390	1	-	391		284	9	-	293
	Other income	4	100	-	-	100		90	-	-	90
Total income			6,129	783	-	6,912		5,532	2,568	-	8,100
Expenditure on:											
	Raising funds		373	-	-	373		380	-	-	380
Charitable activities											
	Heart for the Gospel		1,562	24	-	1,586		1,219	85	-	1,304
	Hope for the World		2,556	606	-	3,162		2,307	1,515	-	3,822
	Help for the Journey		910	80	-	990		996	3	-	999
	Historic Partners		434	4	-	438		660	5	-	665
	Raising Awareness		968	-	-	968		981	-	-	981
			6,430	714	-	7,144		6,163	1,608	-	7,771
Total expenditure		5	6,803	714	-	7,517		6,543	1,608	-	8,151
Net income / (expenditure) before movement on investments			(674)	69	-	(605)		(1,011)	960	-	(51)
Net gains/(losses) on investments			355	18	207	580		33	35	(317)	(249)
Net income/(expenditure)			(319)	87	207	(25)		(978)	995	(317)	(300)
Transfers between funds		9	(44)	44	-	-		437	(437)	-	-
Other recognised gains/(losses):											
Actuarial gains/(losses) on defined benefit pension scheme			(800)	-	-	(800)		(561)	-	-	(561)
Net movement in funds			(1,163)	131	207	(825)		(1,102)	558	(317)	(861)
Reconciliation of funds:											
Total funds brought forward			12,895	1,544	2,343	16,782		13,997	986	2,660	17,643
Total funds carried forward			11,732	1,675	2,550	15,957		12,895	1,544	2,343	16,782

The notes on pages 51 to 71 also form part of these financial statements

**BMS GROUP CONSOLIDATED AND CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2023 COMPANY NUMBER 10849689**

		Group		Charity	
	Notes	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Fixed assets					
Tangible assets	11	5,093	5,315	4,860	5,055
Investments	12	7,344	6,720	7,344	6,720
Investment properties	13	1,730	1,774	1,730	1,774
Total fixed assets		14,167	13,809	13,934	13,549
Current assets					
Stock		2	2	2	2
Debtors	14	1,824	1,441	1,802	1,421
Investments		1,674	100	1,552	1
Cash at bank and in hand		533	4,846	485	4,803
Total current assets		4,033	6,389	3,841	6,227
Liabilities					
Creditors: amounts falling due within one year	15	(1,849)	(2,036)	(1,818)	(2,008)
Net current assets excluding pension liability		2,184	4,353	2,023	4,219
Defined benefit pension scheme liability	17	-	(986)	-	(986)
Total net assets		16,351	17,176	15,957	16,782
The funds of the charity					
	9				
Endowment funds		2,550	2,343	2,550	2,343
Restricted income funds		2,069	1,938	1,675	1,544
Unrestricted funds					
Designated funds		7,367	8,139	7,367	8,139
General funds (free reserves)		4,365	5,742	4,365	5,742
Total funds excluding pension reserve		16,351	18,162	15,957	17,768
Pension reserve		-	(986)	-	(986)
Total funds		16,351	17,176	15,957	16,782

The financial statements on pages 46 to 50 were approved by the Trustees on 23 May 2024 and signed on their behalf by:

David Marc Owen

Chair of Trustees

Date:

23 May 2024

**BMS GROUP CONSOLIDATED AND CHARITY STATEMENT
OF CASH FLOWS FOR THE YEAR 31 DECEMBER 2023**

	Group		Charity		
	2023 £'000	2022 £'000	2023 £'000	2022 £'000	
Cash flow from operating activities:					
Net cash (used in)/provided by operating activities	(a)	(3,110)	436	(3,136)	422
Cash flows from investing activities:					
Dividends, interest and other income from investments		419	294	391	293
Proceeds from sale of tangible fixed assets		4	1	3	1
Payments to acquire tangible fixed assets		(25)	(33)	(25)	(30)
Net cash provided by investing activities		398	262	369	264
Change in cash and cash equivalents in the year		(2,712)	698	(2,767)	686
Cash and cash equivalents at the beginning of the year		4,946	4,240	4,804	4,118
Change in cash and cash equivalents due to exchange rate movements		(27)	8	-	-
Cash and cash equivalents at the end of the year		2,207	4,946	2,037	4,804
(a) Reconciliation of net income to net cash flow from operating activities					
Net income /(expenditure) for the reporting period (as per the Statement of Financial Activities)		2	(308)	(25)	(300)
Depreciation		231	249	220	231
(Gains)/Losses on investments		(580)	249	(580)	249
Investment income		(419)	(294)	(391)	(293)
(Profit) from sale of fixed assets		(4)	(1)	(3)	(1)
Currency re-translation on fixed assets		16	(3)	-	-
Decrease/(increase) in stocks		-	1	-	1
(Increases)/Decrease in debtors		(383)	478	(381)	464
(Decrease)/Increase in creditors		(187)	127	(190)	133
Difference between net pension expense and cash contribution		(1,786)	(62)	(1,786)	(62)
Net cash (used in)/provided by operating activities		(3,110)	436	(3,136)	422
Analysis of changes in net funds					
Cash at bank and in hand		533	4,846	485	4,803
Short term deposits		1,674	100	1,552	1
		2,207	4,946	2,037	4,804

BMS GROUP CONSOLIDATED AND CHARITY STATEMENT OF CASH FLOWS FOR THE YEAR 31 DECEMBER 2023

Analysis of changes in net debt

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 January 2023	4,946	-	4,946	4,804	-	4,804
Cashflows	(2,712)	-	(2,712)	(2,767)	-	(2,767)
Fair Value Movements	-	-	-	-	-	-
Foreign Exchange Movements	(27)	-	(27)	-	-	-
Other non-cash changes	-	-	-	-	-	-
At 31 December 2023	2,207	-	2,207	2,037	-	2,037

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 January 2022	4,240	-	4,240	4,118	-	4,118
Cashflows	698	-	698	686	-	686
Fair Value Movements	-	-	-	-	-	-
Foreign Exchange Movements	8	-	8	-	-	-
Other non-cash changes	-	-	-	-	-	-
At 31 December 2022	4,946	-	4,946	4,804	-	4,804

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

a Statutory information

BMS is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is 129 Broadway, Didcot OX11 8XD.

b Basis of preparation

The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value. The financial statements have been prepared in accordance with 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), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

These financial statements consolidate the results of the charity and its wholly-controlled subsidiary, Baptist Missionary Society Trust, in India on a line-by-line basis. These financial statements also include the charity's 50% share of its Joint Venture, Baptist House Limited, as an investment recognised at fair value, being 50% of the value of the net assets, with any gain or loss taken through net gains on investments in the Statement of Financial Activities.

BMS constitutes a public benefit entity as defined by FRS 102.

c Assessment of going concern

BMS World Mission's activities, its current financial position, and factors likely to affect its future development are set out within the report from the Board. BMS has a 5 year financial plan to 2025 that was updated at the beginning of 2023, that shows it is able to continue its business-critical activities and remain a going concern. As at 31 December 2023 BMS had available cash and short term investment balances of £2m and a further £5m of investments that could be drawn upon if required.

The Board's assessment of going concern involved a number of subjective judgements including, but not limited to; decrease in donation income, impact of global economic uncertainties, delays in the crystallisation of legacies where probate has been granted, potential impact of the requirement to make further employer deficit contributions to the defined benefit pension scheme brought about by the market turmoil in the UK in the autumn of 2022. In making their assessment the board have also considered the potential impact on its cashflows and liquidity. A stress test has been run on the cashflow forecasts to June 2025 and the board have contingency plans in place to mitigate potential adverse impacts on cashflow including, for instance, delays in non-essential expenditure, phasing of grants, delaying staff recruitment. The Trustees concluded their assessment found that the financial plan and forecasts are robust and show that BMS is able to meet its obligations. On this basis, given the strength of the balance sheet and availability and liquidity of unrestricted investments, the Trustees believe that, while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern. The Board has a reasonable expectation that BMS has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. The Board have considered the foreseeable future for their going concern assessment to cover the period to 31 December 2025. On this basis, the Board continues to adopt the going concern basis in the financial statements.

d Accounting estimates and judgements

Preparation of the financial statements in accordance with FRS102 requires the Trustees to make certain judgements and estimates. The items below are considered to be the most important in understanding the financial statements:

BMS recognises its liability to its defined benefit pension scheme. This involves actuarial estimates which are disclosed in note 17.

BMS has accrued £1,586k of legacy income. This is based on the probate value of legacies notified to the charity, where probate has been granted and entitlement is clear. The actual amounts later received may differ to this value due to varying costs and fees.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

e *Fund accounting*

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds, which have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds are those where donations are required to be retained as capital in accordance with the donors' wishes – permanent or expendable according to the nature of the restriction.

Investment income and gains are allocated to the appropriate fund.

f *Income*

All income, including donations, legacies, grant income and investment income, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Recognition of legacy income is dependent on the type of legacy, with pecuniary legacies recognised when probate has been granted. Residuary legacies are recognised when they are measurable, probate has been granted and entitlement is clear. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

No value is included where the legacy is subject to a life interest held by another party.

Investment income is recognised on a receivable basis.

Income from other trading activities includes amounts relating to the sale of Christmas cards and rental income. It is recognised on a receivable basis.

g *Expenditure*

All expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are classified to the applicable expenditure headings in the Statement of Financial Activities. Costs which cannot be directly attributed have been allocated on a basis consistent with the use of the resources and staff time.

Expenditure on raising funds are those costs incurred in seeking voluntary contributions and in the management of the charity's investments. They do not include the costs of disseminating information in support of BMS' charitable activities.

Expenditure on charitable activities include expenditure associated with raising awareness and the three strategic ministries, and include both the activities, direct costs and support costs relating to these.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Grants payable are made to third parties in the furtherance of BMS' charitable objects. They are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

h *Tangible fixed assets and depreciation*

Tangible fixed assets costing more than £1,000 (individually or as part of a related project) are capitalised and included at cost including any incidental expenses of acquisition. Land and buildings are included at original historical cost or probate value. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. There has been no impairment in value of assets held over the financial period.

Depreciation is calculated to write down the original costs of the fixed assets over their estimated useful lives as follows:

Land	No depreciation
Buildings	over 50 years
Computer (included in furniture and equipment)	over 3 years
Furniture and equipment	over 3 - 5 years
Motor vehicles used overseas	written off in year of purchase
Solar panels and property modifications	over 15 years

For BMS India, depreciation has been applied at the rates specified by the India Income Tax Act 1961, most specifically for buildings at 5%.

i *Listed investments*

Investments are stated at market value at the Balance Sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year. Current asset investments are short-term, highly liquid investments that are readily convertible to known amounts of cash.

j *Investment assets*

Investment properties are measured in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities. The valuation method used to determine fair value will be stated in the notes to the accounts.

k *Joint arrangement*

Through a deed of trust, the charity is in a joint arrangement with the Baptist Union of Great Britain for the management of Baptist House, its headquarters building. Under the terms of this arrangement all responsibility for the letting and operation of the building was transferred to Baptist House Limited. The arrangement is governed by Articles of Association for Baptist House Limited and a Declaration of Trust with the Baptist Union of Great Britain.

The charity accounts for its 50% share of Baptist House Limited as an investment in the Balance Sheet. The Statement of Financial Activities includes its share of the service charge within charitable expenditure and its share of the surplus within unrealised investment gains. Transactions between the charity and the joint arrangement are eliminated on incorporating these amounts into the accounts of the charity.

l *Stock*

Stock is valued at the lower of cost and estimated net realisable value.

m *Investments*

Investments include short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n *Cash at bank and in hand*

Cash at bank and cash in hand includes deposits held at call with banks and cash in hand.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

o *Foreign currencies*

Assets and liabilities held in foreign currencies are translated into sterling at the rates of exchange ruling at the end of the financial year and the results of foreign operations are translated at the average rate of exchange for the year.

Differences on exchange arising from retranslation of foreign currency bank balances and other assets are reported under income and expenditure in the Consolidated Statement of Financial Activities.

All other foreign exchange differences are taken to the Statements of Financial Activities in the period in which they arise.

p *Financial instruments*

Financial assets and financial liabilities are recognised when BMS becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are initially measured at transaction price (including transaction costs). Financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Creditors and provisions are recognised where BMS has a present obligation resulting 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 normally recognised at their settlement amount after allowing for any trade discounts due.

q *Pensions*

The charity's defined benefit scheme is funded with the assets of the scheme held separately from those of the charity, in separate Trustee-administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme's liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date.

Where appropriate the resulting defined benefit liability is presented separately after other net assets on the face of the Balance Sheet.

The current service cost, past service costs and any gains and losses on settlements and curtailments are charged in resources expended in the Statement of Financial Activities. The interest costs and the expected return on assets are shown as a net amount of other finance costs or credits and included in resources expended. Actuarial gains and losses are recognised within the 'gains and losses' categories of the Statement of Financial Activities as 'actuarial gains and losses on defined benefit pension scheme'.

Contributions to the charity's defined contribution pension scheme are charged to the Statement of Financial Activities in the year in which they become payable.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

2 Donations, grants and legacies

	Unrestricted Funds	Restricted Funds	Total 2023	Unrestricted Funds	Restricted Funds	Total 2022
	£'000	£'000	£'000	£'000	£'000	£'000
Donations	4,315	730	5,045	4,114	2,438	6,552
Grants	18	52	70	19	46	65
Legacies	1,287	-	1,287	1,007	75	1,082
BMS India	-	-	-	-	-	-
	5,620	782	6,402	5,140	2,559	7,699

3 Investment income

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
UK investment dividends	65	67	65	67
Interest on cash deposits	266	187	266	187
Bank and other interest	28	1	-	-
Commercial rental income	60	39	60	39
	419	294	391	293

4 Other income

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Profit on sale of fixed assets	4	1	3	1
Sundry income	104	103	97	89
	108	104	100	90

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

5a Analysis of expenditure (current year)

Group

	Direct costs £'000	Grant funding of activities £'000	Support costs £'000	Total 2023 £'000	Total 2022 £'000
Expenditure on raising funds:					
Donations and legacies	255	-	118	373	380
Charitable activities					
Heart for the Gospel	486	597	503	1,586	1,304
Hope for the World	1,548	751	1,002	3,301	3,945
Help for the Journey	221	455	314	990	999
Historic Partners	299	-	139	438	665
Raising Awareness	968	-	-	968	981
	3,777	1,803	2,076	7,656	8,274

Charity

	Direct costs £'000	Grant funding of activities £'000	Support costs £'000	Total 2023 £'000	Total 2022 £'000
Expenditure on raising funds:					
Donations and legacies	255	-	118	373	380
Charitable activities					
Heart for the Gospel	486	597	503	1,586	1,304
Hope for the World	1,409	751	1,002	3,162	3,822
Help for the Journey	221	455	314	990	999
Historic Partners	299	-	139	438	665
Raising Awareness	968	-	-	968	981
	3,638	1,803	2,076	7,517	8,151

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

5b Analysis of expenditure (prior year)

Group

	Direct costs £'000	Grant funding of activities £'000	Support costs £'000	Total 2022 £'000	Total 2021 £'000
Expenditure on raising funds:					
Donations and legacies	313	-	67	380	335
Charitable activities					
Heart for the Gospel	570	503	231	1,304	1,284
Hope for the World	1,761	1,507	677	3,945	3,189
Help for the Journey	489	333	177	999	1,173
Historic Partners	453	94	118	665	804
Raising Awareness	981	-	-	981	794
	4,567	2,437	1,270	8,274	7,579

Charity

	Direct costs £'000	Grant funding of activities £'000	Support costs £'000	Total 2022 £'000	Total 2021 £'000
Expenditure on raising funds:					
Donations and legacies	313	-	67	380	335
Charitable activities					
Heart for the Gospel	570	503	231	1,304	1,284
Hope for the World	1,638	1,507	677	3,822	3,089
Help for the Journey	489	333	177	999	1,173
Historic Partners	453	94	118	665	804
Raising Awareness	981	-	-	981	794
	4,444	2,437	1,270	8,151	7,479

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

6a Analysis of Grants (current year)

	Asia	Europe	Middle East & North Africa	South America	Sub-Saharan Africa	Total 2023
	£'000	£'000	£'000	£'000	£'000	£'000
Charitable activities						
Heart for the Gospel	482	45	-	9	61	597
Hope for the World	152	371	72	-	156	751
Help for the Journey	-	280	175	-	-	455
Historic Partners	-	-	-	-	-	-
Total	634	696	247	9	217	1,803

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
Ukraine	EBF	371
India	Big Life Ministries	185
Lebanon	LSESD	162
Greece	All4Aid	132
Asia	Asia Pacific Baptist Federation	119
Uganda	JLH	99
Chad	Guinebor 2 Hospital	81
Nepal	MCDS	55
Uganda	UCLF	51
Bangladesh	BBCS	44
Nepal	NBCC	40
Mozambique	AMAC	36
Thailand	CCT	31
Netherlands	IBTSC	31
Cambodia	BCM	31
Various	Other partners <£30,000	335
Total Grants 2023		1,803

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

6b Analysis of Grants (prior year)

	Asia £'000	Europe £'000	Middle East & North Africa £'000	South America £'000	Sub-Saharan Africa £'000	Total 2022 £'000
Charitable activities						
Heart for the Gospel	387	53	33	25	5	503
Hope for the World	324	711	151	5	316	1,507
Help for the Journey	-	211	122	-	-	333
Historic Partners	18	49	27	-	-	94
Total	729	1024	333	30	321	2,437

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
Ukraine	EBF	743
Uganda	JLH	197
India	Big Life Ministries	185
Asia	Asia Pacific Baptist Federation	137
Chad	Guinebor 2 Hospital	136
Greece	All4Aid	132
Lebanon	LSESD	100
Nepal	NBCC	73
Uganda	UCLF	59
Bangladesh	BBCS	59
Nepal	MCDS	55
Albania	Tek Ura	41
Sri Lanka	LEADS	40
Mozambique	AMAC	32
Netherlands	IBTSC	34
West Africa	Baptist World Alliance	32
Cambodia	BCM	31
Various	Other partners <£30,000	351

Total Grants 2022 2,437

7 Governance costs

	2023 £'000	2022 £'000
Audit fee	32	38
Board of Trustees	2	3
Other governance costs	2	4
	<u><u>36</u></u>	<u><u>45</u></u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

8a Subsidiary

BMS World Mission has a wholly controlled subsidiary, Baptist Missionary Society Trust (BMS India), registered in West Bengal, India. The trust carries out mission activities from its base in Kolkata. The charity appoints the Trustees of BMS India and on the winding up or dissolution of the Trust, its assets pass to the charity. Since 19 March 2015, financial activity of BMS India has been consolidated into that of the charity. Accounts are made up to 31 March each year and copies may be obtained from the BMS registered office.

	2023	2022
	£'000	£'000
Total incoming resources	166	116
Total expenditure	(139)	(123)
Exchange difference	(17)	8
Surplus for the year	10	1
Total assets	425	422
Total liabilities	(31)	(28)
Funds	394	394

8b Share in Joint Venture

BMS World Mission owns 50% of the issued ordinary share capital of Baptist House Limited, a company registered in England, with the remaining 50% owned by the Baptist Union of Great Britain. The Trustees believe that the company qualifies as a joint venture for accounting purposes. Given the level of activities, consolidated accounts have not been prepared as the effect on both the Statement of Financial Activities and the Balance Sheet would be immaterial. Accounts are made up to 31 October each year and a summary of the company's results are shown below.

	2023	2022
	£'000	£'000
Total incoming resources	433	366
Total expenditure	(429)	(419)
Profit/(Loss) for the year	4	(53)
Total assets	298	308
Total liabilities	(45)	(58)
Capital and Reserves	253	250

The charity's share of any profit or loss is 50% of the overall.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

9a Statement of funds (current year)

	Balance at 1.1.23	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.12.23
	£'000	£'000	£'000	£'000	£'000	£'000
Endowment funds						
Cyril Edwards Trust	821	-	-	80	-	901
Jane Mursell Trust	884	-	-	87	-	971
Joy Bushon Sircar Trust	449	-	-	21	-	470
Other endowment funds	189	-	-	19	-	208
	2,343	-	-	207	-	2,550
Restricted funds						
Emergency relief fund	888	229	(161)	-	50	1,006
Restricted fixed assets reserve	314	-	-	-	(6)	308
Restricted revaluation reserves	153	-	-	2	-	155
Restricted property funds	189	1	-	16	-	206
India	394	166	(139)	(27)	-	394
Other restricted funds	-	553	(553)	-	-	-
	1,938	949	(853)	(9)	44	2,069
Unrestricted funds						
Designated:						
Covid impact	41	-	-	-	-	41
Strategy implementation	740	-	-	-	(14)	726
Historic partner support	30	-	-	-	(30)	-
Defined Benefit Pension	429	-	-	-	(429)	-
Deficit Contributions	450	-	-	-	-	450
Contingency fund	450	-	-	-	-	450
Fixed assets reserve	4,741	-	-	-	(189)	4,552
Revaluation reserve	1,621	-	-	(46)	-	1,575
Mission Innovation fund	69	-	(59)	-	-	10
Carbon offset fund	18	1	(6)	-	-	13
	8,139	1	(65)	(46)	(662)	7,367
Pension reserve	(986)	1,922	(136)	(800)	-	-
General funds						
Free reserves	5,742	4,206	(6,602)	401	618	4,365
	12,895	6,129	(6,803)	(445)	(44)	11,732

The narrative to explain the purpose of each fund is given on the following page.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

9b Statement of funds (prior year)

	Balance at 1.1.22	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.12.22
	£'000	£'000	£'000	£'000	£'000	£'000
Endowment funds						
Cyril Edwards Trust	937	-	-	(116)	-	821
Jane Mursell Trust	1,010	-	-	(126)	-	884
Joy Bushon Sircar Trust	496	-	-	(47)	-	449
Other endowment funds	217	-	-	(28)	-	189
	2,660	-	-	(317)	-	2,343
Restricted funds						
Emergency relief fund	339	1,805	(854)	-	(402)	888
Restricted fixed assets reserve	320	-	-	-	(6)	314
Restricted revaluation reserve	95	-	-	58	-	153
Restricted property funds	232	9	-	(23)	(29)	189
India	394	115	(123)	8	-	394
Other restricted funds	-	754	(754)	-	-	-
	1,380	2,683	(1,731)	43	(437)	1,938
Unrestricted funds						
Designated:						
Covid impact	360	-	-	-	(319)	41
Strategy implementation	850	-	-	-	(110)	740
Historic partner support	30	-	-	-	-	30
Defined Benefit Pension Deficit Contributions	-	-	(150)	-	579	429
Contingency fund	-	-	-	-	450	450
Fixed assets reserve	5,239	-	-	-	(498)	4,741
Revaluation reserve	680	-	-	640	301	1,621
Mission Innovation fund	100	-	(31)	-	-	69
Carbon offset fund	21	1	(10)	-	6	18
	7,280	1	(191)	640	409	8,139
Pension reserve	(487)	-	62	(561)	-	(986)
General funds						
Free reserves	7,204	5,531	(6,414)	(607)	28	5,742
	13,997	5,532	(6,543)	(528)	437	12,895

Purposes of endowment funds

The income of the Cyril Edwards Trust is available to be used in any field where the charity operates.

The income of the Jane Mursell Trust is available to be used for women's work within the charity.

The income of the Joy Bushon Sircar Trust is to be used to benefit specific educational and church work in the Barisal area of Bangladesh. The Trust is invested in US dollar securities which have been converted into sterling at the rate ruling at 31 December 2023.

Purposes of restricted funds

The emergency relief fund represents funds received for relief and disaster response around the world primarily where the charity is involved. The health fund represents funds received for health projects the charity is involved in.

The restricted fixed assets reserve represents the value of properties which have been left to the charity with restricted use. The restricted revaluation reserve represents the cumulative revaluations of the investment properties with restricted use. Restricted property funds are held following the sale of property left to the charity with restricted use. Transfers to or from the funds reflect property transactions and depreciation.

The India fund represents the net value of assets owned in India by BMS India.

Purposes of designated funds

The Covid impact fund represents the anticipated longer term impact of Covid and the UK economic environment to allow BMS to continue to absorb an anticipated downturn in income.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

The strategy implementation represents the cost of implementing the strategy.

The historic partner support fund represents support to historic partners.

The defined benefit pension deficit contributions represents amounts set aside to meet pension deficit contributions as they fall due.

The contingency fund represents amounts set aside from reserves to meet any shortfall in budgeted donations income.

The fixed assets reserve represents the amount set aside equivalent to the net book value of property and equipment used by the charity and purchased from unrestricted funds. The transfer from the fixed assets reserve is to the general fund to bring the reserve into line with the value of the fixed assets at the year end.

The revaluation reserve is the amount set aside equivalent to the cumulative revaluations of the investment properties.

The Mission Innovation fund is used for innovative mission projects and will be used over the next two years.

The major repairs fund is to meet the costs of large repair projects and was used during the year on Wallis House.

The Carbon offset fund represents funds set aside for creation stewardship projects.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

10 Employees and Trustee Directors

The costs of mission personnel and other employees of the charity during the year were as follows:

	2023 £'000	2022 £'000
Allowances and salaries	2,780	2,687
Pension contributions	293	293
National Insurance contributions	177	176
Relocation payments	2	4
	3,252	3,160
Average number of employees		
Mission personnel	48	56
Other employees	58	55
	106	111

Included in the above employee costs are redundancy costs of £37,098 (2022: £15,417). Redundancy costs are provided for when they are estimable and settlement is probable within 12 months. At the balance sheet date there were redundancy costs of £3,186 (2022: £nil) awaiting payment.

Employees and trustees

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023 Number	2022 Number
£70,001-£80,000	1	1
£60,001-£70,000	1	0

The total amount of employee benefits, including employer's pension contributions, received by key management personnel for their services during the year was £448,391 (2022: £471,254).

Trustees

No emoluments were paid to the Trustee Directors, with the exception of the General Director, Dr Kang-San Tan, who was employed by the charity and was remunerated on the same basis as other employees but received no remuneration for his duties as a Trustee Director. The Memorandum and Articles of Association make particular provision for the General Director to be an employee of the charity. Dr Tan's emoluments as General Director were £76,079 (2022: £73,154). Dr Tan was also reimbursed for all necessary expenses incurred in carrying out his duties as an employee of the charity, a total of £9,233 (2022: £7,199). Dr Tan is a member of the charity's pension scheme and contributions totalling £6,676 (2022: £6,676) were paid by the charity during the year.

During the year a total of £1,499 (2022: £4,234) was reimbursed to 6 Trustee Directors (2022: 12) in respect of committee expenses.

During the year donations totalling £4,618 (2022: £6,630) were received from Trustees including a restricted donation of £38 for Hope for the World from Ms Ruth Elliot (2022: £1,000 for Help for the Journey from Dr Kang-San Tan). The remaining trustee donations were unrestricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

11a Group Tangible Assets

	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 January 2023	7,776	705	91	8,572
Additions	-	25	-	25
Currency re-translation	(13)	(3)	-	(16)
Disposals	-	(40)	(2)	(42)
Transfer to Investment Properties	-	-	-	-
Sunday, 31 December 2023	7,763	687	89	8,539
Depreciation				
01 January 2023	2,659	515	83	3,257
Charge for year	182	48	1	231
Disposals	-	(40)	(2)	(42)
Transfer to Investment Properties	-	-	-	-
31 December 2023	2,841	523	82	3,446
Net book value				
Sunday, 31 December 2023	4,922	164	7	5,093
31 December 2022	5,117	190	8	5,315

11b Charity Tangible Assets

	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 January 2023	7,481	631	70	8,182
Additions	-	25	-	25
Disposals	-	(40)	-	(40)
31 December 2023	7,481	616	70	8,167
Depreciation				
01 January 2023	2,582	475	70	3,127
Charge for year	173	47	-	220
Disposals	-	(40)	-	(40)
31 December 2023	2,755	482	70	3,307
Net book value				
31 December 2023	4,726	134	-	4,860
31 December 2022	4,899	156	-	5,055

Furniture and Equipment contains computers, furniture and equipment, motor vehicles used overseas, solar panels and property improvements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

12 Investments held by group and charity

	2023	2022
	£'000	£'000
Analysis of movements in the year		
Market value at 1 January	6,720	7,667
Add acquisitions at cost	-	-
Less proceeds of disposal	-	-
Net gains/(losses) for the year	624	(947)
	<u>7,344</u>	<u>6,720</u>
Market value at 31 December	7,344	6,720
Analysis of investments held at 31 December		
Joint Venture Baptist House Limited	126	126
Pooled Fund	6,764	6,149
Non-UK listed investments:		
Indirect investments	454	445
	<u>7,344</u>	<u>6,720</u>

The investment portfolio is held in the COIF Charities Ethical Investment Fund, managed by CCLA.

13 Investment Properties held by group and charity

	2023	2022
	£'000	£'000
Analysis of movements in the year		
Fair value at 1 January (restated)	1,774	775
Additions from tangible fixed assets	-	301
Disposals	-	-
Revaluation (losses)/gains	(44)	698
Fair value at 31 December	1,730	1,774

14 Debtors

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade debtors	37	16	37	16
Other debtors	116	141	100	121
Prepayments	31	40	31	40
Accrued income	1,640	1,244	1,634	1,244
	<u>1,824</u>	<u>1,441</u>	<u>1,802</u>	<u>1,421</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

15 Creditors: amounts falling due within one year

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Loans	2	2	2	2
Trade creditors	175	215	175	215
Taxation and Social Security	55	52	55	52
Other creditors	46	34	16	6
Accruals	83	65	82	65
Grants payable	1,488	1,668	1,488	1,668
	1,849	2,036	1,818	2,008

Grants payable represents grants committed for 2024 before the end of the 2023 financial year.

16a Analysis of group net assets between funds (current year)

	Unrestricted	Designated	Restricted	Endowment	Total 2023	Total 2022
	Funds	Funds	Funds	Funds		
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	4,552	541	-	5,093	5,315
Investments	4,588	-	206	2,550	7,344	6,720
Investment properties	-	1,575	155	-	1,730	1,774
Current assets	1,595	1,240	1,198	-	4,033	6,389
Current liabilities	(1,818)	-	(31)	-	(1,849)	(2,036)
Pension Fund	-	-	-	-	-	(986)
	4,365	7,367	2,069	2,550	16,351	17,176

16b Analysis of group net assets between funds (prior year)

	Unrestricted	Designated	Restricted	Endowment	Total 2022	Total 2021
	Funds	Funds	Funds	Funds		
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	4,741	574	-	5,315	5,831
Investments	4,188	-	189	2,343	6,720	7,667
Investment properties	-	1,621	153	-	1,774	775
Current assets	3,562	1,777	1,050	-	6,389	6,160
Current liabilities	(2,008)	-	(28)	-	(2,036)	(1,909)
Pension Fund	(986)	-	-	-	(986)	(487)
	4,756	8,139	1,938	2,343	17,176	18,037

17 Defined benefit arrangements

The Scheme is a registered scheme under UK legislation and is subject to the scheme funding requirements. The Scheme was established from 7 April 1962 under trust and is governed by the Scheme's trust deed and rules dated 16 October 2006, and supplemental trust deed dated 12 February 2015. The Trustees are responsible for the operation and the governance of the Scheme, including making decisions regarding the Scheme's funding and investment strategy in conjunction with the Charity.

The Scheme provides pension benefits which are related to the members' salary upon the closure of the Scheme to future accrual (or upon leaving if earlier) and their length of service.

The Scheme exposes the Charity to actuarial risks such as; market (investment) risk, interest rate risk, inflation risk currency risk and longevity risk. The Scheme does not expose the Company to any unusual Scheme-specific or Company-specific risks.

The most recent formal actuarial valuation of the Scheme was as at 31 December 2021.

The liabilities at the reporting date have been calculated by updating the results of the formal actuarial valuation of the Scheme for the assumptions as detailed in these disclosures. Allowance has been made for expected mortality over the period, as well as actual movement in financial conditions since the valuation date.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Scheme at the accounting date and those included in the disclosures.

The valuation as at 31 December 2021 revealed a surplus and so no Recovery Plan was required. In accordance with the Schedule of Contributions dated 25 July 2022, the Baptist Missionary Society will continue to pay £150,000 a year towards the expected cost of the expenses of running the Scheme. The contributions paid by the Charity are reviewed every three years as part of each formal actuarial valuation. The Scheme's next actuarial valuation is due at 31 December 2024.

The liabilities of the Scheme are based on the current value of expected benefit payment cashflows to members approximately over the next 60 years. The average duration of the liabilities is approximately 13 years.

The Scheme's investment strategy is to invest broadly 60% in matching assets (LDI and Bonds) and 40% in return seeking assets (Multi Strategy Credit, Sterling and secure income). This strategy reflects the Scheme's liability profile and the Trustees' and Charity's attitude to risk.

The Scheme does not hold any ordinary shares issued or property occupied by the Company.

The Board of Trustees' investment strategy includes investing in liability driven investment, the value of which will increase with decreases in interest rates and will move with inflation expectations.

Over the year, the Scheme has increased its level of hedging against interest and inflation risk from around 65% of to 90% of the liabilities on the technical provisions basis from the 2021 valuation.

The growth assets held are expected to provide protection over inflation in the long term. Note that the Scheme hedges interest rate risk on a statutory and long-term funding basis (gilts) whereas AA corporate bonds are implicit in the FRS102 discount rate and so there is some mismatching risks to the Charity should yields on gilts and corporate bonds diverge.

The Scheme's exposure to corporate bonds mitigates this risk to some extent.

The Scheme does not directly hold any financial derivatives but invests in funds which hold the derivatives required to hedge the Scheme's interest rate and inflation. The main risks associated with financial derivatives include: losses may exceed the initial margin, counterparty risk, and liquidity risk. These risks are managed by the monitoring of investment managers to ensure they have reasonable levels of market exposure relative to initial margin and positions are fully collateralised on a daily basis with secure cash of gilts collateral.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

A full actuarial valuation of the Scheme was carried out as at 31 December 2021 and has been updated to 31 December 2023 by a qualified independent actuary.

The amounts recognised in the statement of financial position are as follows:

	2023	2022
	£'000	£'000
Defined benefit obligation	(22,493)	(22,346)
Fair value of plan assets	22,658	21,360
Net defined benefit (liability)/asset	<u>165</u>	<u>(986)</u>
Restriction on asset recognised	(165)	-
Net amount recognised at year end (before any adjustment for deferred tax)	<u>-</u>	<u>(986)</u>

The amounts recognised in comprehensive income are:

The current and past service costs, settlements and curtailments, together with the net interest expense for the year are included in profit or loss. Remeasurements of the net defined benefit liability are included in other comprehensive income.

	2023	2022
	£'000	£'000
Service cost:		
Current service cost (net of employee contributions)	-	-
Administration Expenses	281	230
Loss/(gain) on plan introductions, changes, curtailments and settlements	-	-
Net interest expense/(credit)	<u>5</u>	<u>8</u>
Charge/(credit) recognised in profit or loss	<u>286</u>	<u>238</u>
Remeasurements of the net liability:		
Return on scheme assets (excluding amount included in net interest expense)	390	14,974
Actuarial (gains)/losses	245	(14,413)
Adjustment for restrictions on the asset recognised	165	-
Charge/(credit) recorded in other comprehensive income	<u>800</u>	<u>561</u>
Total defined benefit cost/(credit)	<u>1,086</u>	<u>799</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

Principal Actuarial Assumptions	2023	2022
Liability Discount rate	4.55%	4.85%
Inflation assumption (RPI)	3.15%	3.25%
Inflation assumption (CPI)	2.55%	2.65%
Rate of increase in salaries	2.55%	2.65%
Revaluation of deferred pensions	2.55%	2.65%
Revaluation of deferred pensions (after 2030)	2.55%	2.65%
Pension increases:		
Pre 6 April 2006 benefits (RPI max 5%)	3.05%	3.15%
Pre 6 April 2006 benefits (CPI max 5%)	2.55%	2.60%
Pre 6 April 2006 benefits (greater of RPI/CPI max 5%)	3.05%	3.15%
Pre 6 April 2006 benefits (greater of RPI/CPI max 2.5%)	2.15%	2.20%

Proportion of Employees commuting pension for cash 0% of max on current terms 0% of max on current terms

Assumed life expectancies on retirement at age 65 are:	2023	2022
Male aged 65 at year end	85.1	85.3
Female aged 65 at year end	88.1	88.6
Expected age at death of future pensioner at age 65:		
Male aged 45 at year end	86.0	86.2
Female aged 45 at year end	89.3	89.7

Reconciliation of scheme assets and liabilities

	Assets	Liabilities	Total
	£'000	£'000	£'000
At start of period	21,360	(22,346)	(986)
Benefits paid	(1,154)	1,154	-
Administration expenses	(281)	-	(281)
Current service cost	-	-	-
Contributions from employer	2,072	-	2,072
Contributions from employees	-	-	-
Interest income/(expense)	1,051	(1,056)	(5)
Return on assets (excluding amount included in net interest expense)	(390)	-	(390)
Actuarial gains/(losses)	-	(245)	(245)
Gain/(loss) on plan introductions and changes	-	-	-
Gain/(loss) on curtailments	-	-	-
Assets distributed/liabilities extinguished on settlements	-	-	-
Assets acquired/liabilities assumed in a business combination	-	-	-
Fair value of scheme assets	22,658	(22,493)	165

	2023	2022
	£'000	£'000
The return on Scheme assets was:		
Interest income	1,051	670
Return on plan assets (excluding amount included in net interest expense)	(390)	(14,974)
Total return on Scheme assets	661	(14,304)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

The major categories of scheme assets are as follows:

	2023	2022
	£'000	£'000
Multi Strategy Credit Fund	2,623	4,284
ICS Sterling Liquid Environmentally Aware Fund (LEAF)	19	335
Strategic Alternative Income Fund (SAIF)	6,775	5,987
Liability Driven Investment	7,346	4,925
Cash and net current assets	2,454	4,872
Bonds	3,440	957
Total market value of assets	22,657	21,360

Estimation of next period's profit or loss

	2024
	£'000
Service cost - inc. current & past service costs, settlements	-
Service cost - administrative cost	281
Net interest on the net defined liability	-
Total expense	281

18 Post Balance Sheet event

On 24 April 2024 and 9 May 2024, the charity completed the sale of two properties respectively which included in Fixed Assets at the Balance Sheet date at net book value of £476,000. The sales proceeds after costs were £1,343,000.



BMS World Mission

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Follow us **@BMSWorldMission**

The Baptist Missionary Society: registered in England and Wales
as a charity (number 1174364) and a company limited by guarantee (number 10849689)

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THE BAPTIST MISSIONARY SOCIETY

England & Wales - Charity number 1174364

Accounts

A photograph of a classroom scene. In the center, a young woman with long dark hair in two braids, wearing a dark blue school jacket with yellow stripes, is smiling and looking towards the right. To her left, a young boy in a similar school uniform looks off to the side. On the right, the profile of an older woman with glasses, likely a teacher, is visible as she interacts with the students. The background shows a desk with papers and a light blue wall.

TRANSFORMING LIVES BMS WORLD MISSION

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

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A word of introduction

Dear friends,

The Annual Report demonstrates the powerful ways in which God has been working through BMS World Mission's support during these last 12 months.

As this report gives us pause to look back, Ukraine is so close to the heart of our memories. As news of the war reached us at BMS World Mission (BMS), our thoughts turned to our partners in Donbas. Long before the turmoil made headlines, Baptist churches in that region were responding to wartime conditions. Our phone lines began ringing constantly as our supporters, and many who had never given to BMS, demonstrated an unprecedented outpouring of love and generosity.

The war set off seismic waves of devastation for those already struggling as the cost of fuel and food soared. In July, our eyes were raised by cries from our partners and workers alerting us to alarming collapses of living conditions in their countries. Our supporters redirected their support to our Global Cost of Living appeal, aimed at meeting the increased needs of those on the margins. Through their support for those falling outside the headlines, transformation was achieved with imagination and innovation, notably in Uganda, where agricultural projects set up in response to the crisis have taken root.

As the year drew to a close, we asked supporters to remember Afghanistan with our Christmas appeal, where those already hurting from the shift in power in 2021 are now also burdened with the global crisis. They humbled us with their willingness to support our mission workers in setting up agricultural projects that can generate food, income and hope for desperate communities.

The year may have felt heavy, but God remained faithful. We pray this is reflected within these pages – that as you read of the work you enabled, you encounter a God who remains infinitely loving and intimately concerned about the detail of our lives.



A handwritten signature in black ink, appearing to read 'Kang-San Tan'.

Dr Kang-San Tan
General Director



A handwritten signature in black ink, appearing to read 'Marc'.

Rev Marc Owen
Chair of the Board of Trustees

OUR VISION

To respond to the suffering and injustice of a troubled world with the hope of abundant life in Christ.

OUR MISSION

We aim to share life in all its fullness with the world's peoples by enabling them to know Christ; alleviating suffering and injustice; and improving the quality of life with people as the primary agents of change, through motivating, training, sending and resourcing them.

HOW WE DO IT

We aim to make real our vision and mission through our primary commitment to partnering with the Global Church to grow local mission movements. Through these partnerships we aim to bring transformation, to the most marginalised, the least evangelised and to people on the move.





Least Evangelised

BMS takes the good news of Jesus to places where it's never been known. Every year, thousands of people in the hardest-to-reach countries hear the gospel through BMS' work.

Most Marginalised

BMS deliver practical help to people in desperate circumstances. By providing pathways to education, flourishing livelihoods and good healthcare for those with the fewest opportunities, we tackle injustice and suffering, and bring hope to the world.

People on the Move

More people than ever find themselves displaced – by war, natural disasters or persecution. Whether dispersed within their own countries or forced across borders, people on the move are met with support, shelter and a warm welcome.

Threaded through all BMS work are the twin callings of creation stewardship and gender justice, without which abundant life in Christ is not possible.

ACHIEVEMENTS & PERFORMANCE

Cost of living crisis : we shone hope into the brokenness

Global Cost of Living appeal

The war in Ukraine rightly occupied much news space last year, but as its effects spread further afield, marginalised communities suffering the impact failed to make the spotlight. The global nature of our work meant we knew early on, from our mission workers and partners, that the global cost of living crisis was having a devastating effect on many other countries.

In July, we set up our Global Cost of Living appeal to start directing gifts to these other places, where fuel and food prices were on the rise, sometimes more than doubling, bringing people to the brink of starvation and destitution. Incredibly, we raised more than £96,000 to support projects in Uganda, Lebanon and Nepal that are helping families to weather this crisis, as well as shoring up similar work across the world.

In Uganda, exploitative middlemen were set to make a tidy profit from farmers who could no longer afford to transport their crops to market themselves. A farmer like Richard, living in Gulu, was already struggling to feed his family, sometimes surviving on just one meal a day. Our international mission workers, Benon and Genesis, devised a way to help farmers avoid exploitation with a project they called 'Cek Cam', meaning 'abundant food', which aims to cut out the middleman altogether. With funding, they were able to arrange storage facilities for the farmers, allowing them to store their produce and wait until market prices are high before selling. Produce sold this way mean farmers like Richard can earn as much as 35% more.

These are just a few snapshots of lives in places of great struggle, where even the smallest gifts are bringing eternal change.

The people of Lebanon have been especially hard hit by the economic crisis. Triple-digit inflation has left around 80% of the population in Lebanon in poverty, with 90% wiped off the value of salaries since 2019. At the same time, they are hosting the highest number of refugees per capita and per square kilometre in the world. Gifts have allowed BMS partners in Lebanon to shine hope into the brokenness. Maha and her family, who fled Aleppo in 2013 with nothing, have found two lifelines since settling there: a BMS-supported Church Learning Centre where their children are receiving an education, and their faith in Jesus.



We raised almost
£100,000 to
support those
on the brink of
destitution

We helped
Ugandan farmers
to earn **35%**
more from their
crop sales

We created
a safety net for
some of the
80% of Lebanon's
people left in
poverty

ACHIEVEMENTS & PERFORMANCE

Ukraine

“We’re in the middle of the largest Baptist response ever... BMS came alongside us straight away.”

In his wisdom, Solomon wrote, *“In their hearts humans plan their course, but the Lord establishes their steps”* (Proverbs 16 : 9).

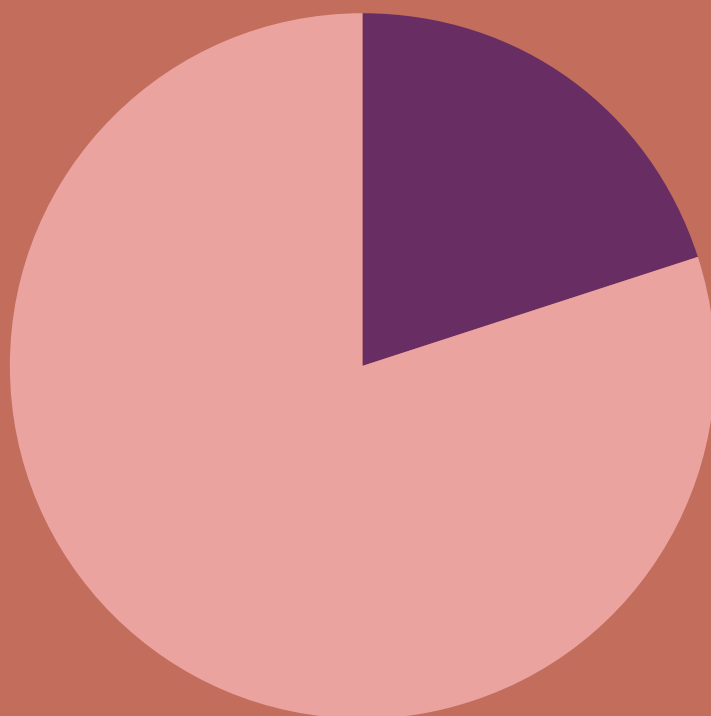
In the days before war broke out in Ukraine, we at BMS thought we had our appeals for 2022 mapped out. None of us knew that one of the greatest appeals in our 231-year history was around the corner, unimaginable by us. But God knew. He had already been at work in the hearts of our supporters, who channelled money our way from every direction once they caught the news, and in the hearts of our Baptist brothers and sisters across Europe, who were well placed to offer immediate help to those in need.

As European Baptist Federation (EBF) General Secretary, Alan Donaldson, shared on stage at Baptist Assembly with BMS Director of Strategy, Steve Sanderson, “There are about 2,500 Baptist churches in Ukraine. Within one day of the war starting, 600 of them had been designated places of refuge.” In fact, the Baptist family is the largest Protestant denomination in Ukraine. Through this network of believers, we were able to counter the stories of darkness coming out of the fighting with reports of hope from our partners on the ground – reports of Baptist volunteers helping to build temporary hospitals in Lviv; of a Baptist couple married in the same war-torn district, who spent the days before their wedding volunteering; of a church established in Severodonetsk to minister to people struggling with addiction, where former alcoholics and drug addicts preached a gospel of personal salvation in the face of the conflict.

Alan Donaldson said, “We’re in the middle of the largest Baptist response ever, and that is not a place you want to be alone. BMS came alongside us straight away.” Our supporters’ immediate response enabled us to partner with churches in Ukraine and neighbouring countries through EBF.

According to updates from the Union of Ukrainian Baptists, its churches have been involved in every aspect of the humanitarian response, including evacuation, resettlement, delivery of homecooked food and supplies, and prayer support. And across neighbouring countries, Poland particularly, churches were enabled to step forward by the Baptist family network, and by the ready and generous response to an appeal none of us planned.

20% of the total
EBF Ukraine relief fund
was contributed by BMS
supporters



Afghanistan

When BMS World Mission evacuated from Afghanistan in the summer of 2021, we had been working in this fragile nation for a quarter of a century. Since then, unemployment rates and inflation in Afghanistan have rocketed, while intense droughts and natural disasters have had a devastating impact on much of the country.

Many agencies struggled to resume their work, yet persistent prayers helped pave a way for a return in September 2022. Our mission worker Ruby* became a beacon of hope. Through our Afghanistan Christmas appeal, Ruby, who is a BMS agriculturalist, has been equipped to help people like Fazal* and his family in the mountains of rural Afghanistan in desperate need. She has taught them how to farm more effectively and store water safely. In these ways, we helped people survive the bleakest of winters.

And then in December 2022, the de facto authorities in Afghanistan banned Afghan women from working for NGOs. It is hard to overestimate the enormous contributions made by Afghan women in this area of work. In response to the ban, and with our full support, our partner organisation in Afghanistan has paused operations to stand in solidarity with its female staff.

And so we lament another pause to the work in this wonderful country. The gifts received for Afghanistan will help those in need as soon as it is practicable for the projects you make possible to resume. Until that time, while our partner works with other NGOs to lobby the Government, we invite you to pray. Mary*, a BMS World Mission worker who served in Afghanistan until the evacuations in 2021, encouraged us with her words for the nation:

"My hope is that people will remember from these past 20 years that life can be different... My hope is that God will turn this around.

And for that we desperately need people to pray and to keep praying for Afghanistan."



*The names of Ruby, Fazal and Mary have been changed for security reasons.

ACHIEVEMENTS & PERFORMANCE

Least Evangelised

BMS takes the good news of Jesus to places where it's never been known. Every year, thousands of people in the hardest-to-reach countries hear the gospel through BMS' work. We will use all we have learnt over the decades to train mission workers to break new ground, and we will send people from all directions in all directions.

Across Asia, we have collaborated with partners in establishing a mission hub in India, which recruits and trains mission workers to be co-sent across the region.

Over in Thailand, since the first person in the village of Wang Daeng came to know Christ in 2018, the church has been growing steadily, and is now thriving.

BMS takes the good news of Jesus to places where it's never been known.

In North Africa, we remain in an exploratory phase, both in terms of building sustainable partnerships and in our approach to training and sending people into such volatile and sensitive areas. Elsewhere, we have returned to work and grown our presence in countries such as Guinea, where the word of Jesus has rarely been heard.



IMPACT BY NUMBERS

625 Mission workers and BMS-supported partner workers across the globe (target: 300)

107 Church planters co-supported by BMS across India

1,044 Churches planted in hard-to-reach locations (target: 208)

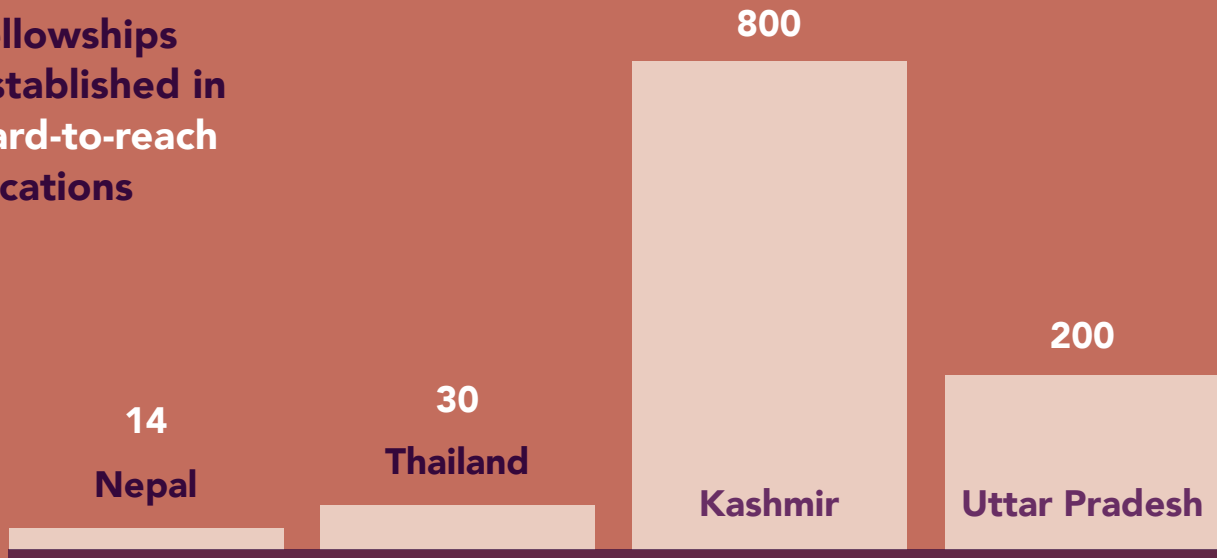
57,000 People involved in associated churches and Christian networks

FUTURE PLANS

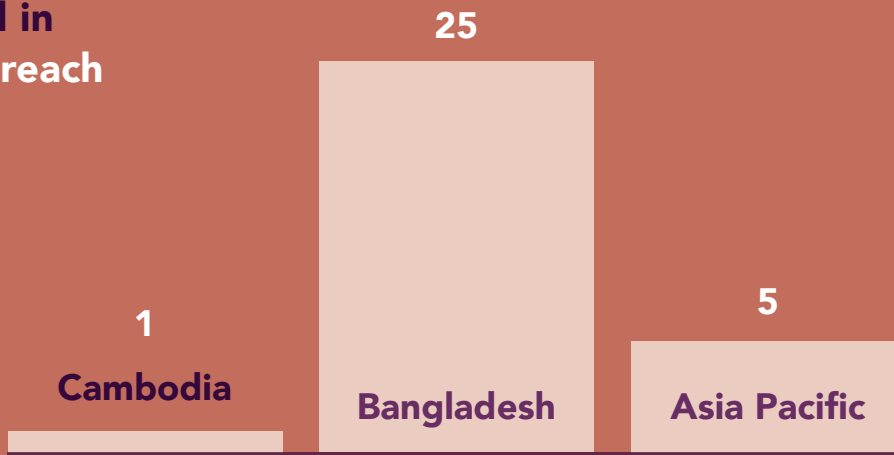
The mission training hubs that were part of last year's 'looking forward' are now taking root.


The next stage for all of these hubs is for those trained to go and live out their calling in their local contexts. Thanks to prayers and support, the fruits of this can be seen across India, where churches are being planted and hubs are becoming self-funding, which liberates BMS and our partners. The future focus is how to create sustainable funding and growth for the training hubs outside of India, where the vast increase in people playing a part in mission gives grounds for real optimism. Your prayers inspire us into the hardest-to-reach places and, as partnerships become established in North Africa, we pray the next 12 months will bring stories of progress.

Number of fellowships established in hard-to-reach locations



Number of fellowships established in hardest-to-reach locations





**While they were eating,
Jesus took bread, and
when he had given thanks,
he broke it and gave it to
his disciples, saying,
“Take and eat;
this is my body.”**

Matthew 26: 26

ACHIEVEMENTS & PERFORMANCE

Most Marginalised

BMS delivers practical and spiritual help to people in desperate circumstances. By providing pathways to education, flourishing livelihoods and good healthcare for those with the fewest opportunities, we tackle injustice and suffering, and bring hope to the world.

Our work aims to bring abundant life to those with the fewest opportunities, who are furthest behind and are the most excluded. BMS sends skilled mission workers to places and partners in the world's poorest countries. As surgeons at an understaffed, underfunded hospital in Bardaï, a remote region in the north of Chad, Andrea and Mark Hotchkin are a great example of this type of work.

We work with local churches, who are best placed to bring to life community transformation. In Bangladesh, Louise and Peter Lynch partner with the Bangladesh Baptist Church Sangha to respond in communities where the need is greatest. They create programmes to help now and in the future, such as providing waterproof bags to school children in monsoon-hit Rangpur District and helping to establish the first Baptist youth mission programme in the country.

We can do more together than we ever could alone

Through partnerships with established and trusted local agencies, we can do more together than we ever could alone. For example, in Nepal, we work alongside the Multipurpose Community Development Service, who come alongside villages to improve all aspects of life, including health, sanitation, water management and education.



IMPACT BY NUMBERS

8 Baptist conventions in high-risk regions trained in disaster risk mitigation (target: 2)

1,900 People using new professional skills in everyday practice (target: 1,000)

7,500 People trained in community-led model of building churches (target: 300)

52,000 Community members benefiting from BMS-supported work in poorest countries* (target: 50,000)

* according to the Multidimensional Poverty Index

FUTURE PLANS

As the BMS approach to mission continues to shift in the direction of partnerships and resourcing local workers to tackle local suffering, prayers are needed over the next 12 months for even more local solutions.

While at the time of writing, the work in Afghanistan is paused in solidarity with the female Afghan workers, the hope is that vital work there resumes as soon as possible. It took a lot of prayers and financial sacrifice to make return a reality and our mission workers are eager to honour that. Global instability in 2023, in the shape of political and economic collapse in Sri Lanka and Lebanon, and extreme weather in Chad, Uganda and Bangladesh, means the work in those areas remains as necessary as ever.

Number of lives impacted by country



Number of people putting new skills training into practice





Our target is
to see the lives of
250,000 marginalised
community members
changed by 2025

Victory twice over in Uganda

Prayers and gifts have long sustained our partner the Ugandan Christian Lawyers Fellowship (UCLF) as they work to educate and protect the rights of the most marginalised. One example is the case of an elderly man, Luzzi Francis. He had been dragged to court by a rich neighbour who took wrongful possession of Luzzi's smallholding (kibanja), his only means of providing for his family and dependents. UCLF fought for Luzzi's rights and kept encouraging him in the Lord. At last in 2022, after years of disputes, the case was decided in Luzzi's favour, and he has been able to return to farming peacefully. After the conclusion of the case, Luzzi came to the UCLF offices to share his decision to commit his life to Jesus Christ.



Village transformation in Nepal

Last year, we asked that God would bless our work in Nepali villages. We're so thankful for the tangible ways in which our prayer was answered: notably in the incredible sum BMS supporters raised for Good Land, our harvest appeal. A total of £168,761 was raised to support work in villages like Ghusel, high in Nepal's Himalayas. Partnership became the beating heart of Good Land, guiding who would be at the centre of this appeal. It wasn't BMS workers, with our ideas, aspirations and dreams, but the people of Ghusel who knew exactly how to improve life in their community. Thank you to our supporters for making that change possible, bringing amazing improvements to education, livelihoods and clean water practices in Ghusel – and transforming lives forever.



X-rays hit the spot in Chad

We could write about the many patients who have had an X-ray since the machine was put in place, and the many who thought they would like to have an X-ray but had to be told that it wasn't quite as simple as having a picture taken for fun. This, however, is about an eight-year-old girl who arrived at the hospital complaining of lumps in her neck. It looked like a case of tuberculosis (TB), and BMS mission worker Mark Hotchkin thought he would have to take a biopsy under anaesthetic. Instead, he could take an X-ray, which confirmed TB in her lungs. Mark writes, "It is so much easier to be able to diagnose TB this way. We know there will be many others who can now have their problems diagnosed here in Bardai rather than facing a long journey just for an X-ray. Thank you to our supporters for being part of a truly life-saving development."



ACHIEVEMENTS & PERFORMANCE

People on the Move

More people than ever find themselves displaced – by war, natural disasters or persecution. Whether dispersed within their own countries or forced across borders, supporter prayers and donations mean people on the move are met with support, shelter and a warm welcome.

This unprecedented displacement is a sign of the world's fragility. We help overcome this fragility by improving services in origin countries, establishing partnerships of humanity in places of transit, and enabling networks of Christian welcome in destination countries.

As part of our mission to establish partnerships of humanity, we're working with a new partner

on the Greek island of Lesbos, home to the Mavrovouni Refugee Camp. The first project of this partnership is the construction and running of a women's centre, which includes everything from showers to laundry services, a hospitality area and a 'shop' to distribute clothes.

After years of continued catastrophe, supporter commitment has enabled networks of Christian welcome through our long-standing partners in Lebanon. They work alongside local churches to implement relief projects for vulnerable individuals and families – families like that of Imane, a Syrian refugee in Beirut. "The food prices are out of this world," she says. But the voucher she received from the church made a big difference.



IMPACT BY NUMBERS

46 Percentage of mission workers in poorest countries* (target by 2025: 66%)

80 Percentage of people receiving vital skills for 'destination life' (target: 80%)

168 People trained to help reach refugees (target: 96)

10,500 Displaced people cared for while on the move (target: 400)

* according to the Multidimensional Poverty Index

FUTURE PLANS

The arrival of Sam Chaise to lead our 'People on the Move' work is exciting news and a real answer to prayer.

With Sam in mind and looking ahead across the next 12 months, we need prayers for more people trained to work with refugees. This includes developing a partnership designed to train Arabic and Farsi-speaking mission workers in western Europe. Through your incredible generosity responding to the Ukraine crisis, this work with people on the move has really grown, and so the next focus – and need for prayer – is on improving how to support refugees once they reach their destination. We are currently exploring new partnerships to increase our presence in destination countries and ask you to watch this space – and pray – over the coming year.

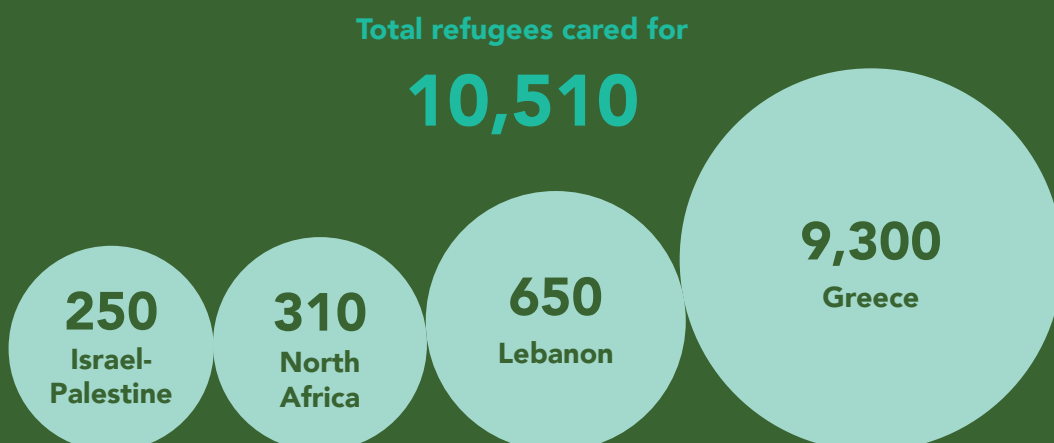


Sam Chaise

Number of lives impacted by country



Number of refugees cared for by country/region





**Thank you for shower.
Thank you for laundry.
Thank you for food. Thank
you for all this place.**

*Woman at BMS-supported
facility outside Mavrovouni
refugee camp,
Lesbos, Greece*

Why they love Mondays in Lebanon

In Lebanon, our partner operates a number of church-based learning centres. One of the teachers shared this with us recently: "I have never met such grateful kids, welcoming every act of kindness like a golden opportunity. 'Who's happy it's a Monday?' I asked, not expecting positive feedback. One of my pupils replied, 'We love Monday because it means we come to school.'" When you live with a refugee status stamped on you, you cannot escape your vulnerability in an already collapsing country. Syrian refugees, and many Lebanese families, now live below the poverty line on less than £1 a day, but our partner's holistic approach to ministry gives every child hope.



Finding peace amid desperation in Lesbos

Lesbos is a key location on the perilous journey known as the Eastern Mediterranean route, travelled by desperate people fleeing from Syria, Afghanistan and Iraq. It is why BMS is partnered with an organisation working on the Greek island. They run services near Mavrovouni refugee camp. Recently, a refugee asked to volunteer with our partner. She said she had been able to find peace in that place from the first time she came to pick up food from the foodbank. In some of their conversations, our partner workers were able to tell her that Jesus is the one who gives us peace. They prayed for her over her passport application. The next day, she came back and said she was so happy because she had received a positive decision. She said, "I know that God did this for me."



Protection from persecution in the Middle East

Husband and wife Mike and Sabreen come from Egypt, where they faced severe persecution after their Christian conversion became known to their families. They fled to Turkey. Once there, BMS' on-the-ground partner was able to help Mike find a job, meaning he could support his family in their new home. Unfortunately Mike lost that job when his employer looked on his Facebook page and found Christian content. Mike has since found part-time work, but it has not been enough, especially when Sabreen urgently needed an operation. As a result of our partner's support, Sabreen was able to undergo surgery and receive three months of vital post-operative care, allowing Mike to keep the family together and a roof over their head.



CELEBRATING SUPPORTERS

None of all that has featured over the last 21 pages could have happened without the incredible financial and prayerful generosity of UK churches and our supporters.

From the small, quiet prayer at their desk when a story of transformation drops into their email inbox to a fundraising event involving the whole church community, it all makes a difference. We are constantly surprised and inspired by the tales that reach us of your acts of kindness and sacrifice.

We also know that there may be many stories that we never hear about, or when we do, it is in the form of an answered prayer or an unmarked cheque. You make all this work possible, and for that we remain always grateful.



THANK YOU!

LEAVE THE GIFT OF LIFE

**By leaving a gift to
BMS World Mission
in your will, you can
transform lives for
generations to come**

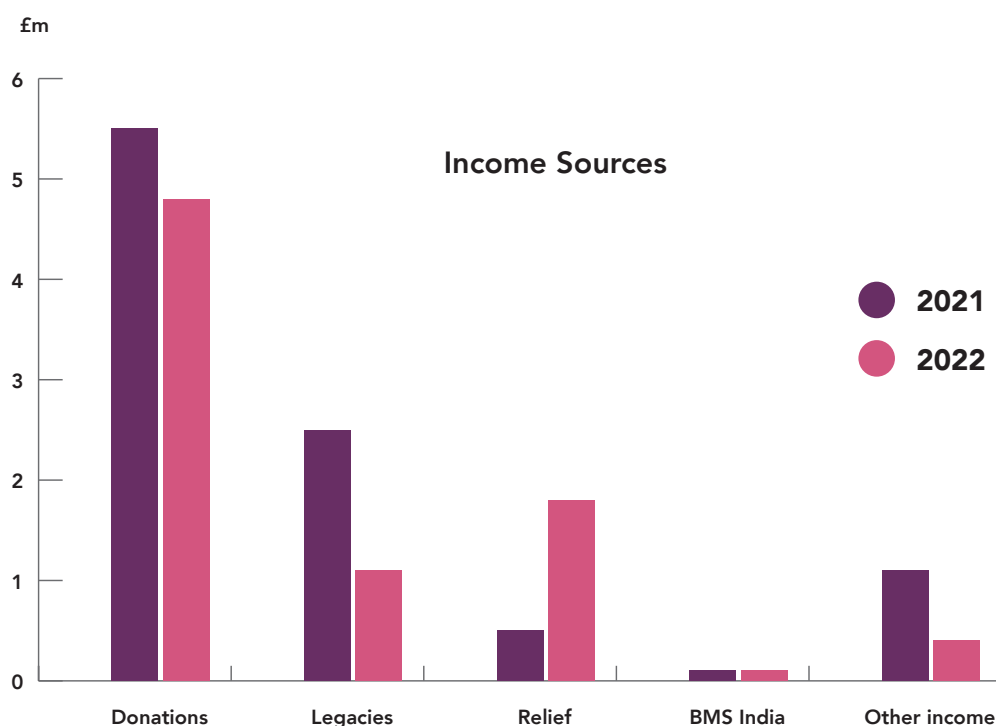
For more details scan
the QR below or visit:
www.bmsworldmission.org/legacies



Expenditure

Total expenditure for the year was £8.3m (2021 £7.6m) of which £7.9m (2021 £7.2m) was committed to supporting and developing the various charitable objects of BMS: this represents 95% (2021 96%) of total expenditure. "Historic partners" represents work that is being phased out over a period of 4 years since the introduction of the new strategy in 2021. Historic partners have continued to achieve impact in our previous strategic areas. The overall expenditure takes into account commitments that have been made to partners, a number of which have struggled with the global cost of living crisis.





Categories of income

The graph compares categories of income for 2022 with that of 2021. There has been a decline in donation income but church giving has remained strong. A significant number of individuals were exceptionally generous in giving to our Ukraine appeal, included in the relief figure.

Legacy income returned to normal levels in 2022 following receipt of an exceptionally large legacy at the end of 2021. Legacies continue to provide a steady source of income for the organisation. BMS India income has increased over 2021 as the guesthouse was fully operational for the whole of 2022 after a restricted operations in 2021 due to Covid. Profits from the guesthouse are normally used to support initiatives such as Street Servants in Kolkata.

Other income represents resource and Christmas card sales and rental income from properties. There were no sales of properties in the year (2021 one sale)

Net income/(expenditure) before movement on investments

The net expenditure before movement on investments for 2022 was £0.1m (2021 net income of £1.6m), consisting of a deficit on unrestricted funds of £1m (2021 surplus of £1.4m) and a surplus on restricted funds of £900k (2021 surplus of £154k). During the budgeting process for 2022 the trustees had approved a draw from unrestricted reserves of £0.6m consisting of investment in the new strategy of £309k and to minimise the post-Covid economic impact on the organisation of £318k. In addition, unrestricted income levels were lower than budgeted due to the displacement of some unrestricted donations to our successful restricted Ukraine Appeal. This accounts for the deficit on the unrestricted funds and the surplus on the unrestricted funds.

Investment properties

Previously properties which were let out commercially were held within the tangible fixed asset register at cost less accumulated depreciation. During the year, this has been corrected to include them at fair value as investment properties.

Trustee report

The Board of Trustee Directors (Board) of the Baptist Missionary Society (also known as 'BMS World Mission' and 'BMS') presents its annual report and audited financial statements for the year to 31 December 2022 (with comparative figures for the year to 31 December 2021).

The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a director's report as required under company law, and the Statement of Recommended Practice (SORP) – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

Statement of trustees' responsibilities

Trustee Directors (trustees) are responsible for preparing the Strategic Report, the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charity and of the incoming resources and application of resources, including the income and expenditure, of the group and charity for that period.

In preparing these financial statements, 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 accounting estimates that are reasonable and prudent.
- state whether applicable UK 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities..

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

The trustees who held office at the date of approval of this Trustees' Report confirm that, so far as they are each aware, there is no relevant audit information of which the charity's auditor is unaware, and each trustee has taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

Sayer Vincent LLP was reappointed as the charitable company's auditor and has expressed its willingness to continue in office.

The trustees' Annual Report, including the Strategic Report, was approved by the trustees on 25 May 2023 and signed on their behalf by:

David Marc Owen
Chair of Trustees
25 May 2023



Objectives and activities

Charity objects and public benefit

BMS exists to see people brought to faith in our Lord and Saviour Jesus Christ and experience the abundant life that only he can provide. This enables Baptist churches to respond to the call of God throughout the world in making known the gospel of Jesus Christ, to prevent and relieve poverty, sickness and human suffering caused by disasters overseas, and to promote and advance healthcare and education.

BMS brings public benefit by focusing on some of the Most Marginalised and Least Evangelised areas of the world, and with People on the Move who are displaced from their homes in these areas. BMS works in places where churches are scarcely present, and in some of the poorest nations as defined by the Multidimensional Poverty Index (MPI). We work on service delivery through partners in the bottom quarter of the MPI where state and market are inadequately developed to support basic human resilience and flourishing, and working with partner churches towards community transformation, to meet localised gaps not covered by the state or market in the third quarter of the MPI.

BMS aims to support people with opportunity and basic services in locations that have a high refugee outflow towards Europe and is also developing work with transit refugees on the provision of basic humanitarian assistance.

The charitable work of BMS is funded by over £7.7m of public donations per annum (2021: £8m). The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.



Structure, governance and management

1. Structure

BMS is a registered company limited by guarantee in England and Wales, and a registered charity in England and Wales. It is governed by its memorandum and articles of association.

Baptist Missionary Society India - BMS has worked in India since its inception more than 200 years ago, but formally registered as a charitable organisation on 19 March 2015. Its objects align with those of BMS, who appoints the trustees. Accordingly, the consolidated accounts incorporate the activity of BMS India.

Baptist House Limited - BMS has a 50% share in Baptist House Limited. The 50% share of assets and liabilities of this joint arrangement with the Baptist Union of Great Britain (BUGB) has been included as an investment in Balance Sheet and details are included in Note 8b. BMS accounts for its share of the service charge as charitable and share of the surplus as unrealised investment income.

2. Governance

The BMS Council are the company members of BMS. Council members will normally serve three-year terms and may serve up to three consecutive terms. There may be up to 72 Council members who include the subscribers to the Memorandum, the trustees and those appointed by the Baptist Unions of Great Britain, Scotland and Wales, the Irish Baptist Networks, the colleges recognised as Baptist colleges, and by co-optation. The Council normally meets at least twice a year. In 2022 meetings were held on-line in May and October.

Trustees are elected by the Council and serve normally for a term of 3 years and may serve a maximum of 3 terms. Those nominated as potential trustees are reviewed by the Nominations Committee of the Board to ensure they have the necessary skills to contribute to the charity's development before being nominated to the Council for appointment.

When elected, each new trustee receives an induction pack including Charity Commission publications and a range of key organisation policies and documents. All trustees receive an induction, co-ordinated by the Chair of Trustees and the General Director, which includes a presentation on the organisation, an opportunity to meet key staff and become familiar with BMS. Trustees also have access to a secure intranet web-based system where they can access Board papers and other information. Trustees stay abreast of changes in good practice and legislation. They designate one full day meeting each year specifically for relevant Board training and in 2021 this included an in-depth workshop exploring the implications of polycentric mission for BMS. A Board Manual is used as a reference guide to good governance at Board level.

The Board has carried out a self-assessment against the Charity Governance Code and the Board concluded that the charity's overall governance is robust and in line with good practice. The Board has an action log to ensure continuous improvement against the Code's recommended practice.

From their self-assessment against the Charity Governance Code the Board has concluded that the charity's overall governance is robust and in line with good practice. During the year the Board has continued to reflect on how its governance can be developed, for example the composition and diversity of the BMS Council. During 2022 the Board initiated its first external governance review to add independent rigour to a review of practices. The consultant was appointed on 1 December 2022 and is undertaking their review during 2023.

Three committees have been constituted with specific terms of reference and functions delegated by the Board.

The Finance and Audit Committee – advises on all aspects of the charity's finances, including the financial accounts, annual estimates, risk management, investment management, income generation, property matters including Baptist House and Wallis House, salaries, mission personnel allowances, pensions and employment matters. They also advise on policy matters that relate to the future planning of the charity's finances, including such issues as reserves and the balance between the different categories of expenditure. They consider the appointment of the external auditors and any questions of their resignation or dismissal; discuss with the external auditors before the audit commences the nature and scope of the audit; receive the auditors' management reports following completion of their audit work and review the annual financial statements before submission to the Board of Trustees.

The Remuneration Committee – advises the Board of Trustees on the appropriate remuneration of the General Director and Executive Directors and their Terms and Conditions of employment. The Committee provides advice to the Board on staff grading structure, salaries and benefits.

The Nominations Committee – nominates people for appointment as trustees. The appointment of a trustee from amongst those nominated is made by Council members.

Safeguarding Trustee – a designated trustee has specific responsibility for oversight of safeguarding.

3. Management

Trustees are the governance-level decision-makers for the charity. The Board currently numbers 11 experienced and committed people from a wide range of backgrounds and experience who usually meet in formal Board meetings four times per annum. The Executive Directors attend meetings of the Board but do not vote (with the exception of the General Director who is a trustee).

Management of BMS is delegated to employed staff who are responsible for delivery of day-to-day operations to deliver the strategy set by the trustees in accordance with BMS policies.

Within BMS there are currently six main departments each with its own director:

- General Directorate – providing overall leadership for BMS with major emphasis on theological reflection, strategic development and representation
- Department of Finance and Operations – responsible for support functions for BMS including finance, investment management, risk management, administration and IT and governance
- Department for World Mission – responsible for BMS mission work overseas. Key roles include placement of mission personnel and relationships with overseas partner bodies
- Department of Intercultural Learning and Collaboration – responsible for pre-departure preparation and training partnerships

- Department of People and Culture – providing HR support for all staff and organisational development and learning
- Department for Communications and Funding – responsible for BMS’ corporate communications portfolio, including funding, creative content and church relations

Responsibility for our work overseas is supported by a team of Heads of Programme who have responsibility for mission personnel and partners and combine this with leading specific ministries. Broadly speaking our work falls into 4 main thematic areas. Evangelism and Discipleship, Developing Resilience, People on the Move and Capacity Strengthening and Cross-cutting Themes.

The charity works overseas with partner organisations, providing funding by way of grants and/or the provision of personnel. Details of these partners and grants can be found at Note 6 of the financial statements.

3.1 Pay and remuneration policy

The constitution makes particular provision for the General Director to be a trustee as well as an Executive of the charity. All other trustees give their time freely and no trustee remuneration was paid in the year, other than to the General Director. Details of this remuneration, trustee expenses and related party transactions are disclosed in Note 10 to the accounts.

Salaries of all staff, including the Executive Directors, are reviewed annually, taking inflation and the overall financial position of BMS into consideration. BMS follows a grading and evaluation structure, and benchmarks salaries from time to time (last carried out in 2019).

3.2 Grant making policy

Christian stewardship underpins the BMS grant making policy in that it demands our integrity, diligence, good practice and wisdom. Grant applications must meet specific BMS principles, represent good stewardship and be able to meet BMS criteria for monitoring, evaluation and learning. Partner organisations are subject to due diligence and money laundering procedures. In the period the charity awarded grants of £2.4 (2021: £1.8m). The trustees’ policy is that grants are made against a budget, approved by the Board of Trustees and managed by the Department for World Mission. Grants outside the budget are made from the mission innovation fund for new work, or from the relief fund in response to emergencies.



3.3 Investment policy and review of investment performance

The trustees have the power to invest in such assets as they see fit.

The statements of investments principles set out the principles governing decisions about investments for the general and endowment funds and incorporate the BMS ethical investment policy. These statements are reviewed by trustees regularly.

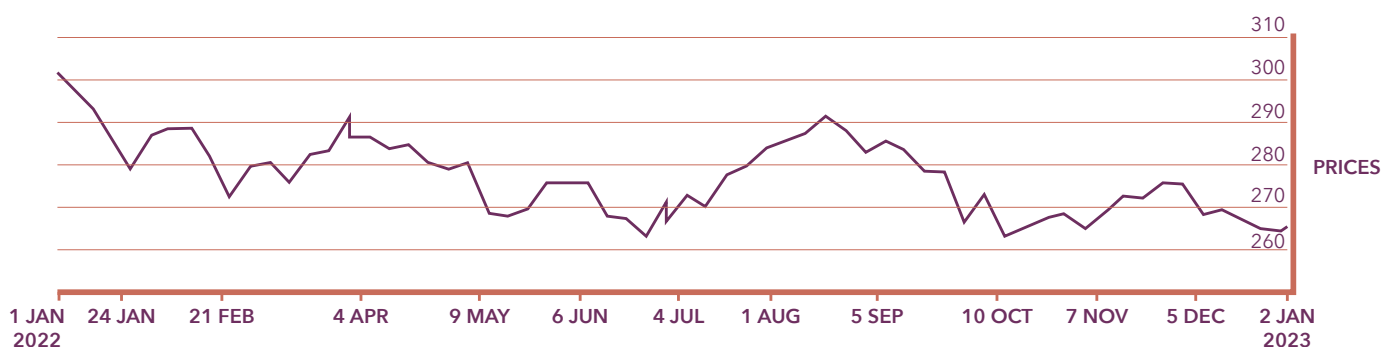
The entire BMS portfolio is invested in the CCLA Ethical Investment Fund to achieve investment requirements that balance income and capital growth, and to adhere closely to the BMS ethical investment policy. Both asset allocations are classified as 'medium' risk.

The BMS General Fund investments and Endowment Fund investments (unless specifically allocated in accordance with the fund) are in the COIF Charities Ethical Investment Fund. The income yield for the fund for year to 31 December 2022 was 3%, and the net annualised return for the Fund was -9.7% (to 31 December 2021 the yield was 3.4% and net annualised return 16.8%).

The market value of General Fund investments at 31 December 2022 was £4.2m (31 December 2021 £4.8m); endowment and property fund investments were £1.9m (31 December 2021 £2.9m).

The graph showing market review data demonstrates the fund performance

COIF CHARITIES ETHICAL INVESTMENT FUND 2022



Going concern

The trustees have made an assessment of the charity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements were approved for release. As a result of our assessment, we consider that the charity is able to continue to operate as a going concern and that it is appropriate to prepare the financial statements on a going concern basis.

We have made this assessment after reviewing the charity's forecasts and projections, which are being continually updated. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due; if necessary, this can be by drawing from investments. In making our assessment we did not consider there to be any material uncertainty relating to events or conditions that individually or collectively may cast significant doubt on the charity's ability to continue as a going concern following a review to consider any material risk.

Principal risks and uncertainties

Trustees regularly review the internal and external risks to BMS and give consideration to organisational attitude to risk. Trustees have identified the most important potential risks and uncertainties that may seriously affect the performance, future prospects or reputation of BMS, and have assessed how the risks are being managed.

Potential risk	How we manage the risk
<p>Safety and Security</p> <p>Risks are faced by BMS mission workers and staff as a result of the BMS strategy to work in fragile states amidst pronounced global insecurity.</p>	<p>BMS has a comprehensive 24-hour crisis management policy and crisis response plan, with detailed procedures for handling a wide range of crisis events. Our commitment to work in dangerous places requires us to embrace, but minimise, a certain level of risk. When necessary BMS withdraws or moves mission personnel for a period. Regular crisis response scenarios and reviews are undertaken to embed preparedness.</p>
<p>Safeguarding</p> <p>Issues around the protection of children and vulnerable adults in its care and in the care of mission workers.</p>	<p>BMS takes this risk extremely seriously. Well-developed communication and safeguarding processes are in place and BMS has entered a partnership with a specialist provider to train staff and partners and actively works to strengthen partner understanding of safeguarding. BMS has an experienced trustee with designated responsibility for safeguarding</p>
<p>Funding</p> <p>BMS support comes primarily from the Baptist denomination which provides a loyal and consistent support base. However, BMS is vulnerable to the financial strength, risks and uncertainties of the Baptist Unions of Great Britain, Scotland and Wales and their member churches. This is particularly exacerbated with the risks to the UK economy and the cost of living rises across the world.</p>	<p>An independent but close relationship is maintained with the three mainland Baptist unions to stay abreast of their own risks and uncertainties.</p> <p>Giving from individual supporters is being increased to decrease our dependency on income directly from churches. Several fundraising products and relationship management tools are used to build and enhance our relationship with supporting churches and individuals.</p> <p>Staff members are developed and trained in fundraising practice, and keep abreast of industry trends and innovations.</p> <p>Trustees are looking at different operating models to implement the strategy that could widen the funding base.</p>

Potential risk	How we manage the risk
<p>Impact</p> <p>Not demonstrating sufficient impact from our work, or failing to meet donor expectations.</p>	<p>BMS seeks to maintain strong connections with our donors through a wide range of high quality communication content. A plan is in place to proactively engage supporters in the new strategy.</p> <p>BMS has regular opportunities for supporter feedback so we can respond quickly to changing supporter expectations.</p> <p>BMS has a rigorous reporting framework used to gauge outcomes and assess impact.</p>
<p>Overseas Expenditure</p> <p>The majority of the charity's expenditure takes place overseas which heightens risks in terms of fraud and ensuring this is spent in accordance with the charity's objectives. The new 2021 – 2025 strategy extends activity into new areas of work and new partners.</p>	<p>BMS has a rolling programme in relation to partner capacity building. This ensures that there is greater financial scrutiny over the overseas transactions. Financial reviews and control capacity is monitored through regular reports to the Finance and Audit Advisory Committee.</p> <p>Special reviews are in place to support new strategic initiatives.</p> <p>A programme of partner visits is scheduled for 2023.</p>
<p>Organisational Agility</p> <p>BMS does not adapt to the rapidly changing landscape of global mission and ceases to be an effective and relevant organisation.</p>	<p>BMS has a strategy implementation plan and is developing a new operational model enabling the organisation to respond to events in an agile way.</p>
<p>Pension Scheme Funding</p> <p>The pension environment worsens leading to a failure of the investment strategy.</p>	<p>The closed DB pension scheme has been pushed back into a funding deficit by the turmoil in financial markets in September and October 2022. As a result, BMS is likely to have to make further contributions to the scheme and to underwrite the consequences of the scheme operating an investment policy involving a higher level of risk than previously.</p> <p>The Pension Trust has reviewed the scheme's investment and de-risking strategy. There is a strong collaborative relationship between BMS and the Pension Trust, with competent trustees and advisers. An integrated risk management approach is being followed for the scheme.</p>

Potential risk	How we manage the risk
<p>Inability to Deliver Long Term Strategy</p> <p>Failure to articulate long-term BMS strategy and give direction to organisation due to organisational changes in culture and structure being insufficient to deliver long-term strategy.</p>	<p>High levels of trustee scrutiny are in place to ensure integrity and wisdom of strategy including measures and monitoring of strategy using a Kaplan and Norton scorecard. Management regularly review the appropriateness of such measures.</p> <p>There is ongoing development of appropriate organisational procedures and protocols for polycentric working.</p>
<p>Management Abuse of Power</p> <p>The potential reputational damage to the organisation where management has abused its power.</p>	<p>BMS has high ethics and takes this risk seriously. There are rigorous selection criteria in place for recruitment and review processes that include reviews of behaviour. In case of finance, strong controls are in place with Finance and Audit Committee and Treasurer review. There is a Whistleblowing policy that is trusted by staff and mission personnel.</p>
<p>Data Breach and/or Cyber Attack</p> <p>The potential impact resulting from the loss of or damaged data from systems being breached together with the disruption of day-to-day systems and procedures.</p>	<p>BMS undertakes continual software updates, frequent data back-up, anti-virus software, staff training and updates. Staff undertake regular cyber security training. BMS engages an external provider to undertake regular penetration testing. Our contact management system payroll, accounting and HR systems all cloud based. Our bankers and other advisers provide regular user training on cyber security.</p>



Financial review

1. Movement in funds

Taking the charity's funds in total, there was net expenditure for the year of £59k (2021 net income of £1,569k), a net loss of £249k (2021 net gain of £1,016k) from the fall in value of the investment portfolio held by the charity, an actuarial loss on the defined benefit pension scheme of £561k (2021 gain of £958k), an exchange gain on assets held overseas of £8k (2021 loss of £5k). The overall position was a net decrease in total reserves of £861k (2021 an increase of £3.5m). The pension fund deficit based on accounting provisions has increased to £1m (2021 £0.5m).

2. Reserve policy and fund position

General funds (free reserves)

Trustees have a reserves policy that takes a risk-based approach. The policy was reviewed in 2022 and 2023, in particular taking into account lessons learned from economic turmoil in the UK in September 2022.

Trustees have examined the requirement for free reserves which are those unrestricted reserves not invested in fixed assets, designated for specific purposes or otherwise committed, but does not take account of the pension reserve. Trustees consider that, given the nature of our work and responsibility to partners that extends beyond a year, this should equate to a range of between £4.5m to £5m. This would be expected to provide the flexibility and resilience to cover any short-term funding crisis or a medium-term recession, and a large portion of this needs to be matched by cash or cash equivalents.

The free reserves at 31 December 2022 were £5.7m (2021 £7.2m). Trustees maintain a financial plan to manage the budget so that the target level of reserves is achieved and maintained, and that this is matched by sufficient liquid funds. Such plans will take into account the long-term funding status of the charity's pension scheme and ensure that deficit payment commitments are met. The current balance exceeds the reserve policy by £0.7m. The trustees had deliberately built reserves to invest in Strategy 2025 and have now been looking beyond this to the longer-term polycentric vision.

The charity also holds funds designated for specific purposes, without legal restriction, as follows:

Fund	2022	2021	
Fixed asset	£4.8m	£5.2m	Net book value of unrestricted fixed assets
Defined Benefit Pension	£0.4m	-	For deficit contributions to the scheme
Mission innovation	£0.1m	£0.1m	For initiatives not in budget, topped up in year
Strategy	£0.7m	£0.9m	Set aside for 5-year financial strategy implementation
Covid economic impact	-	£0.4m	To ensure consistent response in economic downturn
Contingency	£0.5m	-	The movement in value on fixed asset investments
Revaluation reserve	£1.6m	£0.6m	
	<u>£8.1m</u>	<u>£7.2m</u>	

There is a Carbon Offset Fund of £18k (2021 £21k). It is topped up from BMS' carbon offset calculation and is used to contribute towards specific environmental projects.

The triennial valuation of the BMS defined benefit pension scheme was carried out as at 31 December 2021; the next valuation will be as at 31 December 2024. The small surplus in 2021 was calculated to be £0.1m. During 2022 employer contributions of £150k were paid (2021 £0.0m) as a result of the effect of the September 2022 economic turmoil. The fund valuation for accounting purposes at 31 December 2022 was a deficit of £1.0m (2021 £0.5m). The funding position at 31 December 2022 based on technical provisions was a deficit of £2.2m (2021 balanced).

Endowment funds

Included in the balance sheet are endowment funds totalling £2.3m (2020 £2.7m), the capital element not being available to be spent. Income from the endowment funds has been spent during the year.

Restricted funds

Restricted funds are subject to specific conditions imposed by donors. The reserves policy for restricted funds is for sufficient assets to be held to meet the obligations of each fund and this is the case as at 31 December 2022; the total was £1.9m (2021 £1.4m). The accounts of BMS India have been consolidated with BMS. Reserves of £0.4m (2021 £0.4m) are included in the restricted fund balance.



Effectiveness of activities to generate funds

BMS is registered with the Fundraising Regulator and is compliant with the Code of Fundraising Practice. We will respond to any future developments in full keeping with both the letter and spirit of any changes.

Direct fundraising costs are a very small proportion of BMS expenditure (less than 5%). A large proportion of our income comes from our carefully managed relationship between BMS and our supporting churches and their members. BMS does not use professional external fundraisers.

BMS is registered with the Fundraising Regulator, the Fundraising Preference Service and is compliant with the Code of Fundraising Practice. We will respond to any future developments in full keeping with both the letter and spirit of any changes. Our commitment to these important voluntary standards ensures that we always champion the privacy and rights of our audience and minimise the risks of any of our fundraising activities resulting in distress, inconvenience or undue pressure, particularly on vulnerable people.

In the last year we received eight complaints in response to our fundraising material, out of tens of thousands of mailings. The matters were handled swiftly, carefully and in accordance with our fundraising complaints procedure.

There was a great outpouring of generosity for supporters in response to our Ukraine appeal. Many new donors have responded to appeals throughout the year, many have become regular donors and others generously increased their monthly giving. We are thankful to God for his provision, and to our many supporters for their continued generosity.



Pension Fund arrangements

Following a review of our Pension Fund arrangements for UK staff and overseas mission workers, the defined benefit scheme was closed to future accruals and a defined contribution section of the scheme was opened on 1 November 2010. The triennial valuation of the BMS defined benefit pension scheme was carried out as at 31 December 2021; the next valuation will be as at 31 December 2024. The small surplus in 2021 was calculated to be £0.1m. During 2022 employer contributions of £150k were paid (2021 £0.0m) as a result of the effect of the September 2022 economic turmoil. This resulted in the need for the Pension Trustee to review its investment strategy. A new strategy has been agreed between the Pension Trustee and the Board to arrive at a long term dependency target in 12 years' time of gilts + 1.4%. Equity investment is not a part of the portfolio, but it has been possible for the Pension Trustee to maintain a strong ethical and responsible position on investment fund selection.

Trustees support the Pension Trustee in its long-term approach to investment management. To support the new strategy BMS, as employer, will make voluntary deficit contributions during 2023 totalling £1.8m. This will be financed by the sale of properties held by the charity.

Factors likely to affect the financial performance going forwards and post year-end events

The major financial concern that BMS faces is the economic outlook for the UK and the world economies.

In 2022, work resumed in Afghanistan only to be suspended again in late 2022 due to the restrictions placed on females being able to work. The damaging impact of the economic turmoil in 2022, not just in the UK but globally, continues to seriously affect partner activities and the ability of BMS to fund projects and activities. The ongoing impact has been factored into future financial plans and contingency actions agreed should the impact be greater than anticipated. The trustees have reviewed the plans and agreed a series of activities that should ensure financial stability if necessary. BMS continues to work alongside the European Baptist Federation in response to the war in Ukraine. On review of the financial plans to the end of June 2024, and given the further management actions that are feasible, the trustees have concluded that this will not affect the ability of the charity to continue as a going concern.

Reference and administrative details

Trustees

Rev David Marc Owen (Chair)
Mr Robert Ashurst (Honorary Treasurer)
Dr Anthony Agbonasevbaefe
Rev Simeon Baker
Rev Kalyan Das (to March 2022)
Ms Ruth Elliot
Mr Richard Gray (from January 2023)
Ms Helle Liht
Dr Elizabeth Bendor-Samuel
Ms Lynn Cadman
Dr Marion Carson
Mr John Slater (Vice Chair, to March 2022)
Dr Kang-San Tan

Key management personnel

Dr Kang-San Tan (General Director)
Mrs Sarah Anthony (Co-Director - Communications, to September 2022)
Rev Dr Arthur Brown (World Mission)
Mr Ben Drabble (Co-Director – Communications, Director from September 2022)
Ms Valerie Stevens (Finance & Corporate Services, to May 2022)
Mr Stephen Sanderson (Strategy, from February 2022)
Mr Peter Oyugi (Intercultural Learning and Collaboration, from February 2022 to August 2022)
Mrs Caroline Trimble (Finance & Operations, from June 2022)
Mrs Heather Drury (People & Culture, from July 2022)
Mr Bijoy Sangma (Intercultural Learning and Collaboration, from November 2022)

Auditor

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Principal Solicitors

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Principal bankers

Barclays Bank
1 Churchill Place
London E14 5HP

Investment Managers

CCLA Investment Management Limited
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Actuary

XPS Pension Group
1 Colmore Row
Birmingham
B3 2BJ

Registered office

Baptist Missionary Society
129 Broadway, Didcot, OX11 8XD
Telephone: 01235 517700 Fax: 01235 517601
Email: mail@bmsworldmission.org
Website: bmsworldmission.org

Independent Auditor's Report to Members of BMS World Mission

Opinion

We have audited the financial statements of The Baptist Missionary Society (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2022 which comprise the consolidated and parent charitable company statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2022 and of the group's and parent charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

1.1 Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council (FRC)'s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

1.2 Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Baptist Missionary Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

1.3 Other information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

1.4 Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

1.5 Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

1.6 Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters

related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

1.7 Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

1.8 Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

13 June 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006



**The future is as
bright as the
promises of God**

William Carey

BMS GROUP CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022
(incorporating an income and expenditure account)

	2022				Restated 2021				
	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000
Income from:									
Donations, grants and legacies	2	5,140	2,559	-	7,699	6,922	1,203	-	8,125
Other trading activities		18	100	-	118	57	-	-	57
Investment income	3	284	10	-	294	183	23	-	206
Other income	4	90	14	-	104	754	6	-	760
Total income		5,532	2,683	-	8,215	7,916	1,232	-	9,148
Expenditure on:									
Raising funds		380	-	-	380	335	-	-	335
Charitable activities									
Least Evangelised		1,219	85	-	1,304	1,232	52	-	1,284
Most Marginalised		2,307	1,638	-	3,945	2,197	992	-	3,189
People on the Move		996	3	-	999	1,144	29	-	1,173
Historic Partners		660	5	-	665	799	5	-	804
Raising Awareness		981	-	-	981	794	-	-	794
		6,163	1,731	-	7,894	6,166	1,078	-	7,244
Total expenditure	5	6,543	1,731	-	8,274	6,501	1,078	-	7,579
Net income / (expenditure) before movement on investments		(1,011)	952	-	(59)	1,415	154	-	1,569
Net gains/(losses) on investments		33	35	(317)	(249)	670	33	313	1,016
Net income/(expenditure)		(978)	987	(317)	(308)	2,085	187	313	2,585
Transfers between funds	9	437	(437)	-	-	197	(197)	-	-
Other recognised gains/(losses):									
Actuarial gains/(losses) on defined benefit pension scheme		(561)	-	-	(561)	958	-	-	958
Exchange differences		-	8	-	8	-	(5)	-	(5)
Net movement in funds		(1,102)	558	(317)	(861)	3,240	(15)	313	3,538
Reconciliation of funds:									
Total funds brought forward		13,997	1,380	2,660	18,037	10,757	1,395	2,347	14,499
Total funds carried forward		12,895	1,938	2,343	17,176	13,997	1,380	2,660	18,037

The result for the year for Companies Act 2006 purposes is represented by the net movement in funds in the consolidated statement of financial activities. There are no recognised gains or losses in the current or preceding year other than those shown in the consolidated statement of financial activities above. All amounts derive from continuing operations. There is no material difference between the net income/(expenditure) for the financial year stated above and their historical cost equivalents.

BMS PARENT CHARITY STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022
(incorporating an income and expenditure account)

	2022					Restated 2021			
	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000
Income from:									
Donations, grants and legacies	2	5,140	2,559	-	7,699	6,922	1,153	-	8,075
Other trading activities		18	-	-	18	57	-	-	57
Investment income	3	284	9	-	293	183	6	-	189
Other income	4	90	-	-	90	754	-	-	754
Total income		5,532	2,568		8,100	7,916	1,159	-	9,075
Expenditure on:									
Raising funds		380	-	-	380	335	-	-	335
Charitable activities									
Least Evangelised		1,219	85	-	1,304	1,232	52	-	1,284
Most Marginalised		2,307	1,515	-	3,822	2,197	892	-	3,089
People on the Move		996	3	-	999	1,144	29	-	1,173
Historic Partners		660	5	-	665	799	5	-	804
Raising Awareness		981	-	-	981	794	-	-	794
		6,163	1,608	-	7,771	6,166	978	-	7,144
Total expenditure	5	6,543	1,608		8,151	6,501	978	-	7,479
Net income / (expenditure) before movement on investments		(1,011)	960	-	(51)	1,415	181	-	1,596
Net gains/(losses) on investments		33	35	(317)	(249)	670	33	313	1,016
Net income/(expenditure)		(978)	995	(317)	(300)	2,085	214	313	2,612
Transfers between funds	9	437	(437)	-	-	197	(197)	-	-
Other recognised gains/(losses):									
Actuarial gains/(losses) on defined benefit pension scheme		(561)	-	-	(561)	958	-	-	958
Net movement in funds		(1,102)	558	(317)	(861)	3,240	17	313	3,570
Reconciliation of funds:									
Total funds brought forward		13,997	986	2,660	17,643	10,757	969	2,347	14,073
Total funds carried forward		12,895	1,544	2,343	16,782	13,997	986	2,660	17,643

The notes on pages 51 to 69 also form part of these financial statements

BMS GROUP CONSOLIDATED AND CHARITY BALANCE SHEET AS AT 31 DECEMBER 2022
COMPANY NUMBER 10849689

		Group		Charity	
			Restated		Restated
	Notes	2022	2021	2022	2021
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	11	5,315	5,831	5,055	5,559
Investments	12	6,720	7,667	6,720	7,667
Investment properties	13	1,774	775	1,774	775
Total fixed assets		13,809	14,273	13,549	14,001
Current assets					
Stock		2	3	2	3
Debtors	14	1,441	1,917	1,421	1,883
Investments		100	36	1	1
Cash at bank and in hand		4,846	4,204	4,803	4,117
Total current assets		6,389	6,160	6,227	6,004
Liabilities					
Creditors: amounts falling due within one year	15	(2,036)	(1,909)	(2,008)	(1,875)
Net current assets excluding pension liability		4,353	4,251	4,219	4,129
Defined benefit pension scheme liability	17	(986)	(487)	(986)	(487)
Total net assets		17,176	18,037	16,782	17,643
The funds of the charity					
Endowment funds	9	2,343	2,660	2,343	2,660
Restricted income funds		1,938	1,380	1,544	986
Unrestricted funds					
Designated funds		8,139	7,280	8,139	7,280
General funds (free reserves)		5,742	7,204	5,742	7,204
Total funds excluding pension reserve		18,162	18,524	17,768	18,130
Pension reserve		(986)	(487)	(986)	(487)
Total funds		17,176	18,037	16,782	17,643

The financial statements on pages 46 to 69 were approved by the Trustees on 25 May 2023 and signed on their behalf by:

David Marc Owen

Chair of Trustees

Date: 25 May 2023

**BMS GROUP CONSOLIDATED AND CHARITY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Group		Charity	
	2022	Restated 2021	2022	Restated 2021
	£'000	£'000	£'000	£'000
Cash flow from operating activities:				
Net cash provided by/ (used in) operating activities	(a) 436	1,357	422	1,367
Cash flows from investing activities:				
Dividends, interest and other income from investments	294	206	293	189
Proceeds from sale of tangible fixed assets	1	681	1	681
Payments to acquire tangible fixed assets	(33)	(20)	(30)	(13)
Net cash provided by investing activities	262	867	264	857
Change in cash and cash equivalents in the year	698	2,224	686	2,224
Cash and cash equivalents at the beginning of the year	4,240	2,021	4,118	1,894
Change in cash and cash equivalents due to exchange rate movements	8	(5)	-	-
Cash and cash equivalents at the end of the year	4,946	4,240	4,804	4,118
(a) Reconciliation of net income to net cash flow from operating activities				
Net income/ (expenditure) for the reporting period (as per the Statement of Financial Activities)	(308)	2,585	(300)	2,612
Depreciation	249	275	231	250
Losses/(Gains) on investments	249	(1,016)	249	(1,016)
Investment income	(294)	(206)	(293)	(189)
(Profit) from sale of fixed assets	(1)	(640)	(1)	(640)
(Loss) on Forward Exchange Contracts	-	-	-	-
Currency re-translation on fixed assets	(3)	2	-	-
Decrease/(increase) in stocks	1	(1)	1	(1)
Decrease/(Increase)in debtors	478	140	464	133
(Decrease)/Increase in creditors	127	136	133	136
Difference between net pension expense and cash contribution	(62)	82	(62)	82
Net cash provided by/(used in) operating activities	436	1,357	422	1,367

	Group		Charity	
	2022	Restated 2021	2022	Restated 2021
	£'000	£'000	£'000	£'000
Cash flow from operating activities:				
Analysis of changes in net funds				
Cash at bank and in hand	4,846	4,204	4,803	4,117
Short term deposits	100	36	1	1
	4,946	4,240	4,804	4,118

Analysis of changes in net debt

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 January 2022	4,240	-	4,240	4,118	-	4,118
Cashflows	698	-	698	686	-	686
Fair Value Movements	-	-	-	-	-	-
Foreign Exchange Movements	8	-	8	-	-	-
Other non-cash changes	-	-	-	-	-	-
At 31 December 2022	4,946	-	4,946	0	4,804	-

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 January 2021 (restated)	2,021	(329)	1,692	1,894	(329)	1,565
Cashflows	2,224	346	2,570	2,224	346	2,570
Fair Value Movements	-	(17)	(17)	-	(17)	(17)
Foreign Exchange Movements	(5)	-	(5)	-	-	-
Other non-cash changes	-	-	-	-	-	-
At 31 December 2021	4,240	-	4,240	0	4,118	-

1 Accounting policies

a Statutory information

BMS World Mission is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is 129 Broadway, Didcot OX11 8XD.

b Basis of preparation

The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value. The financial statements have been prepared in accordance with 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), and the Companies Act 2006.

These financial statements consolidate the results of the charity and its wholly-controlled subsidiary, Baptist Missionary Society Trust, in India on a line-by-line basis. These financial statements also include the charity's 50% share of its Joint Venture, Baptist House Limited, as an investment recognised at fair value, being 50% of the value of the net assets, with any gain or loss taken through net gains on investments in the Statement of Financial Activities.

BMS constitutes a public benefit entity as defined by FRS 102.

c Assessment of going concern

BMS's activities, its current financial position, and factors likely to affect its future development are set out within the report from the board. BMS has a 5 year financial plan to 2025 that was updated at the beginning of 2023, that shows it is able to continue its business-critical activities and remain a going concern. As at 31 December 2022 BMS had available cash balances of £4.8m and a further £4.2m of investments that could be drawn upon if required.

The board's assessment of going concern involved a number of subjective judgements including, but not limited to; decrease in donation income, impact of global economic uncertainties, delays in the crystallisation of legacies where probate has been granted, potential impact of the requirement to make further employer deficit contributions to the defined benefit pension scheme brought about by the market turmoil in the UK in the autumn of 2022. In making their assessment the board have also considered the potential impact on its cashflows and liquidity. A stress test has been run on the cashflow forecasts to June 2024 and the board have contingency plans in place to mitigate potential adverse impacts on cashflow including, for instance, delays in non-essential expenditure, phasing of grants, delaying staff recruitment. The trustees concluded their assessment found that the financial plan and forecasts are robust and show that BMS is able to meet its obligations. On this basis, given the strength of the balance sheet and availability and liquidity of unrestricted investments, the trustees believe that, while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern. The board has a reasonable expectation that BMS has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. The board have considered the foreseeable future for their going concern assessment to cover the period to 31 December 2025. On this basis, the board continues to adopt the going concern basis in the financial statements.

d Accounting estimates and judgements

Preparation of the financial statements in accordance with FRS102 requires the trustees to make certain judgements and estimates. The items below are considered to be the most important in understanding the financial statements:

BMS recognises its liability to its defined benefit pension scheme. This involves actuarial estimates which are disclosed in Note 16.

BMS has accrued £1,223k of legacy income. This is based on the probate value of legacies notified to the charity, where probate has been granted and entitlement is clear. The actual amounts later received may differ to this value due to varying costs and fees.

e Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds, which have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds are those where donations are required to be retained as capital in accordance with the donors' wishes – permanent or expendable according to the nature of the restriction.

Investment income and gains are allocated to the appropriate fund.

f Income

All income, including donations, legacies, grant income and investment income, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Recognition of legacy income is dependent on the type of legacy, with pecuniary legacies recognised when probate has been granted. Residuary legacies are recognised at a discounted rate when they are measurable, probate has been granted and entitlement is clear. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

No value is included where the legacy is subject to a life interest held by another party.

Investment income is recognised on a receivable basis.

Income from other trading activities includes amounts relating to the sale of Christmas cards and rental income. It is recognised on a receivable basis.

g Expenditure

All expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are classified to the applicable expenditure headings in the Statement of Financial Activities. Costs which cannot be directly attributed have been allocated on a basis consistent with the use of the resources and staff time.

Expenditure on raising funds are those costs incurred in seeking voluntary contributions and in the management of the charity's investments. They do not include the costs of disseminating information in support of BMS' charitable activities.

Expenditure on charitable activities include expenditure associated with raising awareness and the three strategic ministries, and include both the activities, direct costs and support costs relating to these.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Grants payable are made to third parties in the furtherance of BMS' charitable objects. They are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

h Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 (individually or as part of a related project) are capitalised and included at cost including any incidental expenses of acquisition. Land and buildings are included at original historical cost or probate value. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. There has been no impairment in value of assets held over the financial period.

Depreciation is calculated to write down the original costs of the fixed assets over their estimated useful lives as follows:

Land	No depreciation
Buildings	over 50 years
Computer (included in furniture and equipment)	over 3 years
Furniture and equipment	over 3 - 5 years
Motor vehicles used overseas	written off in year of purchase
Solar panels and property modifications	over 15 years

For BMS India, depreciation has been applied at the rates specified by the India Income Tax Act 1961, most specifically for buildings at 5%.

i Listed investments

Investments are stated at market value at the Balance Sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year. Current asset investments are short-term, highly liquid investments that are readily convertible to known amounts of cash.

j Investment assets

Investment properties are measured in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities. The valuation method used to determine fair value will be stated in the notes to the accounts.

k Joint arrangement

Through a deed of trust, the charity is in a joint arrangement with the Baptist Union of Great Britain for the management of Baptist House, its headquarters building. Under the terms of this arrangement all responsibility for the letting and operation of the building was transferred to Baptist House Limited. The arrangement is governed by Articles of Association for Baptist House Limited and a Declaration of Trust with the Baptist Union of Great Britain.

The charity accounts for its 50% share of Baptist House Limited as an investment in the Balance Sheet. The Statement of Financial Activities includes its share of the service charge within charitable expenditure and its share of the surplus within unrealised investment gains. Transactions between the charity and the joint arrangement are eliminated on incorporating these amounts into the accounts of the charity.

l Stock

Stock is valued at the lower of cost and estimated net realisable value.

m Cash at bank and in hand

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

n Foreign currencies

Assets and liabilities held in foreign currencies are translated into sterling at the rates of exchange ruling at the end of the financial year and the results of foreign operations are translated at the average rate of exchange for the year.

Differences on exchange arising from retranslation of foreign currency bank balances and other assets are reported under income and expenditure in the Consolidated Statement of Financial Activities.

All other foreign exchange differences are taken to the Statements of Financial Activities in the period in which they arise.

o Financial instruments

Financial assets and financial liabilities are recognised when BMS becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are initially measured at transaction price (including transaction costs). Financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Creditors and provisions are recognised where BMS has a present obligation resulting 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 normally recognised at their settlement amount after allowing for any trade discounts due.

p Pensions

The charity's defined benefit scheme is funded, with the assets of the scheme held separately from those of the charity, in separate trustee-administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme's liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date.

Where appropriate the resulting defined benefit liability is presented separately after other net assets on the face of the Balance Sheet.

The current service cost, past service costs and any gains and losses on settlements and curtailments are charged in resources expended in the Statement of Financial Activities. The interest costs and the expected return on assets are shown as a net amount of other finance costs or credits and included in resources expended. Actuarial gains and losses are recognised within the 'gains and losses' categories of the Statement of Financial Activities as 'actuarial gains and losses on defined benefit pension scheme'.

Contributions to the charity's defined contribution pension scheme are charged to the Statement of Financial Activities in the year in which they become payable.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

2 Donations, grants and legacies

	Unrestricted Funds	Restricted Funds	Total 2022	Unrestricted Funds	Restricted Funds	Total 2021
	£'000	£'000	£'000	£'000	£'000	£'000
Donations	4,114	2,438	6,552	4,456	1,045	5,501
Grants*	19	46	65	37	63	100
Legacies	1,007	75	1,082	2,429	45	2,474
BMS India	-	-	-	-	50	50
	5,140	2,559	7,699	6,922	1,203	8,125

*Grants includes nil (2021: £29k) claimed under the Coronavirus Job Retention Scheme

3 Investment income

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
UK investment dividends	67	58	67	58
Interest on cash deposits	187	148	187	131
Bank and other interest	1	-	-	-
Commercial rental income	39	-	39	-
	294	206	293	189

4 Other income

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Profit on sale of fixed assets	1	640	1	640
Sundry income	103	120	89	114
	104	760	90	754

5a Analysis of expenditure (current year)

Group

	Direct costs	Grant funding of activities	Support costs	Total 2022	Total 2021
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	313	-	67	380	335
Charitable activities					
Least Evangelised	570	503	231	1,304	1,284
Most Marginalised	1,761	1,507	677	3,945	3,189
People on the Move	489	333	177	999	1,173
Historic Partners	453	94	118	665	804
Raising Awareness	981	-	-	981	794
	4,567	2,437	1,270	8,274	7,579

Charity

	Direct costs	Grant funding of activities	Support costs	Total 2022	Total 2021
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	313	-	67	380	335
Charitable activities					
Least Evangelised	570	503	231	1,304	1,284
Most Marginalised	1,638	1,507	677	3,822	3,089
People on the Move	489	333	177	999	1,173
Historic Partners	453	94	118	665	804
Raising Awareness	981	-	-	981	794
	4,444	2,437	1,270	8,151	7,479

5b Analysis of expenditure (prior year)

Group

	Direct costs	Grant funding of activities	Support costs	Total 2021	Restated 14 months 2020
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	248	-	87	335	354
Charitable activities					
Least Evangelised	567	382	335	1,284	876
Most Marginalised	1,459	924	806	3,189	3,839
People on the Move	468	399	306	1,173	1,382
Historic Partners	465	129	210	804	1,308
Raising Awareness	794	-	-	794	1,623
	4,001	1,834	1,744	7,579	9,382

Charity

	Direct costs	Grant funding of activities	Support costs	Total 2021	Restated 14 months 2020
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	248	-	87	335	354
Charitable activities					
Least Evangelised	567	382	335	1,284	876
Most Marginalised	1,359	924	806	3,089	3,656
People on the Move	468	399	306	1,173	1,382
Historic Partners	465	129	210	804	1,308
Raising Awareness	794	-	-	794	1,623
	3,901	1,834	1,744	7,479	9,199

6a Analysis of Grants (current year)

	Asia	Europe	Middle East & North Africa	South America	Sub-Saharan Africa	Total 2022
	£'000	£'000	£'000	£'000	£'000	£'000
Charitable activities						
Least Evangelised	387	53	33	25	5	503
Most Marginalised	324	711	151	5	316	1,507
People on the Move	-	211	122	-	-	333
Historic Partners	18	49	27	-	-	94
Total	729	1,024	333	30	321	2,437

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
Ukraine	EBF	743
Uganda	JLH	197
India	Big Life Ministries	185
Asia	Asia Pacific Baptist Federation	137
Chad	Guinebor 2 Hospital	136
Greece	All4Aid	132
Lebanon	LSESD	100
Nepal	NBCC	73
Uganda	UCLF	59
Bangladesh	BBCS	59
Nepal	MCDS	55
Albania	Tek Ura	41
Sri Lanka	LEADS	40
Mozambique	AMAC	32
Netherlands	IBTSC	34
West Africa	Baptist World Alliance	32
Cambodia	BCM	31
Various	Other partners <£30,000	351

Total Grants 2022

2,437

6b Analysis of Grants (prior year)

	Asia £'000	Europe £'000	Middle East & North Africa £'000	South America £'000	Sub-Saharan Africa £'000	Total 2021 £'000
Charitable activities						
Least Evangelised	282	64	20	-	16	382
Most Marginalised	475	3	9	16	421	924
People on the Move	-	186	188	24	-	398
Historic Partners	52	78	-	-	-	130
Total	809	331	217	40	437	1,834

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
India	Big Life Ministries	172
Uganda	JLH	152
Lebanon	LSERD	147
Chad	Guinebor 2 Hospital	140
Asia	Asia Pacific Baptist Federation	123
Greece	All4Aid	84
Albania	Tek Ura	74
Nepal	NBCC	70
Uganda	UCLF	61
Bangladesh	BBCS	61
Netherlands	IBTSC	54
Nepal	MCDS	51
West Africa	Baptist World Alliance	48
Sri Lanka	LEADS	48
Netherlands	EBF	40
France	FEEDF	40
Thailand	TBKC	39
Nepal	KISC Equip	39
Nepal	ECTC	39
Mozambique	AMAC	37
Various	Other partners <£30,000	315
Total Grants 2021		1,834

7 Governance costs

	2022 £'000	2021 £'000
Audit fee	38	34
Board of Trustees	3	1
Other governance costs	4	2
	45	37

8a Subsidiary

BMS World Mission has a wholly controlled subsidiary, Baptist Missionary Society Trust, registered in West Bengal, India. The trust carries out mission activities from its base in Kolkata. The charity appoints the Trustees of BMS India and on the winding up or dissolution of the Trust, its assets pass to the charity. Since 19 March 2015, financial activity of BMS India has been consolidated into that of the charity. Accounts are made up to 31 March each year and copies may be obtained from the BMS registered office.

	2022 £'000	2021 £'000
Total incoming resources	116	73
Total expenditure	(123)	(100)
Exchange difference	8	(5)
(Deficit)/Surplus for the year	1	(32)
Total assets	422	428
Total liabilities	(28)	(34)
Funds	394	394

8b Share in Joint Venture

BMS World Mission owns 50% of the issued ordinary share capital of Baptist House Limited, a company registered in England, with the remaining 50% owned by the Baptist Union of Great Britain. The trustees believe that the company qualifies as a joint venture for accounting purposes. Given the level of activities, consolidated accounts have not been prepared as the effect on both the Statement of Financial Activities and the Balance Sheet would be immaterial. Accounts are made up to 31 October each year and a summary of the company's results are shown below.

	2022	2021
	£'000	£'000
Total incoming resources	366	393
Total expenditure	(416)	(368)
Profit/(Loss) for the year	(50)	25
Total assets	308	360
Total liabilities	(55)	(57)
Capital and Reserves	253	303

The charity's share of any profit or loss is 50% of the overall.

9a Statement of funds (current year)

	Balance at 1.1.22 (restated) £'000	Incoming resources £'000	Resources expended £'000	Realised and unrealised gains £'000	Transfers £'000	Balance at 31.12.22 £'000
Endowment funds						
Cyril Edwards Trust	937	-	-	(116)	-	821
Jane Mursell Trust	1,010	-	-	(126)	-	884
Joy Bushon Sircar Trust	496	-	-	(47)	-	449
Other endowment funds	217	-	-	(28)	-	189
	2,660	-	-	(317)	-	2,343
Restricted funds						
Emergency relief fund	339	1,805	(854)	-	(402)	888
Restricted fixed assets reserve	320	-	-	-	(6)	314
Restricted revaluation reserves	95	-	-	58	-	153
Restricted property funds	232	9	-	(23)	(29)	189
India	394	115	(123)	8	-	394
Other restricted funds	-	754	(754)	-	-	-
	1,380	2,683	(1,731)	43	(437)	1,938
Unrestricted funds						
Designated:						
Covid impact	360	-	-	-	(319)	41
Strategy implementation	850	-	-	-	(110)	740
Historic partner support	30	-	-	-	-	30
Defined Benefit Pension Deficit	-	-	(150)	-	579	429
Contributions	-	-	-	-	450	450
Contingency fund	-	-	-	-	(498)	4,741
Fixed assets reserve	5,239	-	-	-	-	1,621
Revaluation reserve	680	-	-	640	301	69
Mission Innovation fund	100	-	(31)	-	-	18
Carbon offset fund	21	1	(10)	-	6	-
	7,280	1	(191)	640	409	8,139
Pension reserve	(487)	-	62	(561)	-	(986)
General funds						
Free reserves	7,204	5,531	(6,414)	(607)	28	5,742
	13,997	5,532	(6,543)	(528)	437	12,895

The narrative to explain the purpose of each fund is given at the foot of the note below.

9b Statement of funds (prior year)

	Balance at 1.1.21 (restated)	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.12.21 (restated)
	£'000	£'000	£'000	£'000	£'000	£'000
Endowment funds						
Cyril Edwards Trust	826	-	-	111	-	937
Jane Mursell Trust	890	-	-	120	-	1,010
Joy Bushon Sircar Trust	441	-	-	55	-	496
Other endowment funds	190	-	-	27	-	217
	2,347	-	-	313	-	2,660
Restricted funds						
Emergency relief fund	354	495	(319)	-	(191)	339
Restricted fixed assets reserve	326	-	-	-	(6)	320
Restricted revaluation reserve	84	-	-	11	-	95
Restricted property funds	205	5	-	22	-	232
India	426	73	(100)	(5)	-	394
Other restricted funds	-	659	(659)	-	-	-
	1,395	1,232	(1,078)	28	(197)	1,380
Unrestricted funds						
Designated:						
Covid impact	-	-	-	-	360	360
Strategy implementation	-	-	-	-	850	850
Historic partner support	-	-	-	-	30	30
Fixed assets reserve	5,513	-	-	-	(274)	5,239
Revaluation reserve	577	-	-	103	-	680
Mission Innovation fund	100	2	(11)	-	9	100
Major repairs fund	105	-	-	-	(105)	-
Carbon offset fund	15	2	-	-	4	21
	6,310	4	(11)	103	874	7,280
Pension reserve	(1,363)	-	(82)	958	-	(487)
General funds						
Free reserves	5,810	7,912	(6,408)	569	(679)	7,204
	10,757	7,916	(6,501)	1,630	195	13,997

Purposes of endowment funds

The income of the Cyril Edwards Trust is available to be used in any field where the charity operates.

The income of the Jane Mursell Trust is available to be used for women's work within the charity.

The income of the Joy Bushon Sircar Trust is to be used to benefit specific educational and church work in the Barisal area of Bangladesh. The Trust is invested in US dollar securities which have been converted into sterling at the rate ruling at 31 December 2022.

Purposes of restricted funds

The emergency relief fund represents funds received for relief and disaster response around the world primarily where the charity is involved. The health fund represents funds received for health projects the charity is involved in.

The restricted fixed assets reserve represents the value of properties which have been left to the charity with restricted use. The restricted revaluation reserve represents the cumulative revaluations of the investment properties with restricted use. Restricted property funds are held following the sale of property left to the charity with restricted use. Transfers to or from the funds reflect property transactions and depreciation.

The India fund represents the net value of assets owned in India by BMS India.

Purposes of designated funds

The Covid impact fund represents the anticipated longer term impact of Covid and the UK economic environment to allow BMS to continue to absorb an anticipated downturn in income.

The strategy implementation represents the cost of implementing the strategy.

The historic partner support fund represents support to historic partners.

The defined benefit pension deficit contributions represents amounts set aside to meet pension deficit contributions as they fall due.

The contingency fund represents amounts set aside from reserves to meet any shortfall in budgeted donations income.

The fixed assets reserve represents the amount set aside equivalent to the net book value of property and equipment used by the charity and purchased from unrestricted funds. The transfer from the fixed assets reserve is to the general fund to bring the reserve into line with the value of the fixed assets at the year end.

The revaluation reserve is the amount set aside equivalent to the cumulative revaluations of the investment properties.

The Mission Innovation fund is used for innovative mission projects and will be used over the next two years. The major repairs fund is to meet the costs of large repair projects and was used during the year on Wallis House.

The Carbon offset fund represents funds set aside for creation stewardship projects.

10 Employees and Trustee Directors

The costs of mission personnel and other employees of the charity during the year were as follows:

	2022	2021
	£'000	£'000
Allowances and salaries	2,687	2,528
Pension contributions	293	314
National Insurance contributions	176	155
Relocation payments	4	3
	3,160	3,000
Average number of employees		
Mission personnel	56	66
Other employees	55	56
	111	122

Included in the above employee costs are redundancy costs of £15,417 (2021: £8,634). Redundancy costs are provided for when they are estimable and settlement is probable within 12 months. At the balance sheet date there were redundancy costs of £nil (2021: £4,896) awaiting payment.

Employees and trustees

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2022	2021
	Number	Number
£70,001-£80,000	1	0
£60,001-£70,000	0	1

The total amount of employee benefits, including employer's pension contributions, received by key management personnel for their services during the year was £471,254 (2021: £289,760).

Trustees

No emoluments were paid to the Trustee Directors, with the exception of the General Director, Dr Kang-San Tan, who was employed by the charity and was remunerated on the same basis as other employees but received no remuneration for his duties as a Trustee Director. The constitution makes particular provision for the General Director to be an employee of the charity and the Charity Commission has given formal assent to this. Dr Tan's emoluments as General Director were £73,154 (2021: £69,816). Dr Tan was also reimbursed for all necessary expenses incurred in carrying out his duties as an employee of the charity, a total of £7,119 (2021: £1,371). Dr Tan is a member of the charity's pension scheme and contributions totalling £6,676 (2021: £6,666) were paid by the charity during the year.

During the year a total of £4,234 (2021: £832) was reimbursed to 12 Trustee Directors (2021: 12) in respect of committee expenses.

Related Parties

During the year a total of £nil (2021: £180) was paid to Loun Ling Lee, the wife of the General Director, for providing three teaching sessions. The rate was the standard fee paid to visiting lecturers.

11a Group Tangible Assets

	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 January 2022 (restated)	8,187	687	91	8,965
Additions	3	30	-	33
Currency re-translation	2	1	-	3
Disposals	-	(13)	-	(13)
Transfer to Investment Properties	(416)	-	-	(416)
Saturday, 31 December 2022	<u>7,776</u>	<u>705</u>	<u>91</u>	<u>8,572</u>
Depreciation				
01 January 2022 (restated)	2,581	473	82	3,136
Charge for year	193	55	1	249
Disposals	-	(13)	-	(13)
Transfer to Investment Properties	(115)	-	-	(115)
31 December 2022	<u>2,659</u>	<u>515</u>	<u>83</u>	<u>3,257</u>
Net book value				
Saturday, 31 December 2022	5,117	190	8	5,315
31 December 2021 (restated)	5,608	214	9	5,831

11b Charity Tangible Assets

	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 January 2022 (restated)	7,897	614	70	8,581
Additions	-	30	-	30
Disposals	-	(13)	-	(13)
Transfer to Investment Properties	(416)	-	-	(416)
31 December 2022	<u>7,481</u>	<u>631</u>	<u>70</u>	<u>8,182</u>
Depreciation				
01 January 2022 (restated)	2,519	435	70	3,024
Charge for year	178	53	-	231
Disposals	-	(13)	-	(13)
Transfer to Investment Properties	(115)	-	-	(115)
31 December 2022	<u>2,582</u>	<u>475</u>	<u>70</u>	<u>3,127</u>
Net book value				
31 December 2022	4,899	156	-	5,055
31 December 2021 (restated)	5,380	179	-	5,559

Furniture and Equipment contains computers, furniture and equipment, motor vehicles used overseas, solar panels and property improvements.

12 Investments held by group and charity

	2022	2021
	£'000	£'000
Analysis of movements in the year		
Market value at 1 January	7,667	6,763
Add acquisitions at cost	-	-
Less proceeds of disposal	-	-
Net gains/(losses) for the year	(947)	904
	<u>6,720</u>	<u>7,667</u>
Market value at 31 December	6,720	7,667
Analysis of investments held at 31 December		
Joint Venture Baptist House Limited	126	155
Pooled Fund	6,149	7,015
Non-UK listed investments:		
Indirect investments	445	497
	<u>6,720</u>	<u>7,667</u>

The investment portfolio is held in the COIF Charities Ethical Investment Fund, managed by CCLA.

13 Investment Properties held by group and charity

	2022	Restated 2021
	£'000	£'000
Analysis of movements in the year		
Fair value at 1 January (restated)	775	661
Additions from tangible fixed assets	301	-
Disposals	-	-
Revaluation gains/(losses)	698	114
Fair value at 31 December	1,774	775

One property previously held in tangible fixed assets at net book value began to be let out commercially during the year, so has been reclassified as an investment property.

14 Debtors

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Trade debtors	16	16	16	16
Other debtors	141	130	121	96
Prepayments	40	52	40	52
Accrued income	1,244	1,719	1,244	1,719
	<u>1,441</u>	<u>1,917</u>	<u>1,421</u>	<u>1,883</u>

During the financial year the charity entered into a number of forward contracts for the purchase of Euros and US dollars in order to manage its exchange rate exposure. These contracts are measured at fair value at each reporting date. Other debtors includes foreign currency forward exchange contracts valued at at fair value of £Nil (2021: £Nil).

15 Creditors: amounts falling due within one year

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Loans	2	2	2	2
Trade creditors	215	127	215	127
Taxation and Social Security	52	51	52	51
Other creditors	34	61	6	27
Accruals	65	138	65	138
Grants payable	1,668	1,530	1,668	1,530
	<u>2,036</u>	<u>1,909</u>	<u>2,008</u>	<u>1,875</u>

Grants payable represents grants committed for 2023 before the end of the 2022 financial year.

16a Analysis of group net assets between funds (current year)

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Restated Total 2021 £'000
Tangible fixed assets	-	4,741	574	-	5,315	5,831
Investments	4,188	-	189	2,343	6,720	7,667
Investment properties	-	1,621	153	-	1,774	775
Current assets	3,562	1,777	1,050	-	6,389	6,160
Current liabilities	(2,008)	-	(28)	-	(2,036)	(1,909)
Pension Fund	(986)	-	-	-	(986)	(487)
	4,756	8,139	1,938	2,343	17,176	18,037

16b Analysis of group net assets between funds (prior year)

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Restated Total 2021 £'000	Restated Total 2020 £'000
Tangible fixed assets	-	5,238	593	-	5,831	6,131
Investments	4,775	-	232	2,660	7,667	6,763
Investment properties	-	681	94	-	775	661
Current assets	4,304	1,361	495	-	6,160	4,080
Current liabilities	(1,875)	-	(34)	-	(1,909)	(1,773)
Pension Fund	(487)	-	-	-	(487)	(1,363)
	6,717	7,280	1,380	2,660	18,037	14,499

17 Defined benefit arrangements

The Scheme is a registered scheme under UK legislation and is subject to the scheme funding requirements. The Scheme was established from 7 April 1962 under trust and is governed by the Scheme's trust deed and rules dated 16 October 2006, and supplemental trust deed dated 12 February 2015. The Trustees are responsible for the operation and the governance of the Scheme, including making decisions regarding the Scheme's funding and investment strategy in conjunction with the Company.

The Scheme exposes the Company to actuarial risks such as; market (investment) risk, interest rate risk, inflation risk currency risk and longevity risk. The Scheme does not expose the Company to any unusual Scheme-specific or Company-specific risks.

The most recent formal actuarial valuation of the Scheme was as at 31 December 2021.

The liabilities at the reporting date have been calculated by updating the results of the formal actuarial valuation of the Scheme for the assumptions as detailed in these disclosures. Allowance has been made for expected mortality over the period, as well as actual movement in financial conditions since the valuation date.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Scheme at the accounting date and those included in the disclosures.

The valuation as at 31 December 2021 revealed a surplus and so no Recovery Plan was required. In accordance with the Schedule of Contributions dated 25 July 2022, the Baptist Missionary Society will continue to pay £150,000 a year towards the expected cost of the expenses of running the Scheme.

The liabilities of the Scheme are based on the current value of expected benefit payment cashflows to members approximately over the next 60 years. The average duration of the liabilities is approximately 13 years.

The Scheme's investment strategy at the end of the reporting period is to invest broadly 60% in return seeking assets and 40% in matching assets (made of government and corporate bonds). This strategy reflects the Scheme's liability profile and the Trustees' and Company's attitude to risk. The Scheme's investment strategy Additional disclosures XPS Corporate Baptist Missionary Society 12 was under review following the end of the reporting period, due to the material impact the UK Gilt Crisis had on the Scheme's funding position and invested assets. Investment strategy changes are expected to be implemented in the first half of 2023.

The Scheme's investments include interest rate and inflation hedging. The Scheme currently has a strategy in place for de-risking their investments as the funding position improves.

The Scheme does not hold any ordinary shares issued or property occupied by the Company.

The Trustees' investment strategy includes investing in liability driven investment, the value of which will increase with decreases in interest rates, and will move with inflation expectations.

The Scheme hedged around 65% of interest rate risk and around 65% of inflation risk of the liabilities on the technical provisions basis from the 2018 valuation at the end of the reporting period. The level of interest rate and inflation risk hedged by the Scheme significantly fell over the reporting period as a result of the UK Gilt Crisis. The Trustees will look to increase the level of hedging as the Scheme's funding position improves and the Scheme is not required to hold a large percentage of the strategy in return seeking assets. The Scheme's hedge will also be updated in the first half of 2023 to account for the results of the 2021 valuation.

The growth assets held are expected to provide protection over inflation in the long term. Note that the Scheme hedges interest rate risk on a statutory and long-term funding basis (gilts) whereas AA corporate bonds are implicit in the FRS102 discount rate and so there is some mismatching risks to the Company should yields on gilts and corporate bonds diverge. The Scheme's exposure to corporate bonds mitigates this risk to some extent.

The Scheme does not directly hold any financial derivatives but invests in funds which hold the derivatives required to hedge the Scheme's interest rate and inflation risks. The main risks associated with financial derivatives include: losses may exceed the initial margin, counterparty risk, and liquidity risk. These risks are managed by the monitoring of investment managers to ensure they have reasonable levels of market exposure relative to initial margin and positions are fully collateralised on a daily basis with secure cash of gilts collateral.

A full actuarial valuation of the Scheme was carried out as at 31 December 2021 and has been updated to 31 December 2022 by a qualified independent actuary.

The amounts recognised in the statement of financial position are as follows:

	2022	2021
	£'000	£'000
Defined benefit obligation	(22,346)	(37,269)
Fair value of plan assets	21,360	36,782
Net defined benefit (liability)/asset	(986)	(487)
Restriction on asset recognised	-	-
Net amount recognised at year end (before any adjustment for deferred tax)	(986)	(487)

The amounts recognised in comprehensive income are:

The current and past service costs, settlements and curtailments, together with the net interest expense for the year are included in profit or loss. Remeasurements of the net defined benefit liability are included in other comprehensive income.

	2022	2021
	£'000	£'000
Service cost:		
Current service cost (net of employee contributions)	-	-
Administration Expenses	230	214
Loss/(gain) on plan introductions, changes, curtailments and settlements	-	-
Net interest expense/(credit)	8	18
Charge/(credit) recognised in profit or loss	238	232
Remeasurements of the net liability:		
Return on scheme assets (excluding amount included in net interest expense)	14,974	317
Actuarial (gains)/losses	(14,413)	(1,275)
Adjustment for restrictions on the asset recognised	-	-
Charge/(credit) recorded in other comprehensive income	561	(958)
Total defined benefit cost/(credit)	799	(726)

Principal Actuarial Assumptions	2022	2021
Liability Discount rate	4.85%	1.85%
Inflation assumption (RPI)	3.25%	3.40%
Inflation assumption (CPI)	2.65%	2.70%
Rate of increase in salaries	2.65%	2.70%
Pension increases:		
Pre 6 April 2006 benefits (RPI max 5%)	3.15%	3.30%
Pre 6 April 2006 benefits (CPI max 5%)	2.60%	2.65%
Pre 6 April 2006 benefits (greater of RPI/CPI max 5%)	3.15%	3.30%
Pre 6 April 2006 benefits (greater of RPI/CPI max 2.5%)	2.20%	2.25%
Proportion of Employees commuting pension for cash	No allowance	No allowance
Expected age at death of current pensioner at age 65:	2022	2021
Male aged 65 at year end	85.3	87.6
Female aged 65 at year end	88.6	89.3
Expected age at death of future pensioner at age 65:		
Male aged 45 at year end	86.2	88.8
Female aged 45 at year end	89.7	90.7

Reconciliation of scheme assets and liabilities

	Assets	Liabilities	Total
	£'000	£'000	£'000
At start of period	36,782	(37,269)	(487)
Benefits paid	(1,188)	1,188	-
Administration expenses	(230)	-	(230)
Current service cost	-	-	-
Contributions from employer	300	-	300
Contributions from employees	-	-	-
Interest income/(expense)	670	(678)	(8)
Return on assets (excluding amount included in net interest expense)	(14,974)	-	(14,974)
Actuarial gains/(losses)	-	14,413	14,413
Gain/(loss) on plan introductions and changes	-	-	-
Gain/(loss) on curtailments	-	-	-
Assets distributed/liabilities extinguished on settlements	-	-	-
Assets acquired/liabilities assumed in a business combination	-	-	-
Fair value of scheme assets	21,360	(22,346)	(986)

	2022	2021
	£'000	£'000
The return on plan assets was:		
Interest income	670	465
Return on plan assets (excluding amount included in net interest expense)	(14,974)	(317)
Total return on plan assets	(14,304)	148

The major categories of scheme assets are as follows:

	2022	2021
	£'000	£'000
Multi Strategy Credit Fund	4,284	14,128
ICS Sterling Liquid Environmentally Aware Fund (LEAF)	335	4,052
Strategic Alternative Income Fund (SAIF)	5,987	3,348
Liability Driven Investment	4,925	9,804
Cash and net current assets	4,872	1,992
Bonds	957	3,458
Total market value of assets	21,360	36,782

Estimation of next period's profit or loss

	2022
	£'000
Service cost:	
Current service cost (net of employee contributions)	-
Administration expenses	230
Net interest on the net defined liability	8
Overall P&L impact	238

Group Reserves Position

	31 December 2021			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	13,363	1,316	2,660	17,339
Adjustments:				
Investment Properties	634	64	-	698
Funds restated	13,997	1,380	2,660	18,037

Group Income and Expense

	31 December 2021			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously reported	3,139	(26)	313	3,426
Adjustments:				
Investment Properties	101	11	-	112
Funds restated	3,240	(15)	313	3,538

Charity Reserves Position

	31 December 2021			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	13,363	922	2,660	16,945
Adjustments:				
Investment Properties	634	64	-	698
Funds restated	13,997	986	2,660	17,643

Charity Income and Expense

	31 December 2021			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously reported	3,139	6	313	3,458
Adjustments:				
Investment Properties	101	11	-	112
Funds restated	3,240	17	313	3,570

Details of adjustments

Investment Properties: previously properties which were let out commercially were still held within the tangible fixed asset register at cost less accumulated depreciation. This has been corrected to include them at fair value.

Group Reserves Position

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	10,224	1,342	2,347	13,913
Adjustments:				
Investment Properties	533	53	-	586
Funds restated	10,757	1,395	2,347	14,499

Group Income and Expense

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously reported	(1,554)	(187)	199	(1,542)
Adjustments:				
Investment Properties	533	53	-	586
Funds restated	(1,021)	(134)	199	(956)

Charity Reserves Position

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	10,224	916	2,347	13,487
Adjustments:				
Investment Properties	533	53	-	586
Funds restated	10,757	969	2,347	14,073

Charity Income and Expense

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously reported	(1,554)	(85)	199	(1,440)
Adjustments:				
Investment Properties	533	53	-	586
Funds restated	(1,021)	(32)	199	(854)

Details of adjustments

Investment Properties: previously properties which were let out commercially were still held within the tangible fixed asset register at cost less accumulated depreciation. This has been corrected to include them at fair value.



It is the duty of those
who are entrusted with
the Gospel to endeavour
to make it known among
all nations.

William Carey



BMS World Mission

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The Baptist Missionary Society: registered in England and Wales
as a charity (number 1174364) and a company limited by guarantee
(number 10849689)



THE BAPTIST MISSIONARY SOCIETY

England & Wales - Charity number 1174364

Accounts



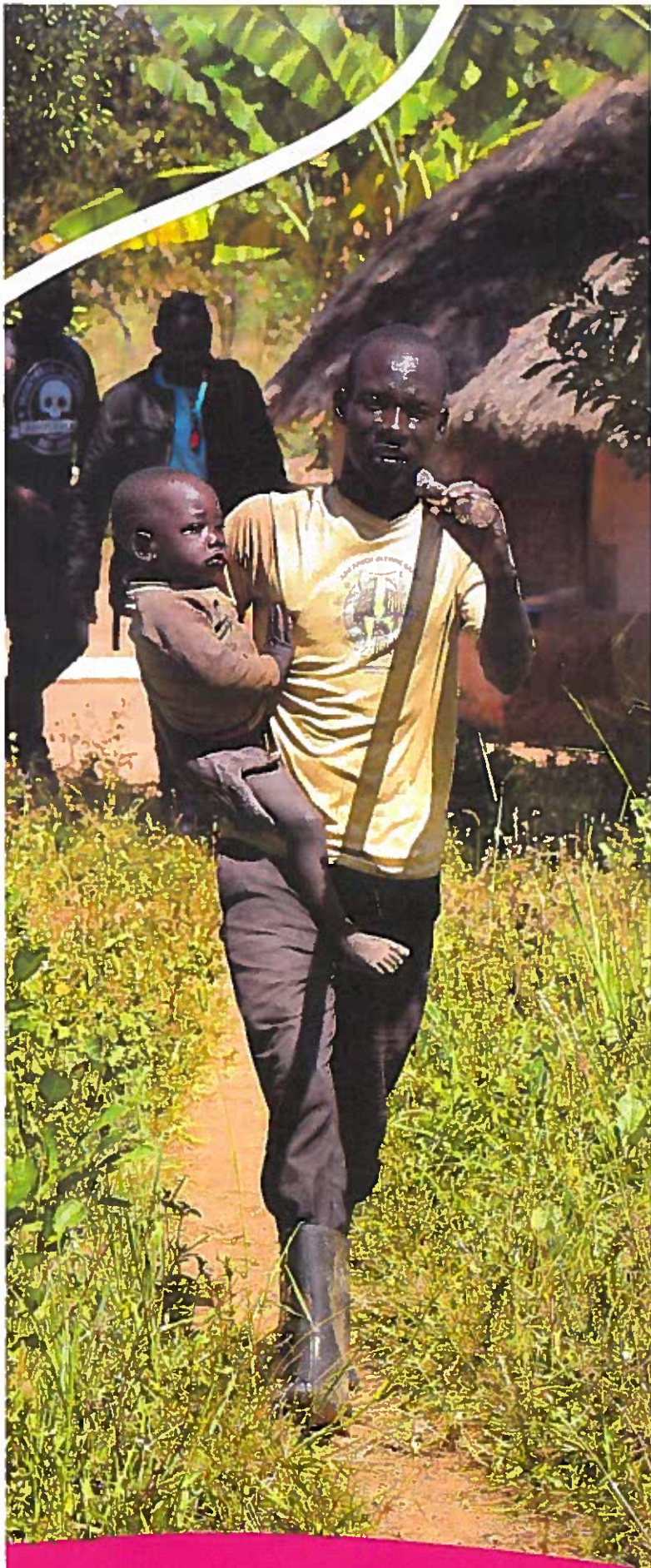
BMS WORLD MISSION

Annual Report and Financial Statements

YEAR ENDED 31 DECEMBER 2021

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Front and back cover: Guinebor II hospital in Chad is bringing crucial healthcare to vulnerable communities.

Photo: BMS-supported agricultural training in Uganda is helping people grow enough food to feed their families.

A WORD OF INTRODUCTION

Dear friends,

We introduce BMS World Mission's Annual Accounts for 2020-2021 in a radically different style this year, as we seek to make the stories that your support has made possible more accessible. We hope you enjoy the next 30 pages.

We begin 2022 thankful for all God has done to sustain us through the challenges of the last two years, doing immeasurably more than we asked for. Above all, we thank God for BMS' supporters, whose generosity allowed us to continue as much of our work as possible across four continents.

We had much cause for joy this year, including the beginning of our partnership with All4Aid on the Greek island of Lesbos, home to the Mavrovouni refugee camp; saving lives from a disease the world forgot in Chad; of people coming to faith in Thailand; and of bringing justice to people wrongly imprisoned in Uganda. However, we also experienced much sorrow. As the Taliban took over Afghanistan in August, you prayed for the safe evacuation of BMS mission workers, and for local people to stay safe in the country. While we're pleased that we safely managed the evacuation of our mission personnel and that some of our partner's work has been able to continue, we ask that you continue to pray for this nation. We want to see peace and stability restored and for our mission workers to return to build upon the foundations of their work.

We had prayed that our introduction this year perhaps would be able to turn the focus away from Covid-19. While much of the Western world breathes vaccinated sighs of relief, as we know too well from our mission workers and partners in fragile states, including Chad, Guinea and Cambodia to name just a few, relief remains all too unfairly distributed. Yet, you made a difference, through action, prayer and giving; you made vaccine equity that much more of a possibility.

As the year turned towards its final months, we were humbled by the stand you took with your brothers and sisters in places hostile to the gospel in North Africa and the Middle East. By sharing the BMS *I Will Stand* Harvest appeal in your churches, you helped raise enough to help provide Bibles for people who've never heard the gospel before, deliver Bible training to new believers, and support church planters as they share the Word of God.

And then when Russia invaded Ukraine in February, you stood like never before to the Baptist response across the region. Through our partners on the ground in Donbas, you were supporting humanitarian aid projects long before the devastation made it on to our news bulletins. This on-the-ground preparedness and strong network of Baptist churches shaped the speed and effectiveness of our help in those vital first weeks. Our prayers remain constant for peace to prevail.

Last but by no means least, we thank our supporters for journeying with us in often uncertain and unpredictable circumstances, and for encouraging us so often. It goes without saying that none of our work this past year would have been possible without the wonderful financial and prayer support of UK churches and Christians.



A handwritten signature in black ink, appearing to read 'Kang-San Tan'.

Dr Kang-San Tan
General Director, BMS World Mission

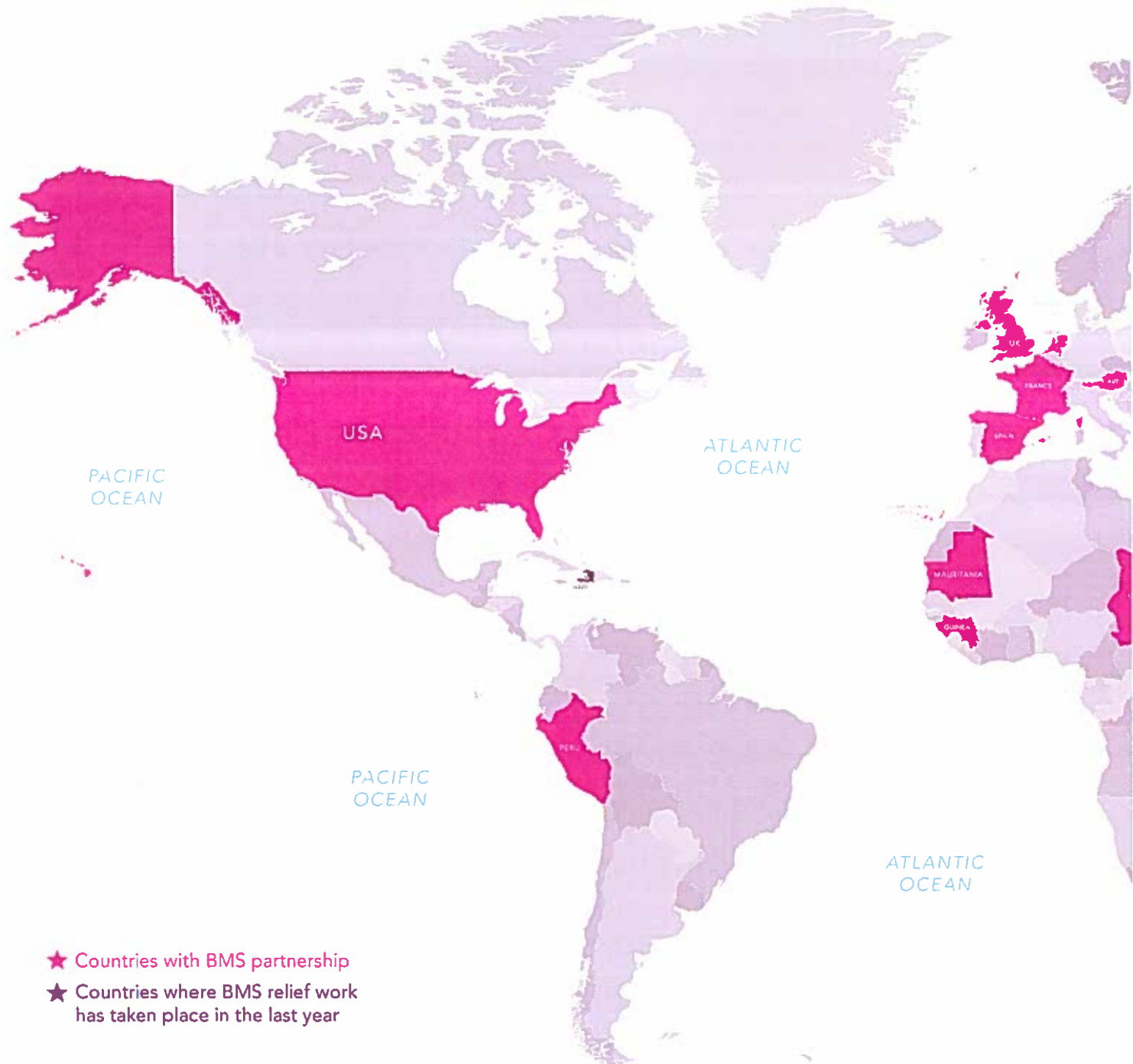


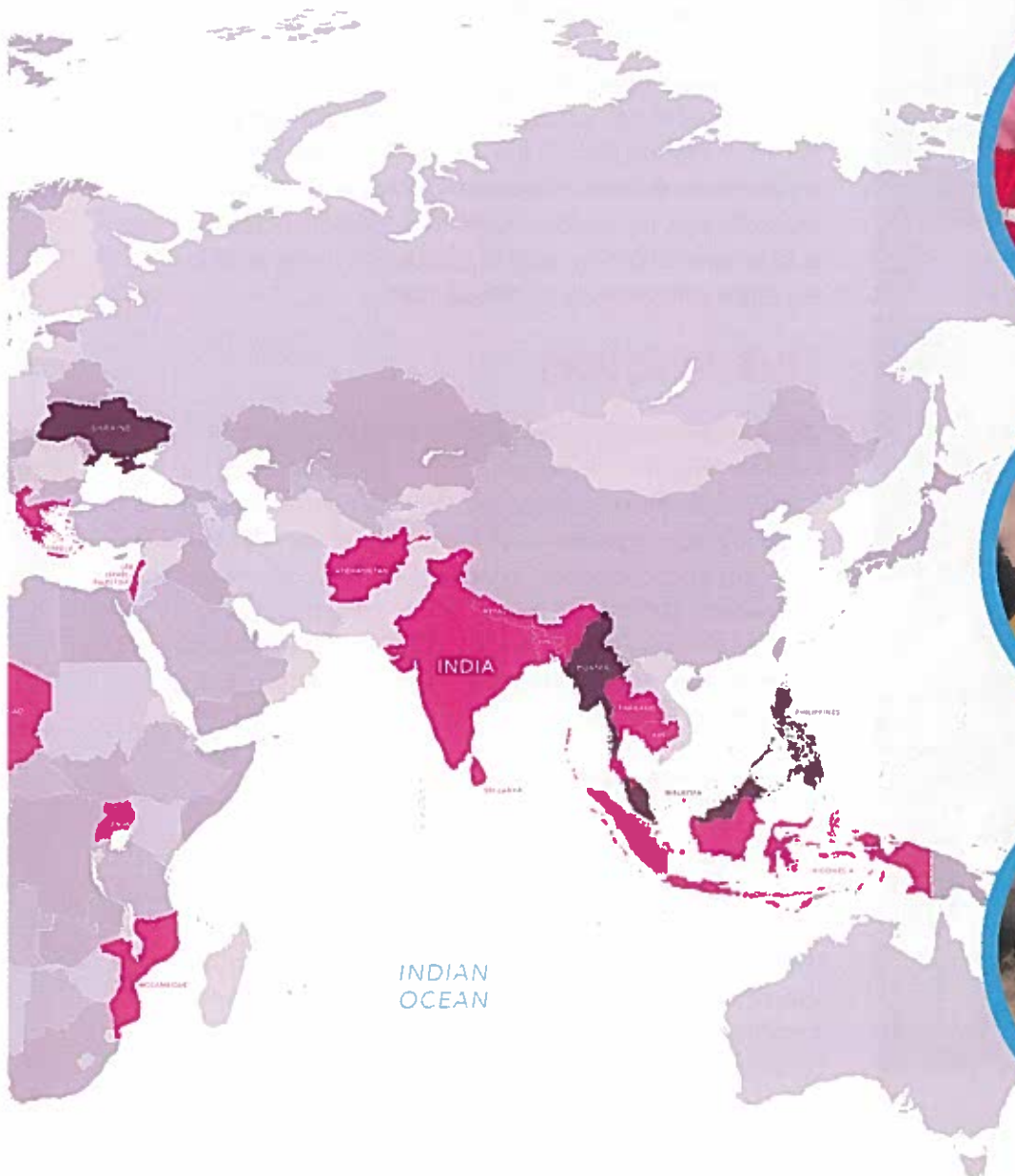
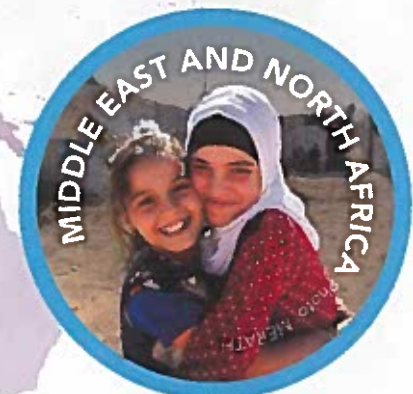
A handwritten signature in black ink, appearing to read 'Marc Owen'.

Rev D Marc Owen
Chair of the Board of Trustees

WHERE WE WORK

In over 30 countries across four continents, from cities like Dhaka and Paris to some of the most remote places such as Bardai in Chad or Nauta in Peru, we tackle injustice and suffering in desperate spaces.





We share the good news of Jesus where it's never been known before. We walk with refugees and those forced to leave homes. Our mission is to reach the most marginalised, least evangelised and people on the move.

OUR OBJECTIVES

OUR VISION

Our call is to respond to a troubled and changing world with the surpassing love of God and the hope of abundant life in Christ. We believe that God's will is that no-one should perish and that every human being should have the opportunity to come to a saving faith in our Lord Jesus Christ. This is our highest goal.

We believe that suffering and injustice are not God's perfect will for all creation, and that we must pray and act to make abundant life available to those to whom it has been denied. We believe that this mission is most urgent in places where the gospel is known least and where suffering and injustice are most widely experienced and most deeply felt.

OUR MISSION

We are constantly surprised by the goodness of God in mission. The Holy Spirit is in advance of us and we struggle to keep up. As a Christian mission organisation, we aim to share life in all its fullness with the world's peoples by enabling them to know Christ; alleviating suffering and injustice; and improving quality of life with people as the primary agents of change, through motivating, training, sending and resourcing them.

OUR STRATEGY

We aim to make real our vision and mission through our primary commitment to partnering with the Global Church to grow local mission movements. Through these partnerships we aim to bring transformation to the most marginalised, the least evangelised and to people on the move. You can read more about these three areas of ministry focus over the following pages.



“ May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit. ”

ROMANS 15: 13

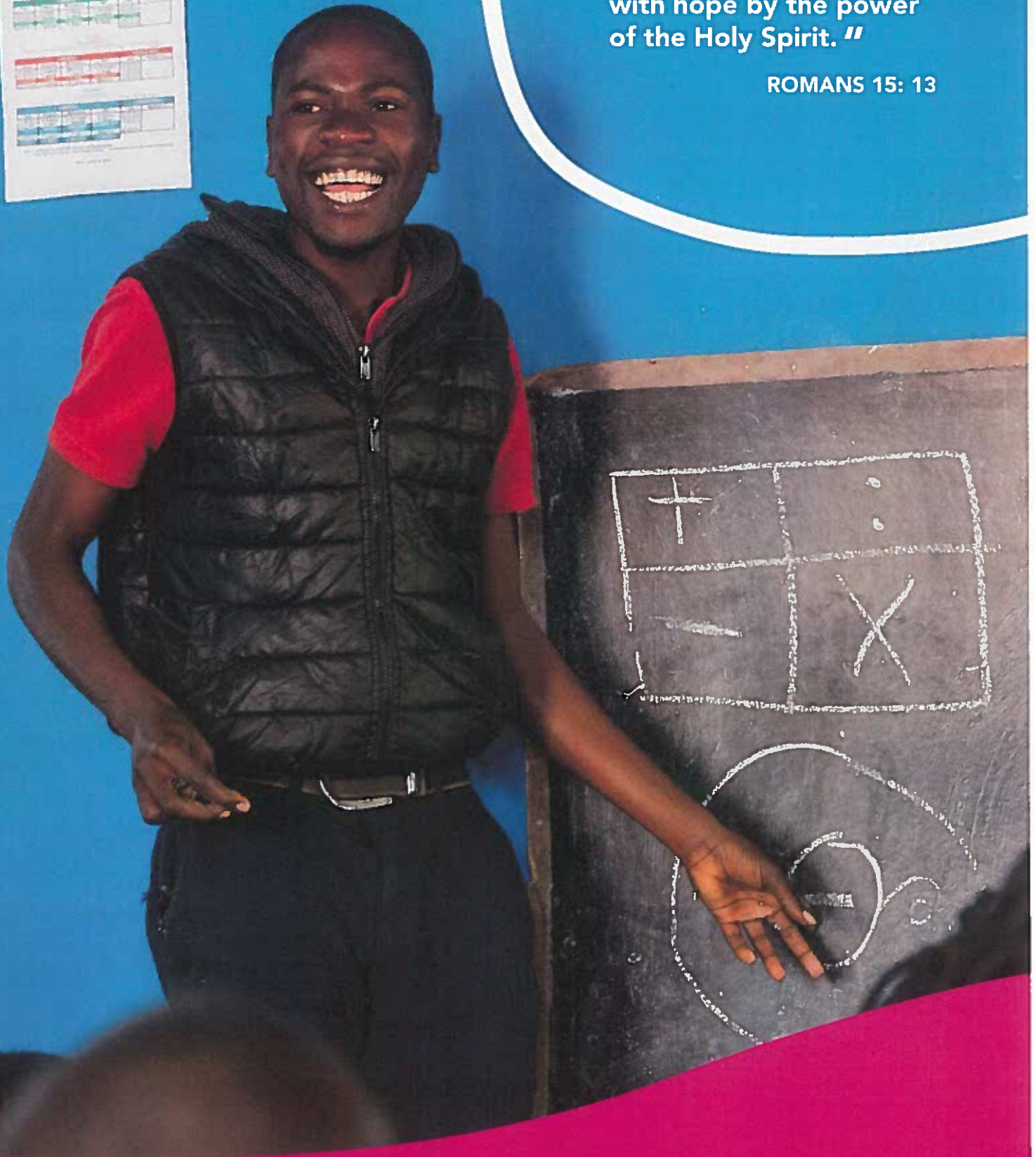


Photo: Elias, a BMS-supported worker, is helping children get the education they deserve in Mozambique.



Photo: BMS is bringing the love of Christ to classrooms in Peru and across the world.

MINISTRY THEMES

As a 230-year-old international mission agency rooted in the missionary movement of the 18th century, we affirm our calling to abundant life in Christ for the world. Just as those that travelled before us, we believe that suffering and injustice are not God's will for people nor for the whole of creation. And central to our Kingdom vision, we believe that God's will is that no-one should be denied a chance to respond to the gospel.

It is for those reasons that we are called to focus our energy, our resources and our prayers on three specific areas of need in the world: the most marginalised peoples, the least evangelised peoples and people on the move. As BMS founder William Carey faithfully pioneered in a previous Kairos moment in 1792, this is the moment in which BMS must not just adapt, but rapidly evolve. BMS must contribute and help shape pioneering initiatives in a fast-changing but still profoundly broken and fearful world.

MOST MARGINALISED

We tackle the injustice and suffering of the deeply disadvantaged in desperate places. We work to see the flourishing of those with the least opportunities, who are furthest behind and are the most excluded.



LEAST EVANGELISED

We share the good news where it's never been known or rarely been heard. We are called to go to people living in the hardest-to-reach and the least evangelised places, predominantly countries where less than five per cent are Christian.



PEOPLE ON THE MOVE

We walk with those forced to leave home, in a time where more people than ever before have been displaced – whether within their own countries or having crossed borders. This unprecedented displacement is a sign of the world's fragility.



Photo: More children have been brought safely into this world thanks to BMS-supported birthing training in Afghanistan.



Photo: BMS medical worker Kabassou saves lives at Gunebor II hospital in Chad.

MOST MARGINALISED

We tackle injustice and suffering in desperate places through the sending of contextually skilled mission workers to places and partners in the world's poorest countries. As surgeons at an understaffed, underfunded hospital in Bardaï, a remote region in the north of Chad, Andrea and Mark Hotchkin are a great example of this type of work. We build capacity and create scale not on our own but through partnerships with established and trusted local agencies. In Nepal, we work alongside the Multipurpose Community Development Service who come alongside villages to improve all aspects of life, including health, sanitation, water management and education. We work with local churches who are best placed to bring to life and long-term community transformation. In Bangladesh, mission workers Louise and Peter Lynch partner with the Bangladesh Baptist Church Sangha (BBCS) to respond to places with the greatest need. They create programmes designed to help both in the present and future, such as providing waterproof bags to schoolchildren in monsoon-hit Rangpur District.

FACT FILE



Number of community members benefitting from the delivery of services in the poorest 25 percent of countries: **54,614** (target 50,000)




Number of service workers receiving professional skills training: **4,814** (target 2,000)



Number of conventions trained in the mitigation of disaster relief: **5** (target 2)



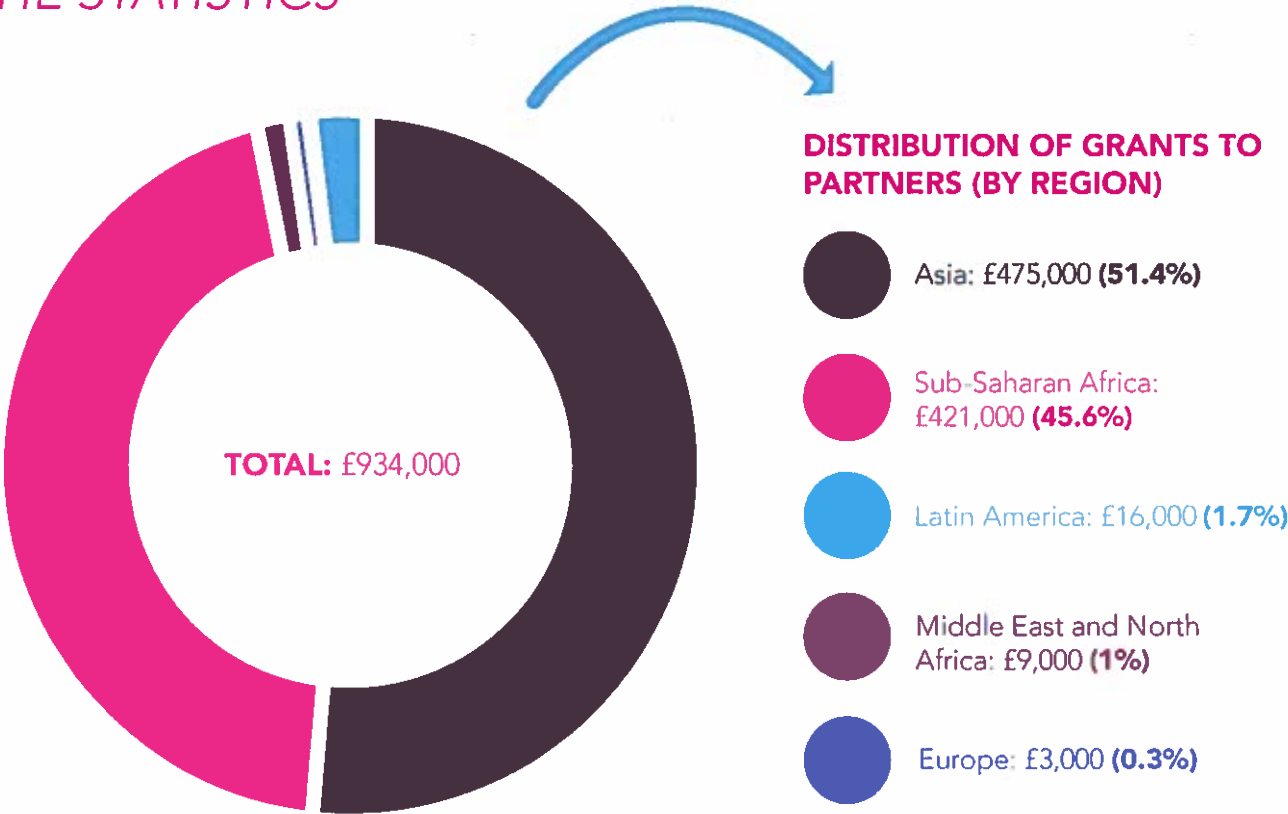
Number of people trained in Church and Community Mobilisation (CCM): **93** (target 300)



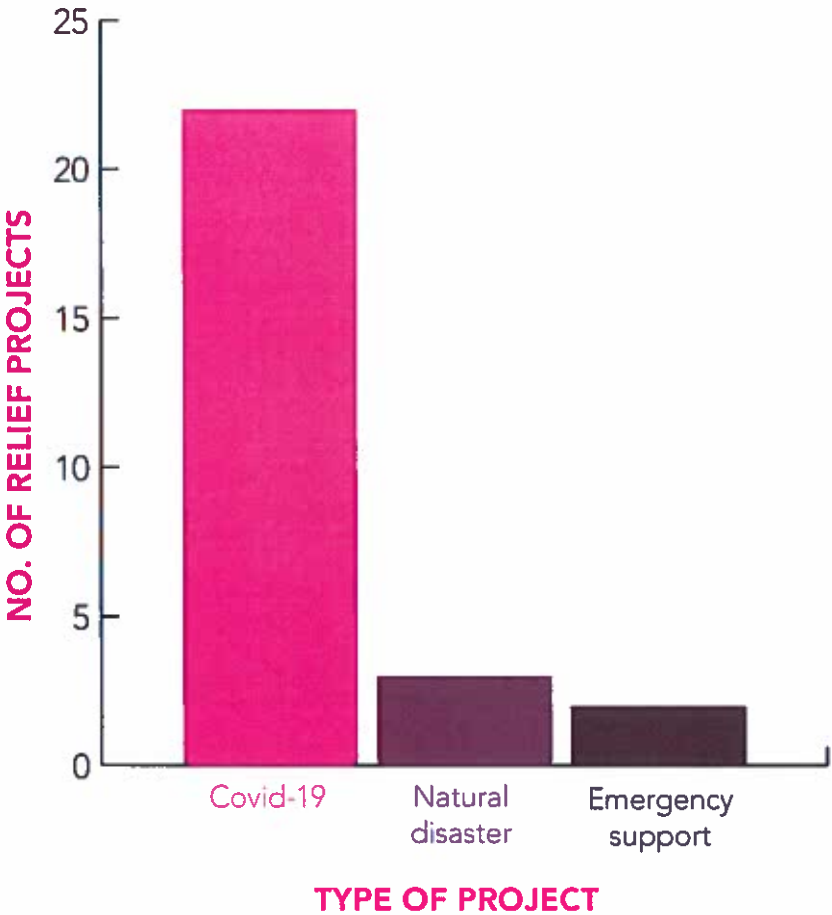
If you haven't heard of leishmaniasis before, you're not alone. Neither had anyone in Bardai, a desert community in northern Chad. No-one except BMS workers Andrea and Mark Hotchkin, who recognised the disease straight away when a 12-year-old boy was brought in to the hospital. Leishmaniasis is a disease that affects either the skin or internal organs and is restricted to the poorest parts of the world. It is not financially lucrative enough to attract the attention of most pharmaceutical companies. Now, thanks to the efforts of Andrea and Mark, the involvement of the country's Ministry of Health and the World Health Organization, a national treatment plan is on the verge of being rolled out.


MOST MARGINALISED

THE STATISTICS



Alongside extensive Covid-19 work, BMS has been part of relief and disaster responses, including rebuilding schools in Haiti after the August earthquake, providing emergency support in D R Congo after the eruption of the Goma volcano and in Myanmar after the military takeover, and in Ukraine, where we support churches working in the war-torn Donetsk and Luhansk regions.





We are guided by the book of Proverbs to: "Speak up and judge fairly; defend the rights of the poor and needy" and it is by this that BMS partner, the Uganda Christian Lawyers Fraternity (UCLF), seeks to provide a voice to the unfairly disadvantaged. Among the 298 people who received legal advice last year, many were women often excluded from recourse to the law, including a woman from a village in Iganga District. Her husband had forced her and their three children out of the house when he wanted to marry another woman. UCLF conducted a mediation, with the outcome that the woman and her children kept the house.

Uganda

When Lucy realised that her two-year-old son Jeremiah wasn't hitting his development milestones, she was referred to BMS-supported worker Isaac's speech and language therapy clinic, the first of its kind in Gulu, Uganda. Within five months, Jeremiah was sitting up on his own. Now, a year and a half on, he's up on his feet, walking and dancing. Their next goal is working on Jeremiah's speech, in preparation for sending him to school.



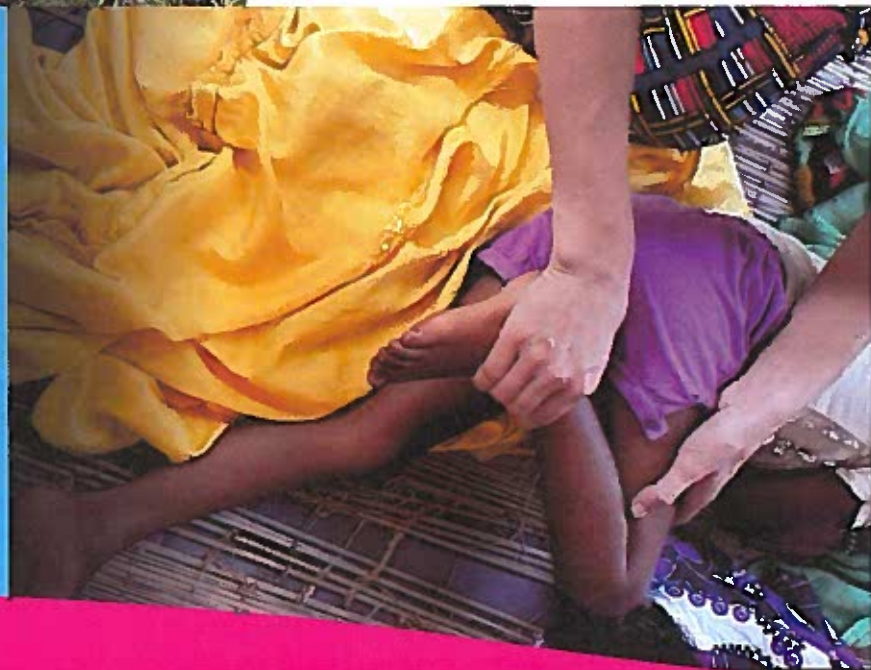
Bangladesh


When a pastor in Rangpur, Bangladesh reached out with his plan for keeping girls in school, BMS workers Louise and Peter Lynch, in partnership with the Asia Pacific Baptist Aid and the BBCS got to work. School bags, pens, paper and food packages were handed out to 160 children from six villages, with each family receiving a strong waterproof bag to keep precious items and documents safe during monsoon flooding.

Guinea

For six months, seven-year-old Diana* was bedridden with a life-threatening illness no-one could determine. She would normally have been at her kindergarten, run by BMS' partner in Guinea, learning, playing and hearing stories from the Bible. BMS worker Caroline* usually treats stroke patients and was 150km away. But thanks to online video calls, she could make a diagnosis and provide treatment. Two months later, they met in person with Diana able to walk with the aid of her mother.

**Name changed*



A photograph of a woman with braided hair, wearing a grey cardigan over a purple top, smiling warmly. She is holding a young child in a white polo shirt with blue and black stripes and a red waistband. The child has a serious expression. The background shows a blurred outdoor setting with trees and a building.

"Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy."

PROVERBS 31: 8-9

LOOKING FORWARD >>>

Alongside our partners, we continue to provide strong transformative projects and mission work to many of the poorest countries in the world. We will continue to do so, but less through an institutional model and more through increasing the capacity of these local partners so that they can develop sustainability and resilience.

Church and Community Mobilisation (CCM) remains key. Now CCM structures are in place, increased capacity to roll-out training, particularly in Nepal and India, will see us in-line with five-year targets.

Photo: Grace is confident about her son Ephraim's future after taking him to a BMS supported speech and language clinic in Uganda.

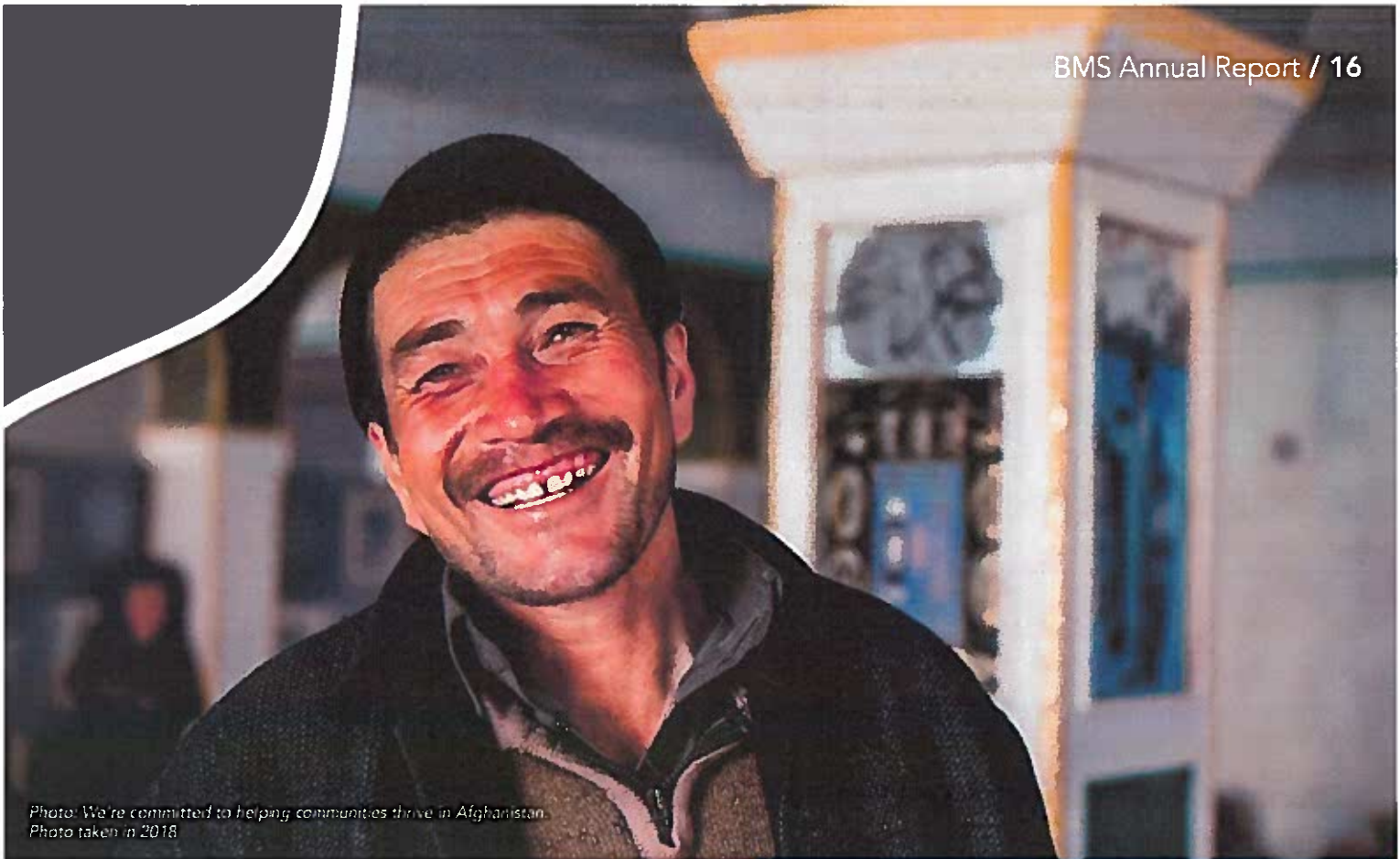


Photo: We're committed to helping communities thrive in Afghanistan.
Photo taken in 2018

LEAST EVANGELISED

In the places where the gospel has never, or hardly, been heard, we will use all we have learnt over the decades to train mission workers to break ground in those hard-to-reach places. We will send people from all directions in all directions. Alongside UK mission workers, we will co-send Global South workers within areas where the need is greatest, in ways that most fruitfully suit the context. Across Asia, we have collaborated with partners towards establishing a mission hub in India, which will recruit and train mission workers to be co-sent across the region. In North Africa, we remain in an exploratory phase, both in terms of building sustainable partnerships and in our approach to training and sending people into such volatile and sensitive areas. In countries we call barren soil locations, which include Afghanistan and Guinea, we aim to ensure an incarnational presence where the Church is scarcely present.

FACT FILE



Number of people participating in churches and associated networks: **103,877**



Number of mission workers and supported partner workers: **111** (target 150)



Number of fellowships established by church planters in the 'Green Window'*: **246** (target 37)

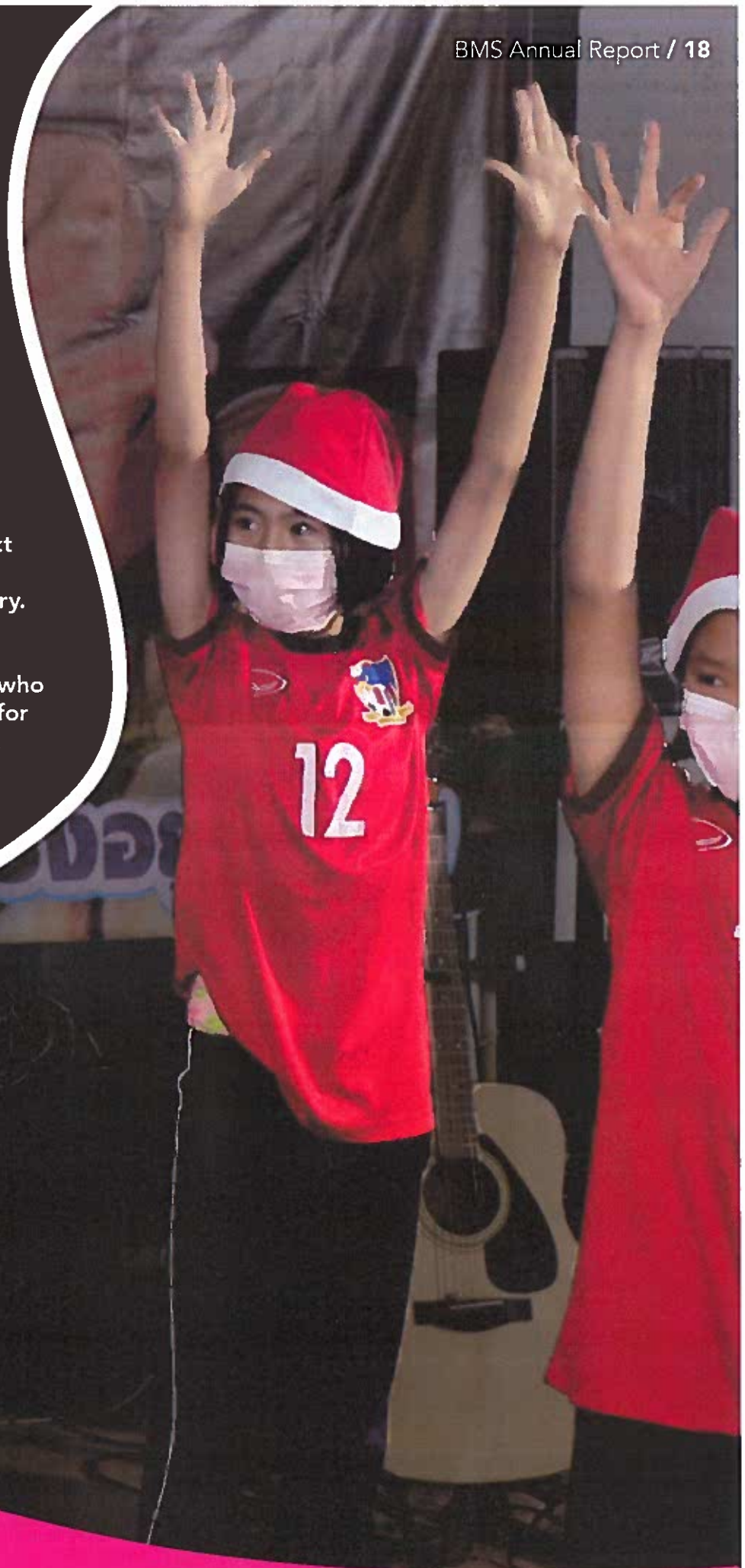


Number of mission workers placed in barren soil locations: **13**

**Tribal areas where less than 5 per cent of the indigenous population is Christian*

Fisherman Rocky Baroi is 39, married, a father of two girls, born in southern Bangladesh and with no church in his life. One night while out fishing, Rocky's boat sank and he cried out to Jesus. Nearby fisherman rescued him from drowning and changed Rocky's life. In February 2005 he was baptised and felt called to ministry. Rocky first studied at the BMS-linked Christian Disciple Training Center in 2009 and returned in 2021 to gain a theology degree. Now, Rocky teaches the children in his local church, and trains others how to plant new churches in a new place. At present, three churches and five house churches have been established by Rocky's associates, and he continues to "preach the gospel where the people do not yet hear the good news."

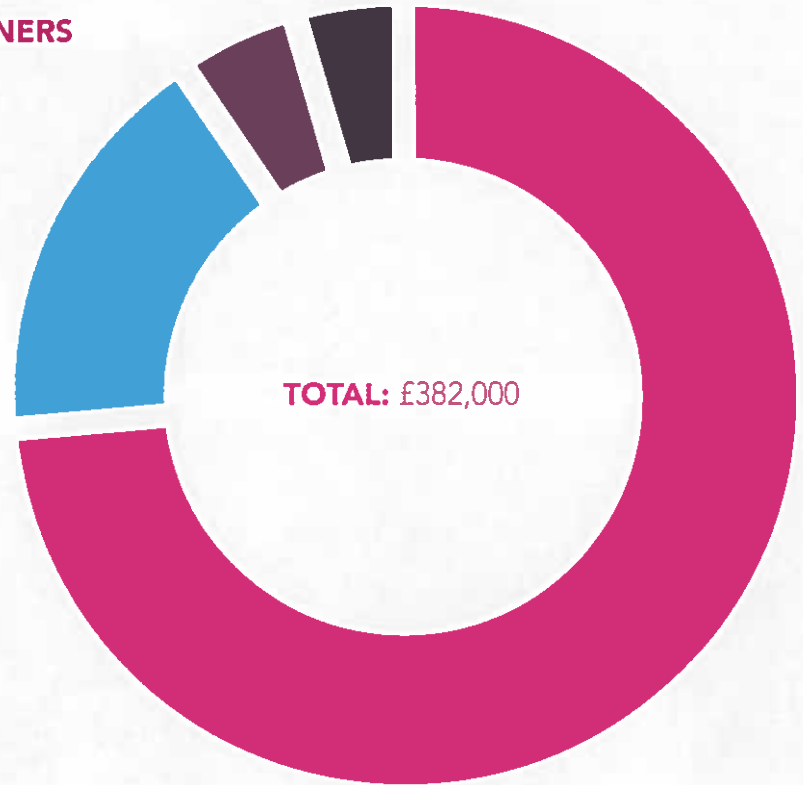
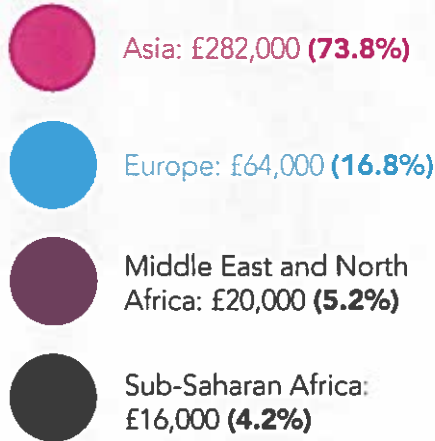
P thought that being a woman meant that she couldn't lead or teach the Bible. That all changed when she came into contact with the sports ministry at the Thai Karen Baptist Convention in Chiang Mai, Thailand. And while P discovered she wasn't so good at sports, she uncovered a hidden gift for cultivating discipleship among those around her, particularly children. When she returned to her church, she used the sports skills she had learned to connect with the young people and to tell them more about God's story. P discovered that she could be a spiritual mentor and a person who they trust. Those children who were once shy, now come to P for guidance. As P told us, "I thank you God that he has blessed me in my service with the children."



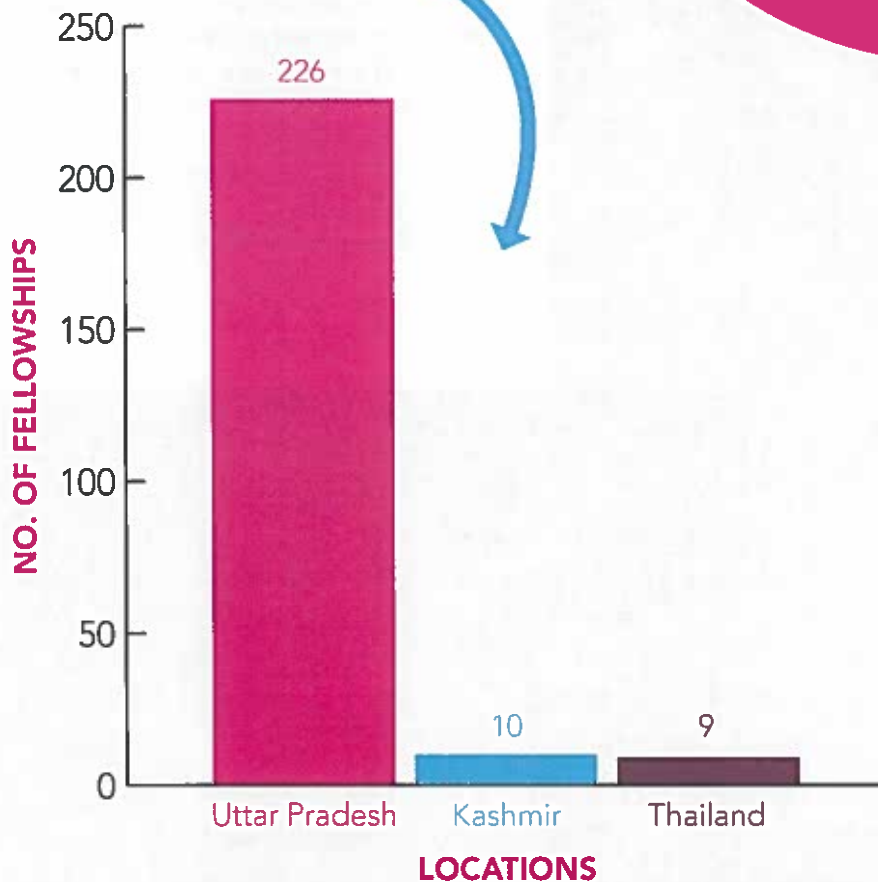
LEAST EVANGELISED

THE STATISTICS

DISTRIBUTION OF GRANTS TO PARTNERS (BY REGION)



FELLOWSHIPS ESTABLISHED IN THE GREEN WINDOW



The Green Window is the rainforest zone of the world. In these green areas there are tribal people groups who have never heard the gospel. There are more than 167 countries and territories and an estimated 2,200 ethnic groups within this broad window. Green Window countries where BMS has a presence include Peru, India, Mozambique and Thailand.

Indonesia

In partnership with the Asia Pacific Baptist Federation and in collaboration with other partners in the field, we have been part of a project to equip and co-send a mission worker into a particular unreached people group in one of the most persecuted areas of Indonesia. A recent visit by one of our partners saw them return with a positive survey as to the future mission development potential of this once hard-to-reach place.



Chad

Andrea and Mark Hotchkin (introduced on page 8) live simply in Bardaï in a style just like the local Teda population. Although they differ in one crucial respect. Among the Teda population, increasing numbers have taken a 'house help' from another part of Chad, who are often treated as barely more than slaves. The Hotchkins have decided not to have a house help. Instead, as known Christians, they wish to demonstrate that in Christ there are no first-class and second-class people groups, and that God places equal value on all.

India

Ranjeet Singh from Jammu in India, was addicted to alcohol. His Sikh family despaired of his drinking habits, which left them in poverty. One day his family invited a church leader from one of our partner organisations over. He showed them The Jesus Film. Ranjeet was watching too in the background and when he saw the crucifixion of Jesus he began to cry. After the film the church leader talked with Ranjeet and told him of a God who loves him. A fellowship has started in his home with 15 to 20 people attending every Friday for worship.



"For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life."

JOHN 3: 16



LOOKING FORWARD >>>

As we seek to establish more mission hubs across Asia, we are looking to build on the interest we have attracted from other agencies who have begun to see the value of our co-sending approach. In Latin America, we have established a Peru-based hub in collaboration with local partners, which is intended to be fully operational in 2022. The hub will send mission workers to locations categorised as 'least evangelised' around the continent and will also have a limited focus to gain access to indigenous populations.

Our work looking to gain a foothold in North Africa remains an ongoing struggle, which we believe speaks of the difficulty in transforming lives in that area. We have hope that links we have made with disciple-making movements in other areas of the continent may prove fruitful over the coming year. Meanwhile, we are excited that three long-term mission workers have completed their training and are now destined for hard-to-reach locations.

Photo: BMS supported workers like Pastor Amilcar are supporting church leaders as they bring the good news to communities along the Peruvian Amazon.



Heleen Manson for World Renew

PEOPLE ON THE MOVE

We walk with those forced to leave home. There are many reasons for flight, including war, conflict, persecution, natural disasters, deep-set destitution and repression. Our mission workers and partners have seen examples of all of them. The UNHCR estimates that 82.4 million people worldwide are displaced, whether internally or having crossed borders. That number has never been higher.

We aim to counteract this fragility by: improving services in their origin countries; establishing partnerships of humanity in places of transit; and enabling networks of Christian welcome in destination countries.

Our hope is that as we contribute to the flourishing of communities in the poorest countries, that transformation will offset the need to undertake hazardous journeys to Europe and the ensuing vulnerability to exploitation. We are also realistic, and a key part of our capacity-building work in 2021 has focused on drawing on our experiences in Lebanon to inform our future 'in transit' work, particularly that based on the Greek island of Lesbos.

FACT FILE



Number of refugees who have received training in vital skills for 'destination' life: **315** (target 320)



Percentage of BMS-enabled refugees receiving adequate shelter and safe water: **100** (target 90)



Number of people trained to reach refugees through the collaborative networks: **200** (target 96)



Number of refugees reached in destination countries: **9,866** (target 2,000)

Greece

Our partner in Lesbos created the Living Timber project, which serves as a place men from the Mavrovouni refugee camp can work together on furniture building. One day, an Afghan man was building some chairs. He began sharing about his life in Afghanistan and his family's needs in the camp. Though our partner does not distribute clothing items for men, one of our workers accompanied him to non-governmental organisations who did. As they returned to the centre, the Afghan man asked why the worker would take time out of his day to help him when it wasn't "part of his job". In answer, the worker shared about his faith. They continued to talk and the worker was able to share about the teachings of Jesus.



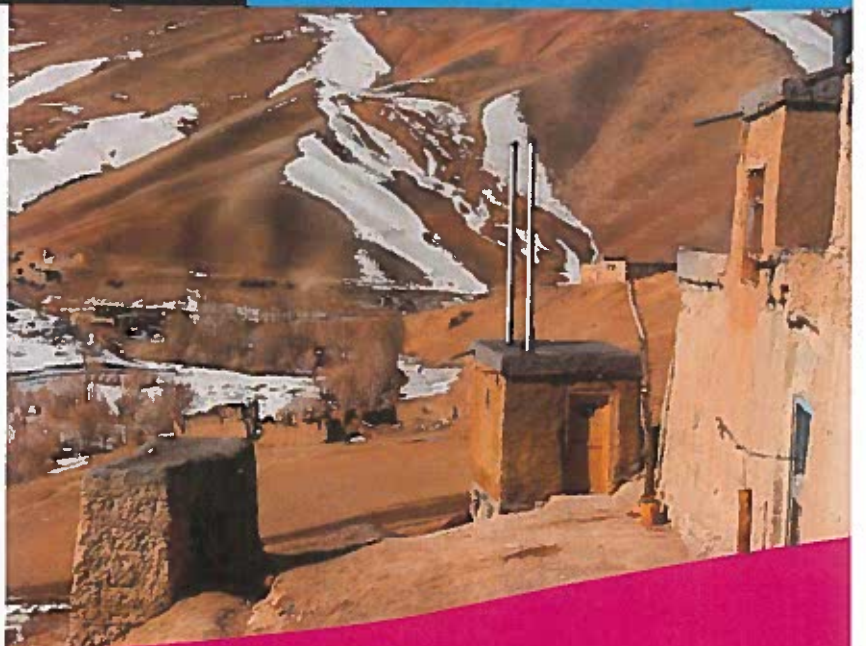
International


After an international search, which we conducted in partnership with the European Baptist Federation (EBF), Will Cumbia was appointed as EBF's Co-ordinator for Migration Issues, a new role which began in March 2021. Funded by BMS, Will's job helps to expand the capacity of the Commission on Migration to network, resource and support Baptist work with and alongside displaced peoples in European destination regions. Will is originally from Virginia in the US, but had been working in Vienna for the past four years supporting the refugee integration work of the Austrian Baptists.

Afghanistan

As part of building up communities in fragile countries, and before the evacuation in August 2021, BMS mission worker and agricultural expert Ruby* created a 'food forest', with apple, pear, plum and walnut trees. Up in the rural mountains of Afghanistan, where the winter snow melt can mean the difference between having enough to eat in the spring, or utter despair, the forest attracted the attention of families in the surrounding villages, coming to ask about how to look after fruit trees, feed and prune them.

**Name changed*

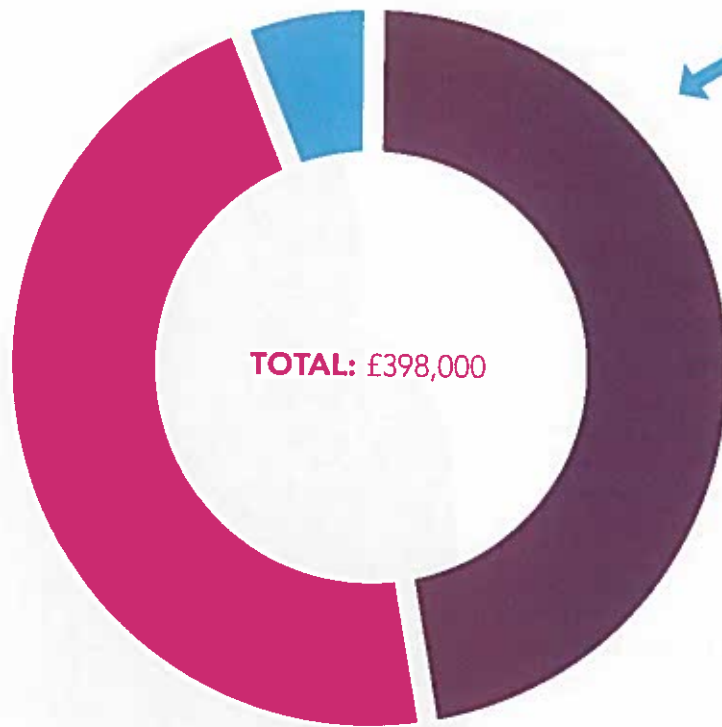




In a year of continued catastrophe, our long-standing partners in Lebanon have come alongside local churches to help them implement relief projects for vulnerable individuals and families. Families like that of Imane, a Syrian refugee in Beirut. "The food prices are out of this world," she says. But thanks to the voucher she has received from the church, "I was able to buy many things I couldn't afford anymore." The church has also provided Imane, and others like her, with hygiene kits and provisions to help them survive a harsh winter. Imane tries to help other families now by sharing what she receives, "because I know now what it is like to have nothing." She has even been able to witness to her landlord, who once tried to evict her. "I introduced him to the church, and they have been helping him."

PEOPLE ON THE MOVE

THE STATISTICS



DISTRIBUTION OF GRANTS TO PARTNERS (BY REGION)

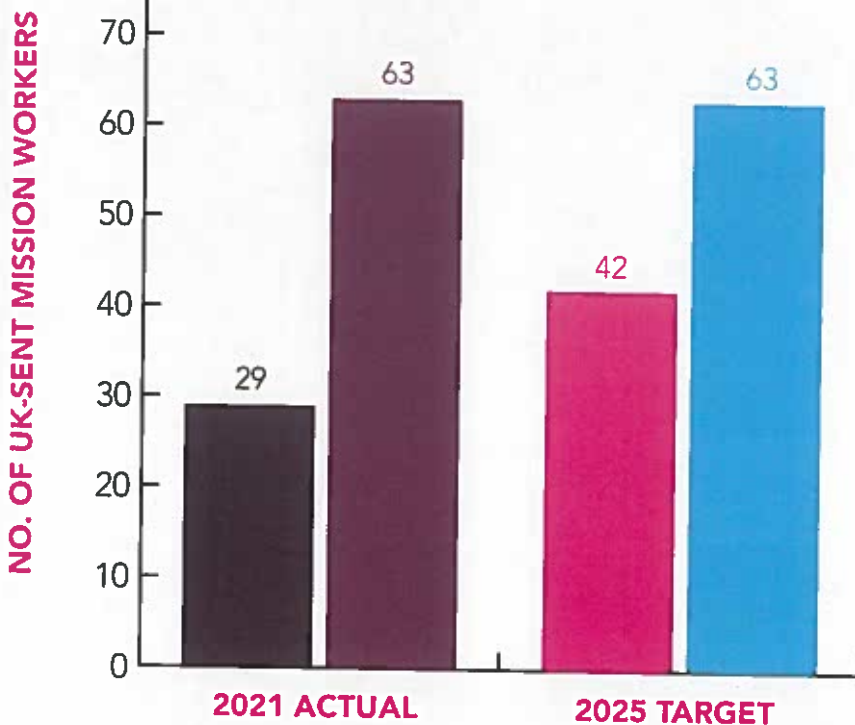
- Middle East and North Africa: £188,000 (47.3%)
- Europe: £186,000 (46.7%)
- Latin America: £24,000 (6%)

LOOKING FORWARD >>>

While 2021 was year of partnership building for our 'in transit' work, especially with our Lesbos-based partner, Russia's invasion of Ukraine in February 2022 already has and will continue to have a major impact on our crucial work with refugees.

A significant element of our strategy is to train networks of people to be sent to work amongst migrants in their destination context. With over 4 million refugees already created by the war in Ukraine, our partnership with the European Baptist Federation and work developing our involvement with two well-established refugee response networks, this aspect of our work will achieve an importance beyond what we could have envisioned.

NO. OF MISSION WORKERS IN POOREST QUARTER-PERCENTILE COUNTRIES



NO. OF UK-SENT MISSION WORKERS

GENDER JUSTICE

I am passionate about my newly created role of Gender Justice Co-ordinator and being a voice for the voiceless, inspired by Proverbs 31: 8, "Speak up for those who cannot speak for themselves, for the rights of all who are destitute." I would love to see a global team of advocates empowered to speak up and act against the injustices we see all around us, seeking to transform the lives of women and girls in all spheres. These champions of change are agents within their own, distinct communities. This fills me with hope and renewed passion to challenge the unjust status quo.

Jesus treated the women he encountered with dignity and respect, which was radical for his time and sadly remains all too radical in many parts of the world today. As a central part of my role, I will hold BMS to account as we continue to integrate our Gender Justice Framework into all areas of our work, from reviewing the roles of women within our partners to mentoring women leaders and supporting our mission workers to navigate gender issues in different contexts. I feel my background as a Ugandan lawyer with experience working in my home country, Mozambique and now in the UK has prepared me for the many challenges of this exciting role.

Annet Ttendo-Miller
Gender Justice Co-ordinator



EMERGING LEADERS

**"And David
shepherded
them with
integrity of
heart; with
skillful hands
he led them."
Psalm 78: 72**

BMS is committed to equipping, training and mentoring partners across the world to help develop their emerging leaders. These include BMS-supported workers Baptist John Jaya Prakash for India and Koffi Soké Kpomgbe for Africa, who are the regional leaders of the Baptist World Alliance 'Horizons' training programme for youth and children's work. Back in the UK, we have a long-standing relationship with All Nations College, an interdenominational mission training Bible college validated by the Open University.

Further afield, we have collaborative learning and training partnerships with the International Baptist Study Centre in Amsterdam through their Learning Network programmes in Missional Leadership and Freedom of Religion and Belief. Alongside this, our India Sending and Training hub brings together our work with the Institute of Vocational Excellence, Biglife in India and Asia Pacific Baptist Federation.

CREATION STEWARDSHIP

"For in him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things have been created through him and for him."

Colossians 1: 16

BMS, through the appointment of Laura-Lee Lovering as our Creation Stewardship Co-ordinator, acknowledges the importance that in all our work in every location we must love God through honouring his handiwork. And to love God we must love our neighbour; in the words of Laura-Lee, "We all depend on the same planet, so our choices have consequences for others, our choices also have a dimension of justice. The climate crisis is the warning that our choices are ever more critical, the consequences ever more global.

"Climate change is a threat multiplier, it takes all the other issues that we already care about (poverty, hunger, lack of education, healthcare resources, gender justice, displacement of peoples) and it makes them worse.

"The climate crisis is also a symptom of a long-standing fundamental problem with how human beings consider themselves in relation to the natural world and one another. These are relationships corrupted by sin – but we know, by the grace of God, that they don't have to stay that way, which is why we all do what we do, right?

"Certainly when I reflect on it as a Brit living in Peru for the last ten years, is it convincing that the cultural mindset that has been largely responsible for creating the environmental calamities we see now, can simply be re-directed to come up with the solutions? How we deal with, how we distribute and how we relinquish power requires a radical shift from what we think of the 'centre' to the 'margins'."

We are wary of unified narratives of creation stewardship and climate change because our experience in the world speaks against it at every level.

Even though socially and economically marginalised people are the first to be affected by environmental degradation and climate change, their voices are often the last to be listened to.

BMS' years of experience of not just being present but working alongside marginalised women and men allows us to be an instrument for centring the voices of those who are tangibly experiencing the disasters of the climate crisis. It allows us to pass on the call to action to all of us who are not yet affected.

Laura-Lee Lovering
Creation Stewardship Co-ordinator



CELEBRATING SUPPORTERS

Nothing that featured over the last 29 pages could have happened without the incredible financial and prayerful generosity of UK churches and our supporters. From the small quiet prayer at your desk when a story of transformation drops into your email inbox to a fundraising event involving the whole church community, it all makes a difference. We are constantly surprised and inspired by the tales that reach us of supporters' acts of kindness and sacrifice.

Perhaps no more so over the last year than when we learned of the escapades of 88-year-old Kenneth Hall. After hearing about the need for an x-ray facility at the hospital in Bardai, Chad, Kenneth wanted to help. And so, on his indoor rowing machine, he set off to row 656km – the equivalent of the distance from Bardai to the nearest x-ray facility in North Chad. He completed over 6,500 pulls on his rowing machine over three days and ended up raising over £13,000.

So many supporters came together after hearing our Covid-19 relief appeal for Nepal at the Baptist Assembly. We raised over £287,000, which went in part to support health workers like Chaha* to be equipped with PPE, portable vaccine boxes and fridges for storing vaccines – so they in turn could help others. In fact, because of our supporters' gifts and prayers, we were able to say yes to other partners in Nepal and from neighbouring countries who also desperately needed help.

We have been truly humbled and deeply blessed this year by those who have given a final gift in their will. This act of selfless love leaves a lasting legacy that will enable BMS' work for many years to come. Our legacy pack can be ordered from our website.

Alongside wonderful individuals, church communities have also sent us their stories. First, we heard from Prince's Road Baptist Church, who raised over £2,500 by encouraging the congregation to donate what they might ordinarily have spent on an Easter egg. Next, Kidlington Baptist Church shared with us their youth group challenge, which turned into a church-wide attempt during lockdown to walk the distance to Guinebor II hospital in Chad and back, all to raise money for BMS' Operation: Chad appeal. When the final step was taken, all who had participated managed to walk around 7,962 miles and raised over £3,400.

We know of many other such stories of faith-filled generosity and know too there may be many that we never hear about – or, when we do, we do so in the form of an answered prayer or an unmarked cheque. Our supporters make all that we do possible and for that we remain always grateful.

*Name changed

"The Lord is my strength and my shield; my heart trusts in him, and he helps me. My heart leaps for joy, and with my song I praise him."

PSALM 28: 7

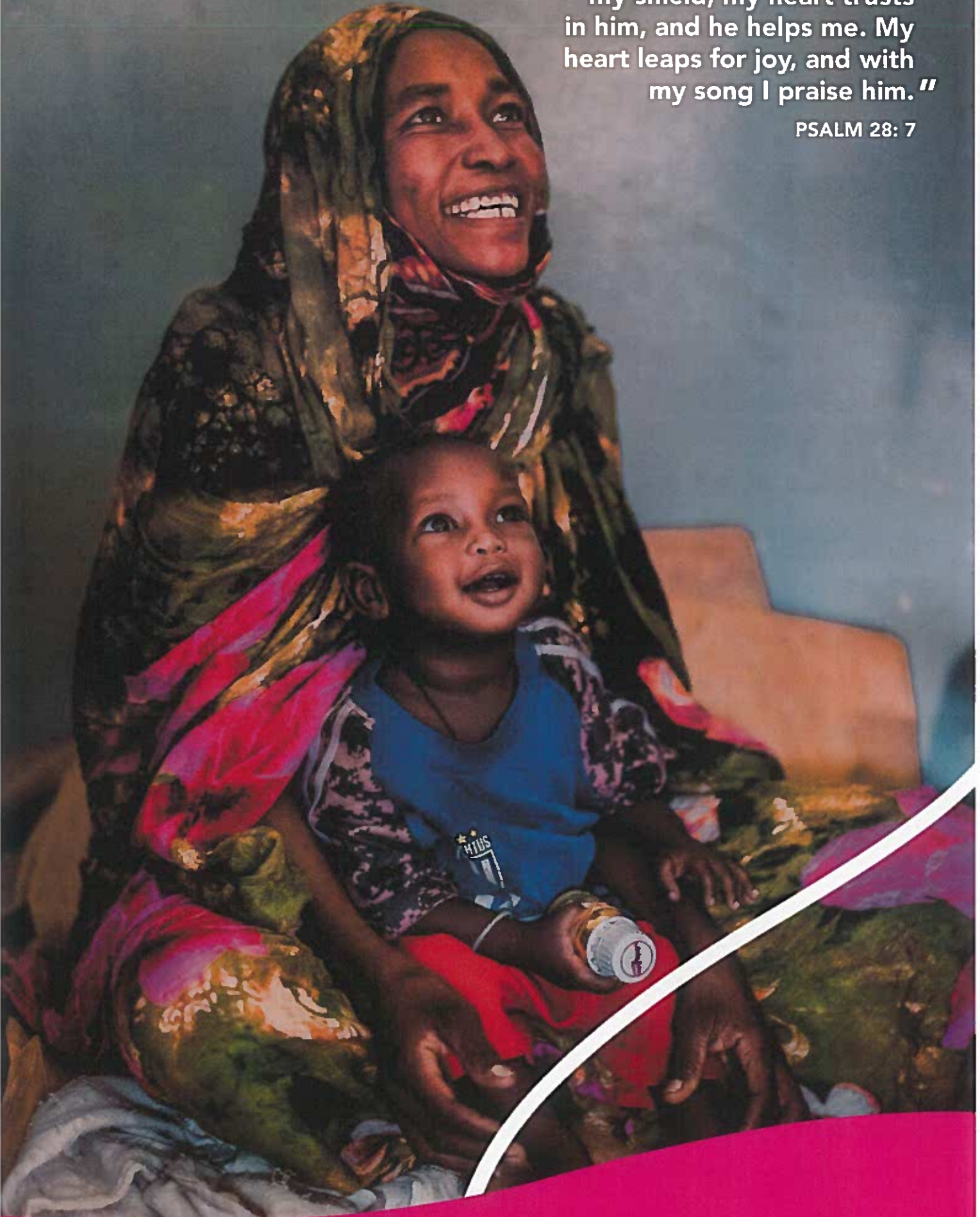
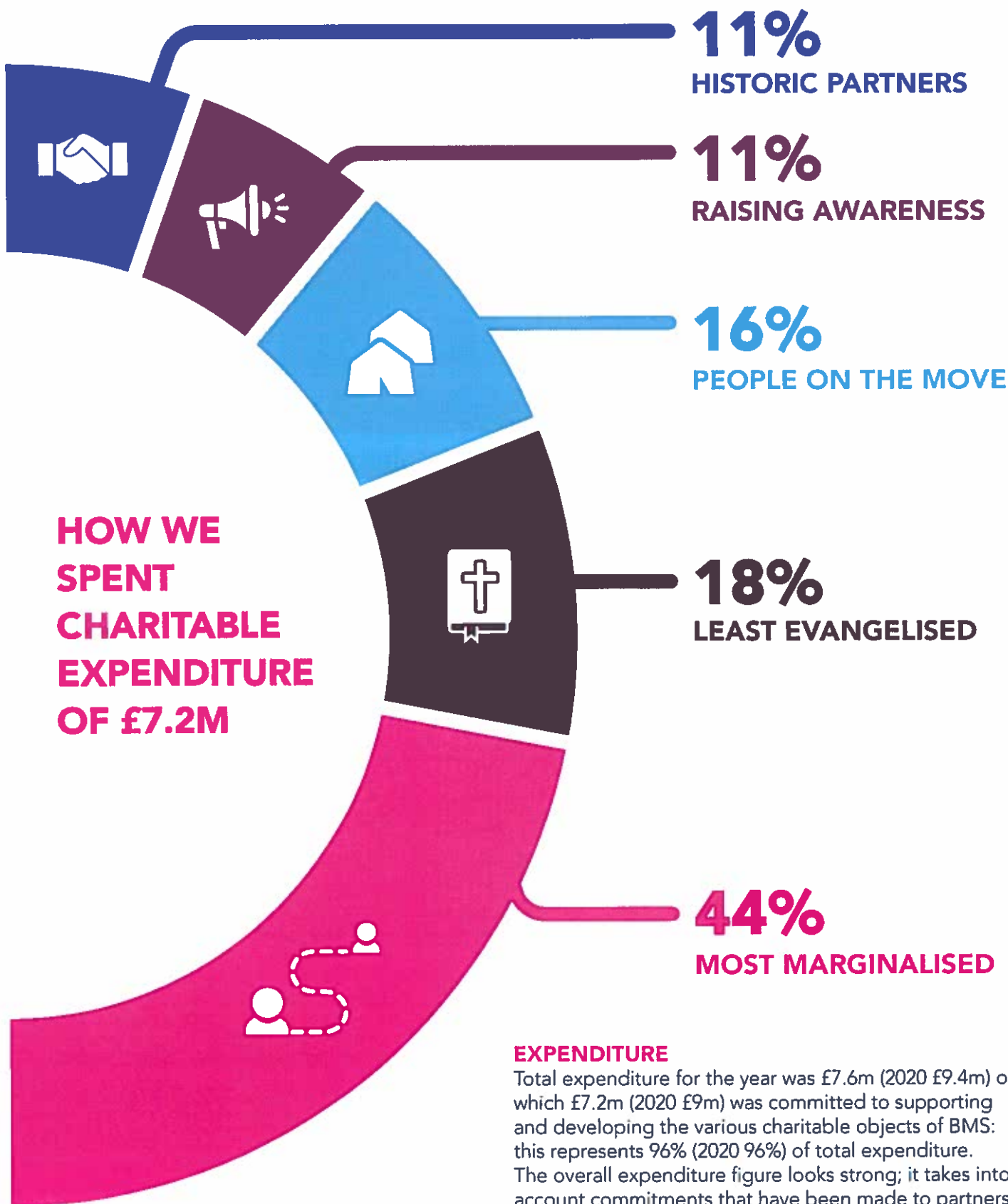


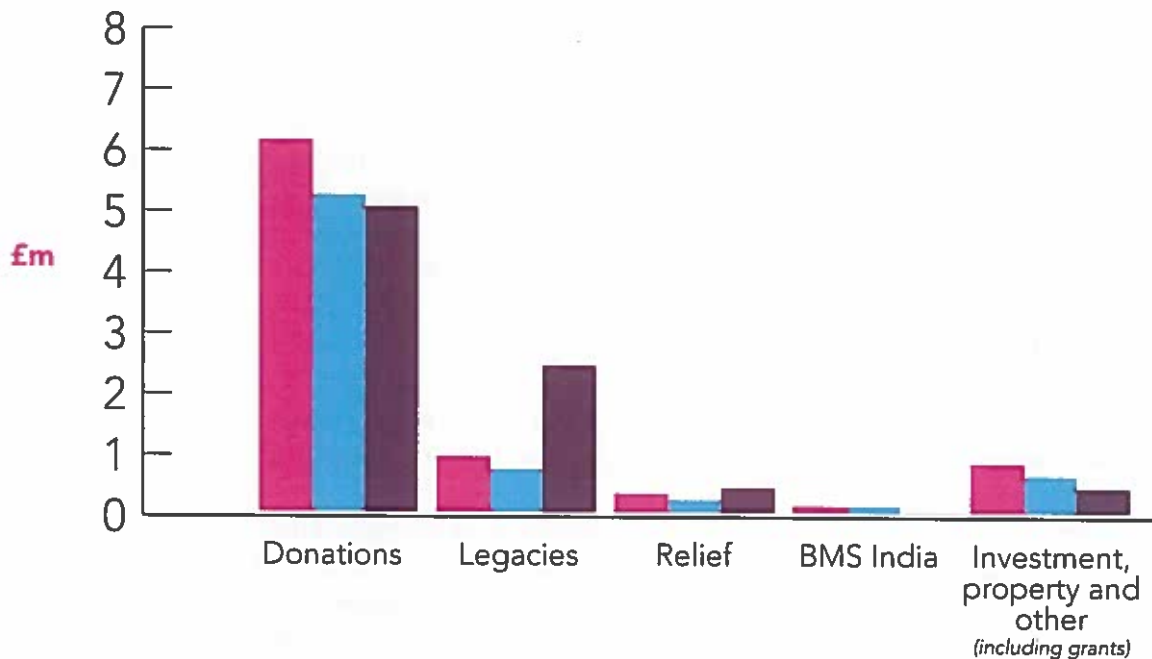
Photo: The quality healthcare offered at Guinebor II hospital in Chad brings hope to families living in poverty.

ABOUT OUR FINANCES



EXPENDITURE

Total expenditure for the year was £7.6m (2020 £9.4m) of which £7.2m (2020 £9m) was committed to supporting and developing the various charitable objects of BMS: this represents 96% (2020 96%) of total expenditure. The overall expenditure figure looks strong; it takes into account commitments that have been made to partners, a number of which have struggled to take forward projects during covid restrictions.



CATEGORIES OF INCOME

The graph compares categories of income, and includes an annualised 2020 bar to compare 2021 with a 12-month equivalent for 2020. In a period when BMS was braced for income decline it has been an enormous tribute to churches who have sought to maintain or increase their donations, and in particular to individuals who have significantly increased regular and appeal giving including Covid, Operation Chad, the Beirut explosion and Christmas appeals.

Legacy income is usually determined by a small number of high value legacies. It is believed that in 2020 the figure was affected by delays in estate administration and the probate process, with these coming through in a particularly high figure in 2021.

BMS India income of £0.1m (2020 £0.1m) was primarily donations from visitors to the Kolkata guesthouse which has been closed for most of the last 2 years. Profits from the guesthouse are normally used to support initiatives such as Street Servants in Kolkata and in both 2021 and 2020 BMS India drew from its reserves to continue this work.

For the second year running the Action Team (gap year) programme was cancelled and the residential centre, Wallis House has been closed to most residential activities since March 2020. Grant income in 2020 included government funding from the furlough scheme.



TRUSTEE REPORT

The Board of Trustee Directors (Board) of the Baptist Missionary Society (also known as 'BMS World Mission' and 'BMS') presents its annual report and audited financial statements for the year to 31 December 2021 (with comparative figures for the 14-month period to 31 December 2020).

The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a director's report as required under company law, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

Statement of Trustees' responsibilities

Trustee Directors (Trustees) are responsible for preparing the Strategic Report, the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charity and of the incoming resources and application of resources, including the income and expenditure, of the group and charity for that period.

In preparing these financial statements, Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK 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 business.

Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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 Companies Act 2006. 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of Trustees. Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

The Trustees who held office at the date of approval of this Trustees' Report confirm that, so far as they are each aware, there is no relevant audit information of which the charity's auditor is unaware, and each Trustee has taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

Following a routine review of audit services, Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in office.

The Trustees' Annual Report, including the Strategic Report, was approved by the Trustees on 23 May 2022 and signed on their behalf by:

David Marc Owen
Chair of Trustees
23 May 2022

OBJECTIVES AND ACTIVITIES

Charity objects and public benefit

BMS exists to see people brought to faith in our Lord and Saviour Jesus Christ and experience the abundant life that only he can provide.

This enables Baptist churches to respond to the call of God throughout the world in making known the gospel of Jesus Christ, to prevent and relieve poverty, sickness and human suffering caused by disasters overseas, and to promote and advance healthcare and education.

BMS brings public benefit by focusing on some of the Most Marginalised and Least Evangelised areas of the world, and with People on the Move who are displaced from their homes in these areas.

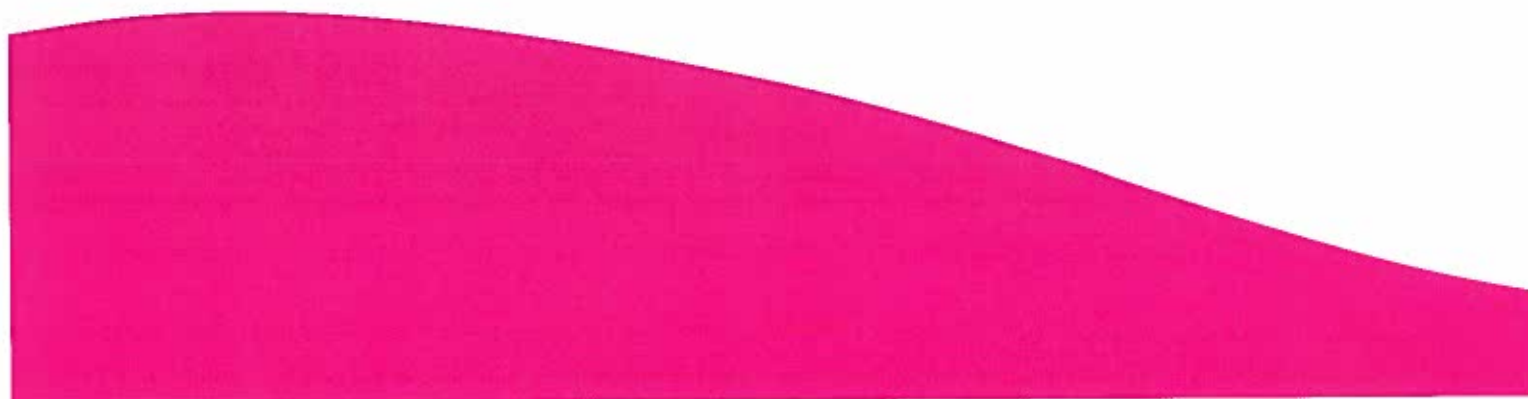
BMS works in places where churches are scarcely present, and in some of the poorest nations as defined by the Multidimensional Poverty Index (MPI). We work on service delivery through partners in the bottom quarter of the MPI where state and market are inadequately developed to support basic human resilience and flourishing, and working with partner churches towards community transformation, to meet localised gaps not covered by the state or market in the third quarter of the MPI.

BMS aims to support people with opportunity and basic services in locations that have a high refugee outflow towards Europe and is also developing work with transit refugees on the provision of basic humanitarian assistance.

The charitable work of BMS is funded by over £7m of public donations per annum (£8m in this period).

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.



STRUCTURE, GOVERNANCE AND MANAGEMENT

1. Structure

BMS is a registered company limited by guarantee in England and Wales, and a registered charity in England and Wales. It is governed by its memorandum and articles of association.

Baptist Missionary Society India - BMS has worked in India since its inception more than 200 years ago, but formally registered as a charitable organisation on 19 March 2015. Its objects align with those of BMS, who appoints the Trustees. Accordingly, consolidated accounts incorporate the activity of BMS India.

Baptist House Limited - BMS has a 50% share in Baptist House Limited. The 50% share of assets and liabilities of this joint arrangement with the Baptist Union of Great Britain (BUGB) has been included as an investment in Balance Sheet and details are included in Note 8b. BMS accounts for its share the service charge as charitable and share of the surplus as unrealised investment income.

2. Governance

The BMS Council are the company members of BMS. Council members will remain in office for a term of 3 years and may serve up to 3 consecutive terms. There may be up to 72 Council members who include the subscribers to the Memorandum, the Trustees and those appointed by the Baptist Unions of Great Britain, Scotland and Wales, the Irish Baptist Networks, the colleges recognised as Baptist colleges, and by co-optation. The Council normally meets at least twice a year. In 2021 meetings were held on-line in May and October.

Trustees are elected by the Council, will remain in office for a term of 3 years and may serve a maximum of 3 consecutive terms. Those nominated as potential Trustees are reviewed to ensure they have the necessary skills to contribute to the charity's development before the Council puts them forward for consideration.

When elected, each new Trustee receives an induction pack including Charity Commission publications and a range of key organisation policies and documents. All Trustees receive an induction, co-ordinated by the Chair of Trustees and the General Director, which includes a presentation on the organisation, an opportunity to meet key staff and become familiar with the BMS. Trustees also have access to a secure intranet web-based system where they can access Board papers and other information. Trustees stay abreast of changes in good practice and legislation. They designate one full day meeting each year specifically for relevant Board training and in 2021 this included an in-depth workshop exploring the implications of polycentric mission for BMS.

A Board Manual is used as a reference guide to good governance at Board level.

The Board has carried out a self-assessment against the Charity Governance Code and the Board concluded that the charity's overall governance is robust and in line with good practice. The Board has an action log to ensure continuous improvement against the Code's recommended practice. During 2021, following the 2020 update of the Code, the Board determined to engage a consultant during 2022 to add independent rigour to a review of practices.

Three committees have been constituted with specific terms of reference and functions delegated by the Board.

The Finance and Audit Committee – advises on all aspects of the charity's finances, including the financial accounts, annual estimates, risk management, investment management, income generation, property matters including Baptist House and Wallis House, salaries, mission personnel allowances, pensions and employment matters. They also advise on policy matters that relate to the future planning of the charity's finances, including such issues as reserves and the balance between the different categories of expenditure. They consider the appointment of the external auditors and any questions of their resignation or dismissal; discuss with the external auditors before the audit commences the nature and scope of the audit; receive the auditors' management reports following completion of their audit work and review the annual financial statements before submission to the Board of Trustees.

The Remuneration Committee – advises the Board of Trustees on the appropriate remuneration of the General Director and Executive Directors and their Terms and Conditions of employment. The Committee provides advice to the Board on staff grading structure, salaries and benefits.

The Nominations Committee – nominates people for appointment as Trustees. The appointment of a Trustee from amongst those nominated is made by Council members.

Safeguarding Trustee – a designated trustee has specific responsibility for oversight of safeguarding.

3. Management

Trustees are the governance-level decision makers for the charity. The Board currently numbers 10 experienced and committed people from a wide range of backgrounds and experience who usually meet in formal Board meetings four times per annum. The Executive Directors attend meetings of the Board but do not vote (with the exception of the General Director who is a Trustee).

Management of BMS is delegated to employed staff who are responsible for delivery of day-to-day operations to deliver the strategy set by the Trustees in accordance with BMS policies.



Within BMS there are currently five main departments each with its own director:

- General Directorate – providing overall leadership for BMS with major emphasis on theological reflection, strategic thinking and representation
- Department of Finance and Corporate Services – responsible for all the support functions for BMS including finance, investment management, risk management HR, administration and IT
- Department for World Mission– responsible for BMS mission work overseas. Key roles include recruitment and placement of mission personnel and relationships with overseas partner bodies
- Department of Intercultural Learning and Collaboration– responsible for pre-departure preparation and training partnerships
- Department for Communications and Funding – responsible for BMS’ corporate communications portfolio, including funding, creative content and church relations

Responsibility for our work overseas is supported by a team of Overseas Team Leaders who have responsibility for mission personnel and partners and combine this with leading specific ministries. Broadly speaking our work falls into 4 main geographic regions: Asia, sub-Saharan Africa, South America, and Europe, Middle East and North Africa.

The charity works overseas with partner organisations, providing funding by way of grants and/ or the provision of personnel. Details of these partners and grants can be found at Note 6 of the financial statements.

3.1 Pay and remuneration policy

The constitution makes particular provision for the General Director to be a Trustee as well as an Executive of the charity. All other Trustees give their time freely and no trustee remuneration was paid in the year, other than to the General Director. Details of this remuneration, trustee expenses and related party transactions are disclosed in note 10 to the accounts.

Salaries of all staff, including the Executive Directors, are reviewed annually, taking inflation and the overall financial position of BMS into consideration. BMS follows a grading and evaluation structure, and benchmarks salaries from time to time (last carried out in 2019).

3.2 Grant making policy

Christian stewardship underpins the BMS grant making policy in that it demands our integrity, diligence, good practice and wisdom. Grant applications must meet specific BMS principles, represent good stewardship and be able to meet BMS criteria for monitoring, evaluation and learning. Partner organisations are subject to due diligence and money laundering procedures.

In the period the charity awarded grants of £1.8m (2020: £2.5m). The Trustees’ policy is that grants are made against a budget, approved by the Board of Trustees and managed by the Department for World Mission. Grants outside the budget are made from the mission innovation fund for new work, or from the relief fund in response to emergencies. The 2020 figure is restated to take account of a prior-year adjustment. The change in year-end date to December resulted in the need to recognise grant commitments for the next financial year.

3.3 Investment policy and review of investment performance

The Trustees have the power to invest in such assets as they see fit.

The statements of investments principles set out the principles governing decisions about investments for the general and endowment funds and incorporate the BMS ethical investment policy. These statements are reviewed by Trustees regularly.

The entire BMS portfolio is invested in the CCLA Ethical Investment Fund to achieve investment requirements that balance income and capital growth, and to adhere closely to the BMS ethical investment policy. The CCLA Ethical Investment Fund was selected to be 'medium' risk and has a target return of CPI + 5% net of fees, of which the income target is 3%.

The BMS General Fund investments and Endowment Fund investments (unless specifically allocated in accordance with the fund) are in the COIF Charities Ethical Investment Fund. The income yield for the fund for year to 31 December 2021 was 3.06%, and the net annualised return for the Fund was 16.8% (to 31 December 2020 the yield was 3.21% and net annualised return 9.8%). CPI was reported as 5.7% (2020 0.4%).

The market value of General Fund investments at 31 December 2021 was £4.8m (31 December 2020 £4.2m); endowment and property fund investments were £2.9m (31 December 2020 £2.5m).

The graph showing market review data demonstrates the fund performance. The unit price at 1 January 2021 was 279.31 and at 31 December 2021 was 316.25. The graph shows the performance to date in 2022 with the price dropping to 296.67 at 7 April 2022. This is a reduction in total value across the funds of £0.3m.

COIF Charities Ethical Investment Fund

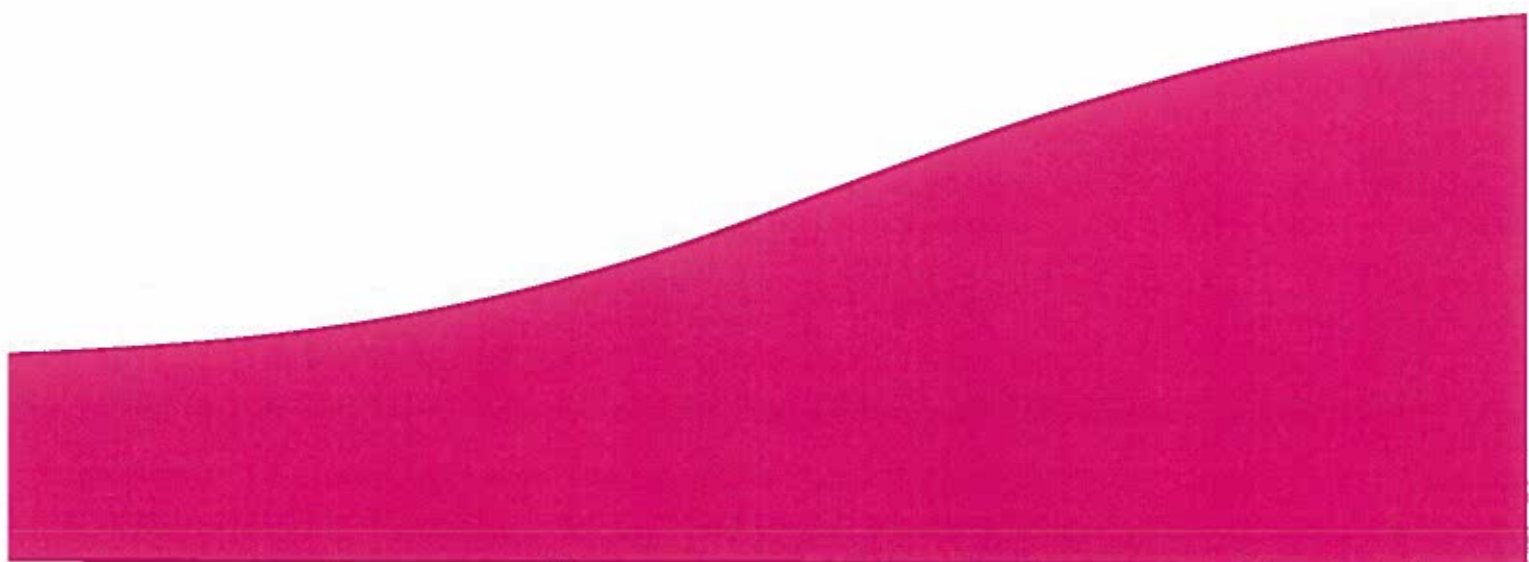


4. Going concern

The trustees have made an assessment of the charity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements were approved for release. As a result of our assessment, we consider that the charity is able to continue to operate as a going concern and that it is appropriate to prepare the financial statements on a going concern basis.

We have made this assessment after reviewing the Charity's forecasts and projections, which are being continually updated. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due; if necessary, this can be by drawing from investments.

In making our assessment we did not consider there to be any material uncertainty relating to events or conditions that individually or collectively may cast significant doubt on the charity's ability to continue as a going concern following a review to consider any material risk.



PRINCIPAL RISKS AND UNCERTAINTIES

Trustees regularly review the internal and external risks to BMS and give consideration to organisational attitude to risk. Trustees have identified the most important potential risks and uncertainties that may seriously affect the performance, future prospects or reputation of BMS, and have assessed how the risks are being managed.

Potential risk	How we manage the risk
<p><u>Safety and Security</u> Risks are faced by BMS mission workers and staff as a result of the BMS strategy to work in fragile states amidst pronounced global insecurity.</p>	<p>BMS has a comprehensive 24-hour crisis management policy and crisis response plan, with detailed procedures for handling a wide range of crisis events. Our commitment to work in dangerous places requires us to embrace, but minimise, a certain level of risk. When necessary BMS withdraws or moves mission personnel for a period. Regular crisis response scenarios and reviews are undertaken to embed preparedness.</p>
<p><u>Safeguarding</u> Issues around the protection of children and vulnerable adults in its care and in the care of mission workers.</p>	<p>BMS takes this risk extremely seriously. Well-developed communication and safeguarding processes are in place and BMS works with a specialist provider to train staff and partners and actively works to strengthen partner understanding of safeguarding. BMS has an experienced trustee with designated responsibility for safeguarding.</p>
<p><u>Funding</u> BMS support comes primarily from the Baptist denomination which provides a loyal and consistent support base. However, BMS is vulnerable to the financial strength, risks and uncertainties of the Baptist Unions of Great Britain, Scotland and Wales and their member churches. This is particularly exacerbated with the risks to the UK economy from Covid, Brexit and the cost of living rises across the world.</p>	<p>An independent but close relationship is maintained with the three mainland Baptist unions to stay abreast of their own risks and uncertainties.</p> <p>Giving from individual supporters is being increased to decrease our dependency on income directly from churches.</p> <p>Several fundraising products and relationship management tools are used to build and enhance our relationship with supporting churches and individuals.</p> <p>Staff members are developed and trained in fundraising practice, and keep abreast of industry trends and innovations.</p>
<p><u>Impact</u> Not demonstrating sufficient impact from our work, or failing to meet donor expectations.</p>	<p>A rigorous reporting framework is in place to monitor results against the strategy.</p>

Potential risk	How we manage the risk
<p><u>Overseas Expenditure</u> The majority of the charity's expenditure takes place overseas which heightens risks in terms of fraud and ensuring this is spent in accordance with the Charity's objectives. The new 2020 – 2025 strategy extends activity into new areas of work and new partners.</p>	<p>BMS has a rolling programme in relation to partner capacity building and ensuring financial scrutiny over the overseas transactions. Financial reviews and control capacity is monitored through regular reports to the Finance and Audit Advisory Committee, reflected back in ongoing learning.</p> <p>Special reviews are in place to support new strategic initiatives A programme of partner visits is scheduled for 2022.</p>
<p><u>Global Health Emergencies</u> The nature of BMS work means that personnel are at greater risk of being a conduit for the spread of global viruses.</p>	<p>BMS adheres to guidance issued by the UK government and has procedures in place to reduce the possibility of spread through its UK and overseas based personnel, of global pandemics. BMS actively promotes access to counselling for staff and mission personnel, and has introduced extra contact, flexibility, resources and activities to engender well-being.</p>

FINANCIAL REVIEW

1. Movement in funds

Taking the charity's funds in total, there was net income for the year of £1,569k (2020 deficit £886k), a net gain of £904k (2020 £596k) from the appreciation in value of the investment portfolio held by the charity, an actuarial gain on the defined benefit pension scheme of £958k (2020 loss of £1,196k), an exchange loss on assets held overseas of £5k (2020 loss of £39k) and no exchange gain or loss on forward contracts (2020 £17k). The overall position was a net increase in total reserves of £3.4m (2020 a deficit of £0.1.5m). The pension fund deficit based on accounting provisions has improved to £0.5m (2020 £1.4m).

2. Reserve policy and fund position

Trustees have a reserves policy that takes a risk-based approach. The policy was reviewed in 2021, in particular taking into account lessons learned from considering the covid threats to being a going concern.

Trustees have examined the requirement for free reserves. Trustees consider that, given the nature of our work this should equate to a range of between £4.0m to £4.5m to provide the flexibility and resilience to cover any short-term funding crisis or a medium-term recession, and a large portion of this needs to be matched by cash.

Free reserves	2021	2020
Unrestricted funds	£13.4m	£10.2m
Designated funds	(£6.7m)	(£5.8m)
Pension fund	£0.5m	£1.4m
Free reserves	£7.2m	£5.8m

Trustees maintain a financial plan to manage the budget so that the target level of reserves is achieved and maintained, and that this is matched by sufficient liquid funds. Such plans will take into account the long-term funding status of the charity's pension scheme and ensure that deficit payment commitments can be met. The current balance exceeds the reserve policy by £2.7m. The Trustees had deliberately built reserves to invest in Strategy 2025 and have now been looking beyond this to plan investment in the longer-term polycentric vision.

The charity also holds funds designated for specific purposes, without legal restriction, as follows:

Designated funds	2021	2020	Purpose
Fixed asset	£5.3m	£5.6m	Net book value of unrestricted fixed assets
Major repairs	-	£0.1m	For repairs spent in year or no longer needed
Mission innovation	£0.1m	£0.1m	For initiatives not in budget, topped up in year
Strategy	£0.9m	-	Set aside for 5-year financial strategy implementation
Covid economic impact	£0.4m	-	To ensure consistent response in economic downturn
Carbon offset fund	-	-	Below £0.1m, designated to environmental projects
	£6.7m	£5.8m	

The triennial valuation of the BMS defined benefit pension scheme was carried out as at 31 December 2018; the next valuation will be as at 31 December 2021. The deficit in 2018 was calculated to be £1.5m. During 2021 employer administration contributions of £0.15m were paid (2020 £0.15m). The fund valuation for accounting purposes at 31 December 2021 was a deficit of £0.5m (2020 £1.4m). The funding position at 31 December 2021 based on the actuarial assumptions used in the last triennial valuation estimated a surplus of £0.6m (2020 surplus £0.4m).

Endowment funds

Included in the balance sheet are endowment funds totalling £2.7m (2020 £2.3m), the capital element not being available to be spent. Income from the endowment funds has been spent during the year.

Restricted funds

Restricted funds are subject to specific conditions imposed by donors. The reserves policy for restricted funds is for sufficient assets to be held to meet the obligations of each fund and this is the case as at 31 December 2021 the total was £1.3m (2020 £1.3m). The reserves of BMS India of £0.4m (2020 £0.4m) are consolidated in the restricted fund balance.

3. Effectiveness of activities to generate funds

Direct fundraising costs are a very small proportion of BMS expenditure (less than 5%). A large proportion of our income comes from our carefully managed relationship between BMS and our supporting churches and their members. BMS does not use professional external fundraisers.

BMS is registered with the Fundraising Regulator and the Fundraising Preference Service and is compliant with the Code of Fundraising Practice. Our commitment to these important voluntary standards ensures that we always champion the privacy and rights of our audience and minimise the risks of any of our fundraising activities resulting in distress, inconvenience or undue pressure, particularly on vulnerable people.

In the last year we received nine complaints in response to our fundraising material, out of tens of thousands of mailings. The matters were handled swiftly, carefully and in accordance with our fundraising complaints procedure.

There was a great outpouring of generosity at the Baptist Assembly in response to our Covid appeal. Many new donors have responded to appeals throughout the year, many have become regular donors and others generously increased their monthly giving. We are thankful to God for his provision, and to our many supporters for their continued generosity.

4. Pension Fund arrangements

Following a review of our Pension Fund arrangements for UK staff and overseas mission workers, the defined benefit scheme was closed to future accruals and a defined contribution section of the scheme was opened on 1 November 2010. The triennial valuation of defined benefit section at 31 December 2018 showed a funding deficit of £1.5m. A deficit payment of £0.6m is due by September 2022 and £0.4m by September 2025. The six-year recovery plan agreed with the Pension Trustee in 2019 has been implemented and is on track. The Trustees are pleased that the strength of the fund has enabled the Pension Trustee to put in place a long-term de-risking investment strategy to arrive at a long-term low dependency target in 15 years' time of gilts + 0.5%. The initial stage of this long-term strategy was a portfolio in 2020 targeted at gilts +1%. In 2021 the risk was reduced to gilts + 0.75%. Equity investment is not a part of the portfolio, but it has been possible for the Pension Trustee to maintain a strong ethical and responsible position on investment fund selection.

Trustees support the Pension Trustee in its long-term approach to investment management.

During 2020 after discussion with the Pension Scheme Trustee, the BMS Trustees decided to close the defined contribution section of the scheme and after a review of providers the pension provision moved to the Aviva Master Trust. From 1 June 2021, monthly contributions were made into the Master Trust and on 6 August 2021 the defined contribution scheme assets were transferred in bulk.

5. Factors likely to affect the financial performance going forwards and post year-end events

The major financial concerns that BMS faces is the economic outlook for the UK and the world economies.

In 2021, the decision was made to withdraw mission personnel from Afghanistan, and since then project and the funding has also been postponed. Providing the conditions improve, work in Afghanistan is expected to resume but if this is not possible then a significant programme of work will be affected.

The damaging impact of Covid-19 continued to seriously affect partner activities and the ability of BMS to fund projects and activities. The ongoing impact has been factored into future financial plans and contingency actions agreed should the impact be greater than anticipated. The trustees have reviewed the plans and agreed a series of activities that should ensure financial stability if necessary.

BMS is working alongside the European Baptist Federation in response to the war in Ukraine. The response from supporters for relief work has been substantial. The situation in itself is not expected to have a material impact on financial performance.

On review of the financial plans to the end of June 2023, and given the further management actions that are feasible, the trustees have concluded that this will not affect the ability of the charity to continue as a going concern.



REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Rev David Marc Owen (Chair)
 Mr Robert Ashurst (Honorary Treasurer)
 Dr Anthony Agbonasevbaefe (From May 2021)
 Rev Simeon Baker
 Dr Elizabeth Bendor-Samuel
 Ms Lynn Cadman
 Rev Lindsay Caplen (to March 2021)
 Dr Marion Carson

Rev Kalyan Das (to March 2022)
 Ms Ruth Elliot
 Dr Stephen Green (to Feb 2021)
 Ms Helle Liht (from May 2021)
 Mr John Slater (Vice Chair) (to March 2022)
 Dr Kang-San Tan
 Rev John Western (to March 2021)

Key management personnel

Dr Kang-San Tan (General Director)
 Mrs Sarah Anthony (Co-Director - Communications)
 Rev Dr Arthur Brown (World Mission)
 Mr Ben Drabble (Co-Director - Communications)
 Ms Valerie Stevens (Finance & Corporate Services)
 Mr Stephen Sanderson (Strategy) from February 2022
 Mr Peter Oyugi (Intercultural Learning and Collaboration) from February 2022

Auditor

Sayer Vincent LLP
 Invicta House
 108-114 Golden Lane
 London
 EC1Y 0TL

Principal Solicitors

Anthony Collins Solicitors LLP
 134 Edmund Street
 Birmingham
 B3 2ES

Principal Bankers

Barclays Bank
 1 Churchill Place
 London E14 5HP

Investment Managers

CCLA Investment Management Limited
 Senator House
 85 Queen Victoria Street
 London
 EC4V 4ET

Actuary

XPS Pension Group
 1 Colmore Row
 Birmingham
 B3 2BJ

Registered Office

Baptist Missionary Society
 129 Broadway, Didcot, OX11 8XD
 Telephone: 01235 517700
 Fax: 01235 517601
 Email: mail@bmsworldmission.org
 Website: bmsworldmission.org

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF BMS WORLD MISSION

Opinion

We have audited the financial statements of The Baptist Missionary Society (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2021 which comprise the consolidated and parent charitable company statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2021 and of the group's and parent charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions related to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Baptist Missionary Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or the Parent Charitable Company Financial Statements are not in agreement with the accounting records and returns; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the Finance and Audit Advisory Committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 1. Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 2. Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 3. The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

Date : 14 June 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

BMS GROUP CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021
(incorporating an income and expenditure account)

	2021				Restated 14 months 2020				
	Notes	Unrestricted	Restricted	Endowment	Total	Unrestricted	Restricted	Endowment	Total
		Funds	Funds	Funds	2021	Funds	Funds	Funds	2020
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Income from:									
Donations, grants and legacies	2	6,922	1,203	-	8,125	6,277	1,505	-	7,782
Other trading activities		57	-	-	57	94	-	-	94
Investment income	3	183	23	-	206	180	27	-	207
Other income	4	754	6	-	760	405	8	-	413
Total income		7,916	1,232	-	9,148	6,956	1,540	-	8,496
Expenditure on:									
Raising funds		335	-	-	335	354	-	-	354
Charitable activities									
Least Evangelised		1,232	52	-	1,284	748	128	-	876
Most Marginalised		2,197	992	-	3,189	2,702	1,137	-	3,839
People on the Move		1,144	29	-	1,173	1,273	109	-	1,382
Historic Partners		799	5	-	804	1,089	219	-	1,308
Raising Awareness		794	-	-	794	1,623	-	-	1,623
		6,166	1,078	-	7,244	7,435	1,593	-	9,028
Total expenditure	5	6,501	1,078	-	7,579	7,789	1,593	-	9,382
Net income / (expenditure) before movement on investments		1,415	154	-	1,569	(833)	(53)	-	(886)
Net gains on investments		569	22	313	904	383	14	199	596
Net income/(expenditure)		1,984	176	313	2,473	(450)	(39)	199	(290)
Transfers between funds	9	197	(197)	-	-	109	(109)	-	-
Other recognised gains/(losses):									
Actuarial gains/(losses) on defined benefit pension scheme		958	-	-	958	(1,196)	-	-	(1,196)
Exchange differences		-	(5)	-	(5)	-	(39)	-	(39)
Net movement in funds		3,139	(26)	313	3,426	(1,554)	(187)	199	(1,542)
Reconciliation of funds: total funds brought forward		10,224	1,342	2,347	13,913	11,778	1,529	2,148	15,455
Total funds carried forward		13,363	1,316	2,660	17,339	10,224	1,342	2,347	13,913

The result for the year for Companies Act 2006 purposes is represented by the net movement in funds in the consolidated statement of financial activities. There are no recognised gains or losses in the current or preceding year other than those shown in the consolidated statement of financial activities above. All amounts derive from continuing operations. There is no material difference between the net income/(expenditure) for the financial year stated above and their historical cost equivalents.

BMS PARENT CHARITY STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021
(incorporating an income and expenditure account)

		2021				Restated 14 months 2020			
	Notes	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2021	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2020
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Income from:									
Donations, grants and legacies	2	6,922	1,153	-	8,075	6,277	1,413	-	7,690
Other trading activities		57	-	-	57	94	-	-	94
Investment income	3	183	6	-	189	180	7	-	187
Other income	4	754	-	-	754	405	-	-	405
Total income		7,916	1,159	-	9,075	6,956	1,420	-	8,376
Expenditure on:									
Raising funds		335	-	-	335	354	-	-	354
Charitable activities									
Least Evangelised		1,232	52	-	1,284	748	128	-	876
Most Marginalised		2,197	892	-	3,089	2,702	954	-	3,656
People on the Move		1,144	29	-	1,173	1,273	109	-	1,382
Historic Partners		799	5	-	804	1,089	219	-	1,308
Raising Awareness		794	-	-	794	1,623	-	-	1,623
		6,166	978	-	7,144	7,435	1,410	-	8,845
Total expenditure	5	6,501	978	-	7,479	7,789	1,410	-	9,199
Net income / (expenditure) before movement on investments		1,415	181	-	1,596	(833)	10	-	(823)
Net gains on investments		569	22	313	904	383	14	199	596
Net income/(expenditure)		1,984	203	313	2,500	(450)	24	199	(227)
Transfers between funds	9	197	(197)	-	-	109	(109)	-	-
Other recognised gains/(losses):		-	-	-	-	(17)	-	-	(17)
Actuarial gains/(losses) on defined benefit pension scheme		958	-	-	958	(1,196)	-	-	(1,196)
Net movement in funds		3,139	6	313	3,458	(1,554)	(85)	199	(1,440)
Reconciliation of funds:									
Total funds brought forward		10,224	916	2,347	13,487	11,778	1,001	2,148	14,927
Total funds carried forward		13,363	922	2,660	16,945	10,224	916	2,347	13,487

The notes on pages 55 to 71 also form part of these financial statements

	Notes	Group		Charity	
		2021 £'000	Restated 2020 £'000	2021 £'000	Restated 2020 £'000
Fixed assets					
Tangible assets	11	5,908	6,206	5,636	5,914
Investments	12	7,667	6,763	7,667	6,763
Total fixed assets		13,575	12,969	13,303	12,677
Current assets					
Stock		3	2	3	2
Debtors	13	1,917	2,057	1,883	2,016
Investments		36	97	1	1
Cash at bank and in hand		4,204	1,924	4,117	1,893
Total current assets		6,160	4,080	6,004	3,912
Liabilities					
Creditors: amounts falling due within one year	14	(1,909)	(1,773)	(1,875)	(1,739)
Net current assets excluding pension liability		4,251	2,307	4,129	2,173
Defined benefit pension scheme liability	16	(487)	(1,363)	(487)	(1,363)
Total net assets		17,339	13,913	16,945	13,487
The funds of the charity					
Endowment funds		2,660	2,347	2,660	2,347
Restricted income funds		1,316	1,342	922	916
Unrestricted funds					
Designated funds		6,646	5,777	6,646	5,777
General funds (free reserves)		7,204	5,810	7,204	5,810
Total funds excluding pension reserve		17,826	15,276	17,432	14,850
Pension reserve		(487)	(1,363)	(487)	(1,363)
Total funds		17,339	13,913	16,945	13,487

The financial statements on pages 50 to 71 were approved by the Trustees on 23 May 2022 and signed on their behalf by:

David Marc Owen

Chair of Trustees

Date: 23 May 2022

	Group		Charity	
	2021 £'000	Restated 14 months 2020 £'000	2021 £'000	Restated 14 months 2020 £'000
Cash flow from operating activities:				
Net cash provided by/(used in) operating activities	(a) 1,357	641	1,367	709
Cash flows from investing activities:				
Dividends, interest and other income from investments	206	207	189	187
Proceeds from sale of tangible fixed assets	681	114	681	cas
Payments to acquire tangible fixed assets	(20)	(93)	(13)	(90)
Net cash provided by investing activities	867	228	857	97
Change in cash and cash equivalents in the year	2,224	869	2,224	806
Cash and cash equivalents at the beginning of the year	2,021	1,191	1,894	974
Change in cash and cash equivalents due to exchange rate movements	(5)	(39)	-	-
Cash and cash equivalents at the end of the year	4,240	2,021	4,118	1,780
(a) Reconciliation of net income to net cash flow from operating activities				
Net income for the reporting period (as per the Statement of Financial Activities)	2,473	(290)	2,500	(227)
Depreciation	275	419	250	404
(Gains) on investments	(904)	(712)	(904)	(712)
Investment income	(206)	(207)	(189)	(187)
(Profit) from sale of fixed assets	(640)	(78)	(640)	(78)
(Loss) on Forward Exchange Contracts	-	(17)	-	(17)
Currency re-translation on fixed assets	2	27	-	-
Decrease/(increase) in stocks	(1)	3	(1)	3
Decrease/(Increase) in debtors	140	336	133	347
(Decrease)/Increase in creditors	136	989	136	1,005
Difference between net pension expense and cash contribution	82	171	82	171
Net cash provided by/(used in) operating activities	1,357	641	1,367	709
Analysis of changes in net funds				
Cash at bank and in hand	4,204	1,924	4,117	1,893
Short term deposits	36	97	1	1
	4,240	2,021	4,118	1,894

Analysis of changes in net debt

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 January 2021 (restated)	2,021	(329)	1,692	1,894	(329)	1,565
Cashflows	2,224	346	2,570	2,224	346	2,570
Fair Value Movements	-	(17)	(17)	-	(17)	(17)
Foreign Exchange Movements	(5)	-	(5)	-	-	-
Other non-cash changes	-	-	-	-	-	-
At 31 December 2021	4,240	-	4,240	4,118	-	4,118

	Group			Charity		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 November 2019	1,191	(237)	954	974	(237)	737
Cashflows	869	242	1,111	806	242	1,048
Fair Value Movements	-	11	11	-	11	11
Foreign Exchange Movements	(39)	-	(39)	-	-	-
Other non-cash changes	-	(345)	(345)	-	(345)	(345)
At 31 December 2020 (restated)	2,021	(329)	1,692	1,780	(329)	1,451

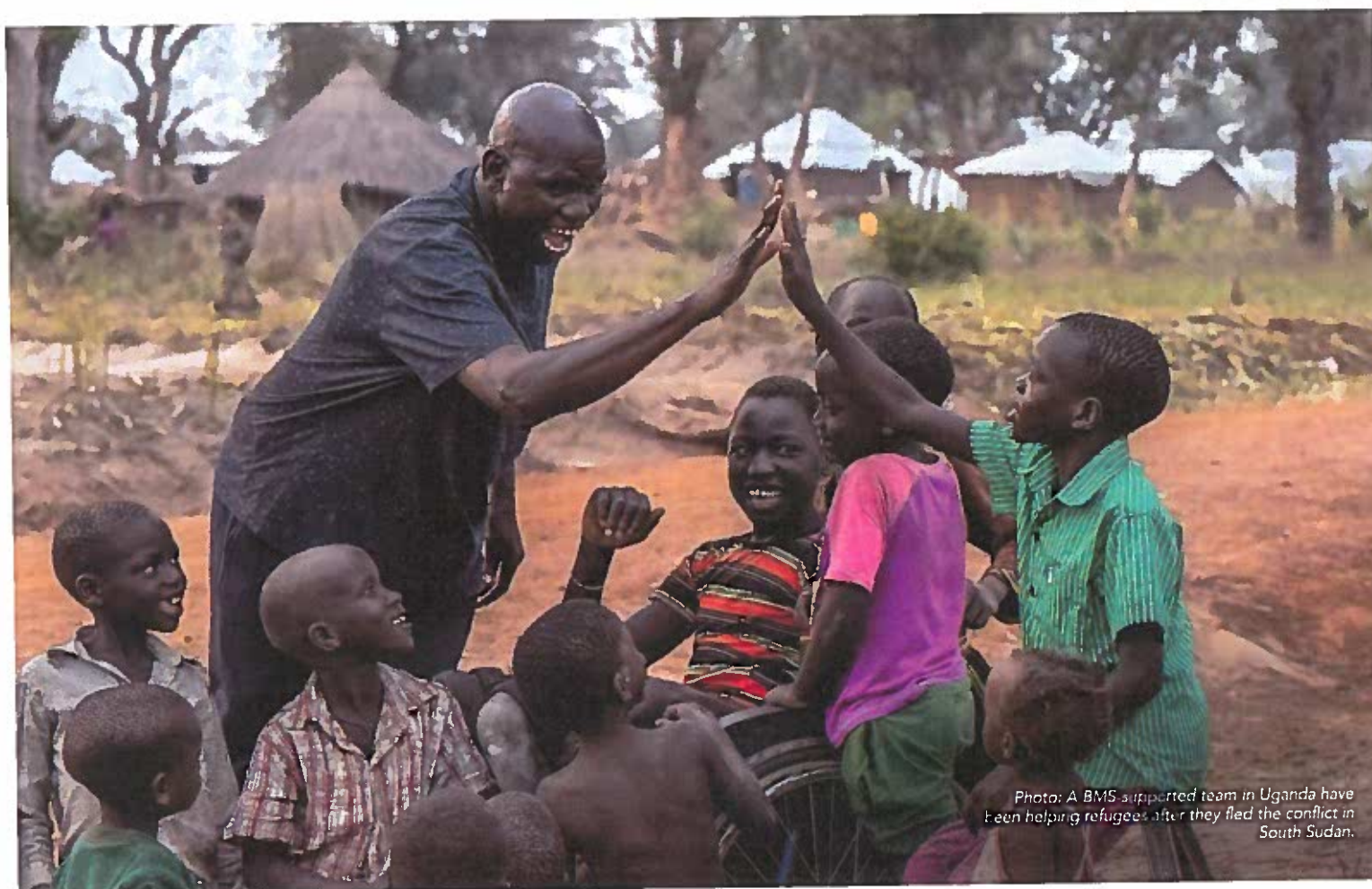


Photo: A BMS supported team in Uganda have been helping refugees after they fled the conflict in South Sudan.

1 Accounting policies

a Statutory information

BMS is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is 129 Broadway, Didcot OX11 8XD.

b Basis of preparation

The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value. The financial statements have been prepared in accordance with 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), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

During the prior year the charity changed the accounting reference date to 31 December. As a result the comparative figures in the financial statements cover a 14 month period from 1 November 2019 to 31 December 2020. These comparative figures are labelled as 14 months 2020.

These financial statements consolidate the results of the charity and its wholly-controlled subsidiary, Baptist Missionary Society Trust, in India on a line-by-line basis. These financial statements also include the charity's 50% share of its Joint Venture, Baptist House Limited, as an investment recognised at fair value, being 50% of the value of the net assets, with any gain or loss taken through net gains on investments in the Statement of Financial Activities.

BMS constitutes a public benefit entity as defined by FRS 102.

c Assessment of going concern

BMS World Mission's activities, its current financial position, and factors likely to affect its future development are set out within the report from the board. BMS has a 5 year financial plan to 2025 that shows it is able to continue its business-critical activities and remain a going concern. As at 31 December 2021 BMS World Mission had available cash balances of £4.1m and a further £4.8m of investments that could be drawn upon if required. The board's assessment of going concern involved a number of subjective judgements including, but not limited to; decrease in church giving, impact of foreign exchange volatility, delays in the crystallisation of legacies where probate has been granted. In making their assessment the board have also considered the potential impact on its cashflows and liquidity. A stress test has been run on the cashflow forecasts to June 2023 and the board have contingency plans in place to mitigate potential adverse impacts on cashflow including, for instance, delays in non-essential expenditure, phasing of grants, delaying staff recruitment. The trustees concluded their assessment found that the financial plan and forecasts are robust and show that BMS is able to meet its obligations. BMS has not suffered significant negative financial impact as a result of COVID-19 to date. As part of the going concern assessment and conclusion, the continuing effects of COVID-19 and post Brexit transition have been considered in BMS's forecasts and factored into the stress test carried out, including any mitigation actions that may be required. On this basis, given the strength of the balance sheet and availability and liquidity of unrestricted investments, the trustees believe that, while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern. The board has a reasonable expectation that BMS has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. The board have considered the foreseeable future for their going concern assessment to cover the period to 31 December 2025. On this basis, the board continues to adopt the going concern basis in the financial statements.

d Accounting estimates and judgements

Preparation of the financial statements in accordance with FRS102 requires the Trustees to make certain judgements and estimates. The items below are considered to be the most important in understanding the financial statements:

BMS recognises its liability to its defined benefit pension scheme. This involves actuarial estimates which are disclosed in note 16.

BMS has accrued £1,719k of legacy income. This is based on an estimate of 90% of the value of legacies notified to the charity, where probate has been granted and entitlement is clear. The actual amounts later received may differ to this estimate due to varying costs and fees.

e Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds, which have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds are those where donations are required to be retained as capital in accordance with the donors' wishes – permanent or expendable according to the nature of the restriction.

Investment income and gains are allocated to the appropriate fund.

f Income

All income, including donations, legacies, grant income and investment income, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Recognition of legacy income is dependent on the type of legacy, with pecuniary legacies recognised when probate has been granted. Residuary legacies are recognised at a discounted rate when they are measurable, probate has been granted and entitlement is clear. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

No value is included where the legacy is subject to a life interest held by another party.

Grant income includes amounts claimed during 2021 under the UK Government's Coronavirus Job Retention Scheme recognised on a receivable basis

Investment income is recognised on a receivable basis.

Income from other trading activities includes amounts relating to the sale of Christmas cards and rental income. It is recognised on a receivable basis.

g Expenditure

All expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are classified to the applicable expenditure headings in the Statement of Financial Activities. Costs which cannot be directly attributed have been allocated on a basis consistent with the use of the resources and staff time.

Expenditure on raising funds are those costs incurred in seeking voluntary contributions and in the management of the charity's investments. They do not include the costs of disseminating information in support of BMS' charitable activities.

Expenditure on charitable activities include expenditure associated with raising awareness and the three strategic ministries, and include both the activities, direct costs and support costs relating to these.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Grants payable are made to third parties in the furtherance of BMS' charitable objects. They are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

h Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 (individually or as part of a related project) are capitalised and included at cost including any incidental expenses of acquisition. Land and buildings are included at original historical cost or probate value. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. There has been no impairment in value of assets held over the financial period.

Depreciation is calculated to write down the original costs of the fixed assets over their estimated useful lives as follows:

Land	No depreciation
Buildings	over 50 years
Computer (included in furniture and equipment)	over 3 years
Furniture and equipment	over 3 - 5 years
Motor vehicles used overseas	written off in year of purchase
Solar panels and property modifications	over 15 years

For BMS India, depreciation has been applied at the rates specified by the India Income Tax Act 1961, most specifically for buildings at 5%.

i Investments

Investments are stated at market value at the Balance Sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year. Current asset investments are short-term, highly liquid investments that are readily convertible to known amounts of cash.

j Joint arrangement

Through a deed of trust, the charity is in a joint arrangement with the Baptist Union of Great Britain for the management of Baptist House, its headquarters building. Under the terms of this arrangement all responsibility for the letting and operation of the building was transferred to Baptist House Limited. The arrangement is governed by Articles of Association for Baptist House Limited and a Declaration of Trust with the Baptist Union of Great Britain.

The charity accounts for its 50% share of Baptist House Limited as an investment in the Balance Sheet. The Statement of Financial Activities includes its share of the service charge within charitable expenditure and its share of the surplus within unrealised investment gains. Transactions between the charity and the joint arrangement are eliminated on incorporating these amounts into the accounts of the charity.

k Stock

Stock is valued at the lower of cost and estimated net realisable value.

l Cash at bank and in hand

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

m Foreign currencies

Assets and liabilities held in foreign currencies are translated into sterling at the rates of exchange ruling at the end of the financial year and the results of foreign operations are translated at the average rate of exchange for the year.

Differences on exchange arising from retranslation of foreign currency bank balances and other assets are reported under income and expenditure in the Consolidated Statement of Financial Activities.

All other foreign exchange differences are taken to the Statements of Financial Activities in the period in which they arise.

n Hedge Accounting

The charity has entered into a number of forward contracts for the purchase of Euros and US dollars in order to manage its exchange rate exposure. These contracts are measured at fair value at each reporting date.

o **Financial instruments**

Financial assets and financial liabilities are recognised when BMS becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are initially measured at transaction price (including transaction costs). Financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Creditors and provisions are recognised where BMS has a present obligation resulting 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 normally recognised at their settlement amount after allowing for any trade discounts due.

p **Pensions**

The charity's defined benefit scheme is funded, with the assets of the scheme held separately from those of the charity, in separate Trustee-administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme's liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date.

Where appropriate the resulting defined benefit liability is presented separately after other net assets on the face of the Balance Sheet.

The current service cost, past service costs and any gains and losses on settlements and curtailments are charged in resources expended in the Statement of Financial Activities. The interest costs and the expected return on assets are shown as a net amount of other finance costs or credits and included in resources expended. Actuarial gains and losses are recognised within the 'gains and losses' categories of the Statement of Financial Activities as 'actuarial gains and losses on defined benefit pension scheme'.

Contributions to the charity's defined contribution pension scheme are charged to the Statement of Financial Activities in the year in which they become payable.

2 Donations, grants and legacies

	Unrestricted Funds	Restricted Funds	Total 2021	Unrestricted Funds	Restricted Funds	14 months 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Donations	4,456	1,045	5,501	5,270	1,317	6,587
Grants*	37	63	100	158	86	244
Legacies	2,429	45	2,474	849	10	859
BMS India	-	50	50	-	92	92
	6,922	1,203	8,125	6,277	1,505	7,782

*Grants includes £29k (2019/20: £127k) claimed under the Coronavirus Job Retention Scheme

3 Investment income

	Group		Charity	
	14 months		14 months	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
UK investment dividends	58	57	58	57
Interest on cash deposits	148	147	131	127
Bank and other interest	-	3	-	3
	206	207	189	187

4 Other income

	Group		Charity	
	14 months		14 months	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Profit on sale of fixed assets	640	78	640	78
Sundry income	120	335	114	327
	760	413	754	405

5a Analysis of expenditure (current year)

Group	Direct costs	Grant funding of activities	Support costs	Total 2021	Restated 14 months 2020
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	248	-	87	335	354
Charitable activities					
Least Evangelised	567	382	335	1,284	876
Most Marginalised	1,459	924	806	3,189	3,839
People on the Move	468	399	306	1,173	1,382
Historic Partners	465	129	210	804	1,308
Raising Awareness	794	-	-	794	1,623
	4,001	1,834	1,744	7,579	9,382

Charity	Direct costs	Grant funding of activities	Support costs	Total 2021	Restated 14 months 2020
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	248	-	87	335	354
Charitable activities					
Least Evangelised	567	382	335	1,284	876
Most Marginalised	1,359	924	806	3,089	3,656
People on the Move	468	399	306	1,173	1,382
Historic Partners	465	129	210	804	1,308
Raising Awareness	794	-	-	794	1,623
	3,901	1,834	1,744	7,479	9,199

5b Analysis of expenditure (prior year)

Group	Direct costs	Grant funding of activities	Support costs	Restated 14 months 2020
	£'000	£'000	£'000	£'000
Expenditure on raising funds:				
Donations and legacies	273	-	81	354
Charitable activities				
Least Evangelised	424	252	200	876
Most Marginalised	1,769	1,236	834	3,839
People on the Move	501	566	315	1,382
Historic Partners	554	456	298	1,308
Raising Awareness	1,623	-	-	1,623
	5,144	2,510	1,728	9,382

Charity

	Direct costs £'000	Grant funding of activities £'000	Support costs £'000	Restated 14 months 2020 £'000
Expenditure on raising funds:				
Donations and legacies	273	-	81	354
Charitable activities				
Least Evangelised	424	252	200	876
Most Marginalised	1,586	1,236	834	3,656
People on the Move	501	566	315	1,382
Historic Partners	554	456	298	1,308
Raising Awareness	1,623	-	-	1,623
	4,961	2,510	1,728	9,199

6a Analysis of Grants (current year)

	Asia £'000	Europe £'000	Middle East & North Africa £'000	South America £'000	Sub-Saharan Africa £'000	Total 2021 £'000
Charitable activities						
Least Evangelised	282	64	20	-	16	382
Most Marginalised	475	3	9	16	421	924
People on the Move	-	186	188	24	-	398
Historic Partners	52	78	-	-	-	130
Total	809	331	217	40	437	1,834

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
India	Big Life Ministries	172
Uganda	JLH	152
Lebanon	LSESD	147
Chad	Guinebor 2 Hospital	140
Asia	Asia Pacific Baptist Federation	123
Greece	All4Aid	84
Albania	Tek Ura	74
Nepal	NBCC	70
Uganda	UCLF	61
Bangladesh	BBCS	61
Netherlands	IBTSC	54
Nepal	MCDS	51
West Africa	Baptist World Alliance	48
Sri Lanka	LEADS	48
Netherlands	EBF	40
France	FEEBF	40
Thailand	TBKC	39
Nepal	KISC Equip	39
Nepal	ECTC	39
Mozambique	AMAC	37
Various	Other partners <£30,000	315
Total Grants 2021		1,834

6b Analysis of Grants (prior year)

	Asia	Europe	Middle East & North Africa	South America	Sub-Saharan Africa	Restated 14 months 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Charitable activities						
Least Evangelised	189	-	59	-	4	252
Most Marginalised	486	28	113	21	588	1,236
People on the Move	1	200	313	49	3	566
Historic Partners	195	165	42	-	54	456
Total	871	393	527	70	649	2,510

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
Lebanon	LSESD	301
India	Big Life Ministries	152
Uganda	Cyan International	151
Albania	Tek Ura	151
Chad	Guinebor 2 Hospital	145
Nepal	United Mission to Nepal	116
Afghanistan	IAM	96
Uganda	UCLF	92
Netherlands	EBF	87
Israel/Palestine	ABC	82
Bangladesh	BBCS	81
Nepal	NBCC	77
Mozambique	AMAC	69
Kosovo	Osadus	69
Mozambique	CBM	63
Asia	Asia Pacific Baptist Federation	60
Bangladesh	BBCS - SHED	57
Thailand	TBKC	56
Nepal	INFN	51
Peru	CEBP	48
West Africa	Baptist World Alliance	40
Chad	Team Chad	35
Albania	BUA	33
Various	Other partners <£30,000	398

Total Grants 2020 (restated)

2,510

7 Governance costs

	2021	14 months 2020
	£'000	£'000
Audit fee	34	41
Covid 19 fee	-	4
Board of Trustees	1	3
Other governance costs	2	8
	37	56

8a Subsidiary

BMS World Mission has a wholly controlled subsidiary, Baptist Missionary Society Trust, registered in West Bengal, India. The trust carries out mission activities from its base in Kolkata. The charity appoints the Trustees of BMS India and on the winding up or dissolution of the Trust, its assets pass to the charity. Since 19 March 2015, financial activity of BMS India has been consolidated into that of the charity. Accounts are made up to 31 March each year and copies may be obtained from the BMS registered office.

	2021	14 months 2020
	£'000	£'000
Total incoming resources	73	120
Total expenditure	(100)	(183)
Exchange difference	(5)	(39)
(Deficit)/Surplus for the year	<u>(32)</u>	<u>(102)</u>
Total assets	428	460
Total liabilities	<u>(34)</u>	<u>(34)</u>
Funds	<u>394</u>	<u>426</u>

8b Share in Joint Venture

BMS World Mission owns 50% of the issued ordinary share capital of Baptist House Limited, a company registered in England, with the remaining 50% owned by the Baptist Union of Great Britain. The trustees believe that the company qualifies as a joint venture for accounting purposes. Given the level of activities, consolidated accounts have not been prepared as the effect on both the Statement of Financial Activities and the Balance Sheet would be immaterial. Accounts are made up to 31 October each year and a summary of the company's results are shown below.

	2021	2020
	£'000	£'000
Total incoming resources	393	405
Total expenditure	(360)	(370)
Profit/(Loss) for the year	<u>33</u>	<u>35</u>
Total assets	360	320
Total liabilities	<u>(49)</u>	<u>(42)</u>
Capital and Reserves	<u>311</u>	<u>278</u>

The charity's share of any profit or loss is 50% of the overall.

9a Statement of funds (current year)

	Balance at 1.1.21 (restated)	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.12.21
	£'000	£'000	£'000	£'000	£'000	£'000
<i>Endowment funds</i>						
Cyril Edwards Trust	826	-	-	111	-	937
Jane Mursell Trust	890	-	-	120	-	1,010
Joy Bushon Sircar Trust	441	-	-	55	-	496
Other endowment funds	190	-	-	27	-	217
	<u>2,347</u>	<u>-</u>	<u>-</u>	<u>313</u>	<u>-</u>	<u>2,660</u>
<i>Restricted funds</i>						
Emergency relief fund	354	495	(319)	-	(191)	339
Restricted fixed assets reserve	357	-	-	-	(6)	351
Restricted property funds	205	5	-	22	-	232
India	426	73	(100)	(5)	-	394
Other restricted funds	-	659	(659)	-	-	-
	<u>1,342</u>	<u>1,232</u>	<u>(1,078)</u>	<u>17</u>	<u>(197)</u>	<u>1,316</u>

	Balance at 1.1.21 (restated) £'000	Incoming resources £'000	Resources expended £'000	Realised and unrealised gains £'000	Transfers £'000	Balance at 31.12.21 £'000
<i>Unrestricted funds</i>						
Designated:						
Covid impact	-	-	-	-	360	360
Strategy implementation	-	-	-	-	850	850
Historic partner support	-	-	-	-	30	30
Fixed assets reserve	5,557	-	-	-	(272)	5,285
Mission Innovation fund	100	2	(11)	-	9	100
Major repairs fund	105	-	-	-	(105)	-
Carbon offset fund	15	2	-	-	4	21
	5,777	4	(11)	-	876	6,646
Pension reserve	(1,363)	-	(82)	958	-	(487)
General funds						
Free reserves	5,810	7,912	(6,408)	569	(707)	7,204
	10,224	7,916	(6,501)	1,527	169	13,363

The narrative to explain the purpose of each fund is given at the foot of the note below.

9b Statement of funds (prior year)

	Balance at 1.11.19 £'000	Incoming resources £'000	Resources expended £'000	Realised and unrealised gains £'000	Transfers £'000	Balance at 31.12.20 (restated) £'000
<i>Endowment funds</i>						
Cyril Edwards Trust	754	-	-	72	-	826
Jane Mursell Trust	813	-	-	77	-	890
Joy Bushon Sircar Trust	408	-	-	33	-	441
Other endowment funds	173	-	-	17	-	190
	2,148	-	-	199	-	2,347
<i>Restricted funds</i>						
Emergency relief fund	334	437	(366)	-	(51)	354
Health fund	35	597	(632)	-	-	-
Restricted fixed assets reserve	415	-	-	-	(58)	357
Restricted property funds	186	5	-	14	-	205
India	528	120	(183)	(39)	-	426
Other restricted funds	31	381	(412)	-	-	-
	1,529	1,540	(1,593)	(25)	(109)	1,342
<i>Unrestricted funds</i>						
Designated:						
Fixed assets reserve	5,889	-	-	-	(332)	5,557
Mission Innovation fund	100	7	(54)	-	47	100
Major repairs fund	105	-	-	-	-	105
Carbon offset fund	26	1	(20)	-	8	15
	6,120	8	(74)	-	(277)	5,777
Pension reserve	-	-	(167)	(1,196)	-	(1,363)
General funds						
Free reserves	5,658	6,948	(7,526)	344	386	5,810
	11,778	6,956	(7,767)	(852)	109	10,224

Purposes of endowment funds

The income of the Cyril Edwards Trust is available to be used in any field where the charity operates.

The income of the Jane Mursell Trust is available to be used for women's work within the charity.

The income of the Joy Bushon Sircar Trust is to be used to benefit specific educational and church work in the Barisal area of Bangladesh. The Trust is invested in US dollar securities which have been converted into sterling at the rate ruling at 31 December 2021.

Purposes of restricted funds

The emergency relief fund represents funds received for relief and disaster response around the world primarily where the charity is involved. The health fund represents funds received for health projects the charity is involved in.

The restricted fixed assets reserve represents the value of properties which have been left to the charity with restricted use. Restricted property funds are held following the sale of property left to the charity with restricted use. Transfers to or from the funds reflect property transactions and depreciation.

The India fund represents the net value of assets owned in India by BMS India.

Purposes of designated funds

The Covid impact fund represents the anticipated longer term impact of Covid and the UK economic environment to allow BMS to continue to absorb an anticipated downturn in income.

The strategy implementation represents the cost of implementing the strategy.

The historic partner support fund represents support to historic partners.

The fixed assets reserve represents the amount set aside equivalent to the net book value of property and equipment used by the charity and purchased from unrestricted funds. The transfer from the fixed assets reserve is to the general fund to bring the reserve into line with the value of the fixed assets at the year end.

The Mission Innovation fund is used for innovative mission projects and will be used over the next two years. The major repairs fund is to meet the costs of large repair projects and was used during the year on Wallis House.

The Carbon offset fund represents funds set aside for creation stewardship projects.

10 Employees and Trustee Directors

The costs of mission personnel and other employees of the charity during the year were as follows:

	2021	14 months 2020
	£'000	£'000
Allowances and salaries	2,528	3,257
Pension contributions	314	418
National Insurance contributions	155	189
Relocation payments	3	5
	<u>3,000</u>	<u>3,869</u>
Average number of employees		
Mission personnel	66	78
Other employees	56	58
	<u>122</u>	<u>136</u>

Included in the above employee costs are redundancy costs of £8,634 (2019/20: £8,047). Redundancy costs are provided for when they are estimable and settlement is probable within 12 months. At the balance sheet date there were redundancy costs of £4,896 (2019/20: £1,455) awaiting payment.

Employees and trustees

The number of employees whose emoluments, excluding employer's pension contributions, amounted to over £60,000 for the year was as follows:

	2021	14 months 2020
	Number	Number
£70,001-£80,000	1	1
£60,001-£70,000	1	2

The total amount of employee benefits, including employer's pension contributions, received by key management personnel for their services during the year was £289,760 (2019/20: £271,296).

Trustees

No emoluments were paid to the Trustee Directors, with the exception of the General Director, Dr Kang-San Tan, who was employed by the charity and was remunerated on the same basis as other employees but received no remuneration for his duties as a Trustee Director. The constitution makes particular provision for the General Director to be an employee of the charity and the Charity Commission has given formal assent to this. Dr Tan's emoluments as General Director were £69,816 (2019/20: £74,138 for the fourteen months and for comparative purposes, the amount for the twelve months to 31/10/2020 was £62,822). Dr Tan was also reimbursed for all necessary expenses incurred in carrying out his duties as an employee of the charity, a total of £1,371 (2019/20: £1,500). Dr Tan is a member of the charity's pension scheme and contributions totalling £6,666 (2019/20: £7,899) were paid by the charity during the year.

During the year a total of £832 (2019/20: £1,571) was reimbursed to 12 Trustee Directors (2019/20: 12) in respect of committee expenses.

Related Parties

During the year a total of £180 (2019/20: £nil) was paid to Loun Ling Lee, the wife of the General Director, for providing three teaching sessions. The rate was the standard fee paid to visiting lecturers.

11a Group Tangible Assets

	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
<i>Cost</i>				
01 January 2021 (restated)	8,346	845	101	9,292
Transfer	8	(8)	0	0
Additions	7	13	0	20
Currency re-translation	(2)	0	0	(2)
Disposals	(59)	(163)	(10)	(232)
31 December 2021	<u>8,300</u>	<u>687</u>	<u>91</u>	<u>9,078</u>
<i>Depreciation</i>				
01 January 2021 (restated)	2,433	563	90	3,086
Charge for year	200	73	2	275
Disposals	(18)	(163)	(10)	(191)
31 December 2021	<u>2,615</u>	<u>473</u>	<u>82</u>	<u>3,170</u>
<i>Net book value</i>				
31 December 2021	5,685	214	9	5,908
31 December 2020 (restated)	5,913	282	11	6,206

11b Charity Tangible Assets

	Land and buildings £'000	Furniture and equipment £'000	Motor vehicles £'000	Total £'000
<i>Cost</i>				
01 January 2021 (restated)	8,069	764	80	8,913
Additions	-	13	-	13
Disposals	(59)	(163)	(10)	(232)
31 December 2021	<u>8,010</u>	<u>614</u>	<u>70</u>	<u>8,694</u>
<i>Depreciation</i>				
01 January 2021 (restated)	2,390	529	80	2,999
Charge for year	181	69	-	250
Disposals	(18)	(163)	(10)	(191)
31 December 2021	<u>2,553</u>	<u>435</u>	<u>70</u>	<u>3,058</u>
<i>Net book value</i>				
31 December 2021	5,457	179	-	5,636
31 December 2020 (restated)	5,679	235	-	5,914

Furniture and Equipment contains computers, furniture and equipment, motor vehicles used overseas, solar panels and property improvements.

12 Investments held by group and charity

	2021 £'000	Restated 14 months 2020 £'000
<i>Analysis of movements in the year</i>		
Market value at 1 January	6,763	6,172
Add acquisitions at cost	-	-
Less proceeds of disposal	-	-
Net gains for the year	904	591
	<u>7,667</u>	<u>6,763</u>
Market value at 31 December	<u>7,667</u>	<u>6,763</u>
<i>Analysis of investments held at 31 December</i>		
Joint Venture Baptist House Limited	155	138
Pooled Fund	7,015	6,183
Non-UK listed investments:		
Indirect investments	497	442
	<u>7,667</u>	<u>6,763</u>

The investment portfolio is held in the COIF Charities Ethical Investment Fund, managed by CCLA.

13 Debtors

	Group		Charity	
	2021 £'000	Restated 2020 £'000	2021 £'000	Restated 2020 £'000
Trade debtors	16	33	16	33
Other debtors	130	489	96	448
Prepayments	52	108	52	108
Accrued income	1,719	1,427	1,719	1,427
	<u>1,917</u>	<u>2,057</u>	<u>1,883</u>	<u>2,016</u>

During the financial year the charity entered into a number of forward contracts for the purchase of Euros and US dollars in order to manage its exchange rate exposure. These contracts are measured at fair value at each reporting date. Other debtors includes foreign currency forward exchange contracts valued at at fair value of £Nil (2020: £329k).

14 Creditors: amounts falling due within one year

	Group		Charity	
	2021	Restated 2020	2021	Restated 2020
	£'000	£'000	£'000	£'000
Loans	2	2	2	2
Trade creditors	127	210	127	210
Taxation and Social Security	51	64	51	64
Other creditors	61	367	27	333
Accruals	138	57	138	57
Grants payable	1,530	1,073	1,530	1,073
Deferred income	-	-	-	-
	1,909	1,773	1,875	1,739

During the financial year the charity entered into a number of forward contracts for the purchase of Euros and US dollars in order to manage its exchange rate exposure. These contracts are measured at fair value at each reporting date. Other creditors includes foreign currency forward exchange contracts valued at at fair value of £Nil (2020: £329k).

Grants payable represents grants committed for 2022 before the end of the 2021 financial year.

14a Deferred income

	Group		Charity	
	2021	14 months 2020	2021	14 months 2020
	£'000	£'000	£'000	£'000
Deferred income brought forward	-	31	-	31
Released to income in the year	-	(31)	-	(31)
Deferred income carried forward	-	-	-	-
Total	-	-	-	-

This relates to fees received from gap year participants for their programme which covers a period from September to August, therefore the January to August portion is recognised as deferred income. However, the gap year programme has not run in either 2021 or 2020, hence no deferred income has been recognised.

15a Analysis of group net assets between funds (current year)

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2021	Restated Total 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	5,285	623	-	5,908	6,206
Investments	4,775	-	232	2,660	7,667	6,763
Current assets	4,304	1,361	495	-	6,160	4,080
Current liabilities	(1,875)	-	(34)	-	(1,909)	(1,773)
Pension Fund	(487)	-	-	-	(487)	(1,363)
	6,717	6,646	1,316	2,660	17,339	13,913

15b Analysis of group net assets between funds (prior year)

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Restated Total 2020
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	5,557	649	-	6,206
Investments	4,211	-	205	2,347	6,763
Current assets	3,338	220	522	-	4,080
Current liabilities	(1,739)	-	(34)	-	(1,773)
Pension Fund	(1,363)	-	-	-	(1,363)
	4,447	5,777	1,342	2,347	13,913

16 Defined benefit arrangements

The Scheme is a registered scheme under UK legislation and is subject to the scheme funding requirements. The Scheme was established from 7 April 1962 under trust and is governed by the Scheme's trust deed and rules dated 16 October 2006, and supplemental trust deed dated 12 February 2015. The Trustees are responsible for the operation and the governance of the Scheme, including making decisions regarding the Scheme's funding and investment strategy in conjunction with the Company.

The Baptist Missionary Society operates a scheme in the UK which provides both pensions in retirement and death benefits to members. These disclosures only relate to the defined benefit section of the Scheme. The defined benefit section of the Scheme provides pension benefits which are related to the members' salary upon the closure of the Scheme to future accrual (or upon leaving if earlier) and their length of service.

The Trustees are responsible for the operation and the governance of the Scheme, including making decisions regarding the Scheme's funding and investment strategy in conjunction with the Company.

The Scheme exposes the Company to actuarial risks such as; market (investment) risk, interest rate risk, inflation risk currency risk and longevity risk. The Scheme does not expose the Company to any unusual Scheme-specific or Company-specific risks.

The most recent formal actuarial valuation of the Scheme was at 31 December 2018.

The liabilities at the reporting date have been calculated by updating the results of the formal actuarial valuation of the Scheme for the assumptions as detailed in these disclosures. Allowance has been made for expected mortality over the period, as well as actual movement in financial conditions since the valuation date.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Scheme at the accounting date and those included in the disclosures.

The valuation as at 31 December 2018 included a Recovery Plan under which the Baptist Missionary Society pays deficit contributions of £579,000 by September 2022 and £359,000 by September 2025. The Baptist Missionary Society will also continue to pay £150,000 a year towards the expected cost of the expenses of running the Scheme.

The liabilities of the Scheme are based on the current value of expected benefit payment cashflows to members approximately over the next 60 years. The average duration of the liabilities is approximately 18 years.

Over the year, the Trustees have adopted a new investment strategy, whereby the Scheme's assets are now made up of approximately 40% matching assets (LDI and Buy & Maintain Credit) and 60% return seeking assets (Multi-asset credit and illiquid assets).

The Trustees' investment strategy includes investing in liability driven investment, the value of which will increase with decreases in interest rates, and will move with inflation expectation. The Scheme intends to de-risk its investments as the funding position improves.

A full actuarial valuation of the Scheme was carried out as at 31 December 2018 and has been updated to 31 December by a qualified independent actuary.

The amounts recognised in the statement of financial position are as follows:

	2021	14 months 2020
	£'000	£'000
Defined benefit obligation	(37,269)	(39,172)
Fair value of plan assets	36,782	37,809
Net defined benefit (liability)/asset	(487)	(1,363)
Restriction on asset recognised	-	-
Net amount recognised at year end (before any adjustment for deferred tax)	(487)	(1,363)

The amounts recognised in comprehensive income are:

The current and past service costs, settlements and curtailments, together with the net interest expense for the year are included in profit or loss. Remeasurements of the net defined benefit liability are included in other comprehensive income.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	14 months 2020
	£'000	£'000
Service cost:		
Current service cost (net of employee contributions)	-	-
Administration Expenses	214	352
Loss/(gain) on plan introductions, changes, curtailments and settlements	-	-
Net interest expense/(credit)	18	1
Charge/(credit) recognised in profit or loss	<u>232</u>	<u>353</u>
Remeasurements of the net liability:		
Return on scheme assets (excluding amount included in net interest expense)	317	(1,300)
Actuarial (gains)/losses	(1,275)	3,012
Adjustment for restrictions on the asset recognised	-	(527)
Charge/(credit) recorded in other comprehensive income	<u>(958)</u>	<u>1,185</u>
Total defined benefit cost/(credit)	<u>(726)</u>	<u>1,538</u>

Principal Actuarial Assumptions

	2021	14 months 2020
Liability Discount rate	1.85%	1.25%
Inflation assumption (RPI)	3.40%	2.90%
Inflation assumption (CPI)	2.70%	2.20%
Rate of increase in salaries	2.70%	2.20%
Pension increases:		
Pre 6 April 2006 benefits (RPI max 5%)	3.30%	2.85%
Pre 6 April 2006 benefits (CPI max 5%)	2.65%	2.20%
Pre 6 April 2006 benefits (greater of RPI/CPI max 5%)	3.30%	2.85%
Pre 6 April 2006 benefits (greater of RPI/CPI max 2.5%)	2.25%	2.10%
Proportion of Employees commuting pension for cash	No allowance	No allowance

Assumed life expectancies on retirement at age 65 are:

	2021	14 months 2020
Males retiring immediately	22.6	22.9
Females retiring immediately	24.3	24.3
Males retiring in 20 years time	23.8	23.9
Females retiring in 20 years time	25.7	25.2

Reconciliation of scheme assets and liabilities

	Assets	Liabilities	Total
	£'000	£'000	£'000
At start of period	37,809	(39,172)	(1,363)
Benefits paid	(1,111)	1,111	-
Administration expenses	(214)	-	(214)
Current service cost	-	-	-
Contributions from employer	150	-	150
Contributions from employees	-	-	-
Interest income/(expense)	465	(483)	(18)
Return on assets (excluding amount included in net interest expense)	(317)	-	(317)
Actuarial gains/(losses)	-	1,275	1,275
Gain/(loss) on plan introductions and changes	-	-	-
Gain/(loss) on curtailments	-	-	-
Assets distributed/liabilities extinguished on settlements	-	-	-
Assets acquired/liabilities assumed in a business combination	-	-	-
Fair value of scheme assets	<u>36,782</u>	<u>(37,269)</u>	<u>(487)</u>

	2021	14 months 2020
	£'000	£'000
The return on plan assets was:		
Interest income	465	808
Return on plan assets (excluding amount included in net interest expense)	(317)	1,300
Total return on plan assets	148	2,108

The major categories of scheme assets are as follows:

	2021	14 months 2020
	£'000	£'000
Multi Strategy Credit Fund	14,128	-
ICS Sterling Liquid Environmentally Aware Fund (LEAF)	4,052	-
Strategic Alternative Income Fund (SAIF)	3,348	-
Liability Driven Investment	9,804	10,752
Cash and net current assets	1,992	23,263
Bonds	3,458	3,794
Total market value of assets	36,782	37,809

Estimation of next period's profit or loss

	2021
	£'000
Service cost:	
Current service cost (net of employee contributions)	-
Administration expenses	221
Loss/(gain) on plan introductions, changes, curtailments and settlements	-
Net interest expense/(credit)	4
Overall P&L impact	225

17 Restatement of comparatives

Group Reserves Position

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	11,285	1,342	2,347	14,974
Adjustments:				
Grant accrual	(1,061)	-	-	(1,061)
Funds restated	10,224	1,342	2,347	13,913

Group Income and Expense

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously reported	(493)	(187)	199	(481)
Adjustments:				
Grant accrual	(1,061)	-	-	(1,061)
Funds restated	(1,554)	(187)	199	(1,542)

Charity Reserves Position

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Funds previously reported	11,285	916	2,347	14,548
Adjustments:				
Grant accrual	(1,061)	-	-	(1,061)
Funds restated	<u>10,224</u>	<u>916</u>	<u>2,347</u>	<u>13,487</u>

Charity Income and Expense

	31 December 2020			
	Unrestricted £'000	Restricted £'000	Endowment £'000	Total £'000
Net movement of funds previously	(493)	(85)	199	(379)
Adjustments:				
Grant accrual	(1,061)	-	-	(1,061)
Funds restated	<u>(1,554)</u>	<u>(85)</u>	<u>199</u>	<u>(1,440)</u>

Details of adjustments

Grant accrual: previously grant commitments for the coming year were not included within the grant accrual, only current year grants that were still payable at the year end. This has been corrected to include grant commitments made for the coming year where grant letters were sent out prior to the year end.

Accounting for Joint Venture: previously the charity's share of each line of the Joint Venture's balance sheet was included in each line of the charity's balance sheet, and the share of the gain or loss of the Joint Venture was shown within expenditure. This has been corrected so now the Joint Venture's net assets appear as a single line within the charity's investments and the share of the gain or loss of the Joint Venture is shown within net gains on investments. There is no impact on the funds arising from this adjustment.



BMS World Mission

BMS World Mission, PO Box 49, 129 Broadway
Didcot, OX11 8XA



www.bmsworldmission.org



Follow us @BMSWorldMission



The Baptist Missionary Society: registered in England and Wales as a charity (number 1174364)
and a company limited by guarantee (number 10849689)

THE BAPTIST MISSIONARY SOCIETY

England & Wales - Charity number 1174364

Accounts



BMS World Mission

**ANNUAL REPORT AND
FINANCIAL STATEMENTS
2019-20**

BMS WORLD MISSION

Report and financial statements

14-month period ended 31 December 2020

Baptist Missionary Society
Registered charity number: 1174364 (England and Wales).
Registered company number 10849689

A word from the General Director and Chair of Trustees

We introduce BMS World Mission's Annual Accounts for 2019-2020 with a reflection on a challenging period. When reports first emerged of a novel Coronavirus causing rising infection rates in China, we asked BMS supporters to pray for God's intervention. We could not have known then the seismic changes that would be required of us and our supporters in the UK, nor of our overseas mission workers, partners and global neighbours as the months rolled on. We begin 2021 thankful for all God has done to sustain us, doing immeasurably more than we knew to ask for. Above all, we thank God for BMS' supporters, whose generosity allowed us to continue as much of our work as was safe to do so across four continents. Not only this, but their wonderful gifts to the BMS Coronavirus appeal also enabled us to co-ordinate a global Baptist response to the pandemic. Handing out more relief grants in 2020 than ever before, we worked with a diverse network of partners to address the economic fallout, food insecurity, physical and mental health crises and spiritual upheaval caused by Covid-19 across the world. The result was over 40,000 people reached with hope and help. Alongside our ongoing Coronavirus work, we remained agile, coming alongside the most marginalised and least evangelised wherever help was needed. When news reached us in August of the devastating Beirut blast, BMS supporters raised over £110,000 to meet the needs of families who had lost their homes, and to support children suffering from trauma. At Christmas, we organised a series of evangelistic outreach events with key partners in four countries across Asia. Our supporters joined us in prayer for the events, which shared the good news of Jesus Christ and gave practical support to over 20,000 people experiencing hopelessness after the pressures and strains of lockdown.

The combined efforts of these approaches – whether the result of planned work or rapid responses to urgent need – saw us achieve one of our proudest milestones in 2020. In December, we announced that, together, we had reached our 'One Million Lives' goal, transforming the lives of over one million people around the world through seven key ministries. We look forward to building on this work in 2021 and beyond, being led by God to where the need is greatest.

In all this, we pause to recognise how different our workplace looks to just one year ago. We are immensely grateful to the BMS staff team for their resilience this past year, with a majority working online from home to curb the spread of Covid-19. BMS' mission workers and partner workers have also displayed remarkable fortitude, often being a source of wisdom and inspiration for us on how to lean on God in hard times. Last but by no means

least, we thank our supporters for journeying with us in tough circumstances, and for encouraging us so often this past year. It goes without saying that none of our work this past year would have been possible without the wonderful financial and prayer support of UK churches and Christians.

Every blessing,

Rev D Marc Owen
Chair of the Board of Trustees



Dr Kang-San Tan
General Director



Introduction

The Board of Trustees (who are also the Directors for the purpose of Company Law) of the Baptist Missionary Society (also known as 'BMS World Mission' and 'BMS') presents its annual report and audited financial statements for the 14 month period (hereafter 'period') to 31 December 2020.

The financial statements have been prepared in accordance with the requirements 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 (Charities SORP FRS102), effective 1 January 2019 and with Companies Act 2006.

The Trustees' Report is structured as follows:

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David Marc Owen
Chair of Trustees
17 May 2021

Reference and administrative details

Members of the Board of Trustees

Rev David Marc Owen (Chair)
Mr Robert Ashurst (Honorary Treasurer)
Rev Simeon Baker
Dr Elizabeth Bendor-Samuel (from Oct 2020)
Ms Lynn Cadman
Rev Lindsay Caplen (to March 2021)
Dr Marion Carson
Rev Kalyan Das

Ms Ruth Elliot (from Oct 2020)
Rev David Ellis (to March 2020)
Rev Maureen Hider (to Dec 2019)
Rev Peter Maycock (to March 2020)
Dr Stephen Green (from Oct 2020 to Feb 2021)*
Mr John Slater (Vice Chair)
Dr Kang-San Tan
Rev John Western (to March 2021)
*resigned to take up post with partner organisation

Key management personnel

Dr Kang-San Tan (General Director)
Mrs Sarah Anthony (Co-Director - Communications) (from Sept 2020)
Rev Dr Arthur Brown (World Mission)
Mr Mark Craig (Communications) (to January 2020)
Mr Ben Drabble (Co-Director - Communications) (from Sept 2020)
Ms Valerie Stevens (Finance & Corporate Services)

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Objectives and activities

1. Charity objects and public benefit

The purpose of the Society is to enable Baptist churches to respond to the call of God throughout the world by pursuing the following objects:

- a) To make known the gospel of Jesus Christ
- b) To prevent and relieve poverty
- c) To relieve sickness and promote and protect health
- d) To advance education
- e) To alleviate human suffering caused by disaster overseas

In pursuit of these objectives, BMS has a clearly articulated mission statement: "The Highest Goal of all we do is to bring people to a faith in our Lord and Saviour Jesus Christ and an experience of the abundant life that only he can provide." This is expressed in a five-year strategic plan that seeks to ensure that these charitable objects are realised. The strategic plan has completed its fifth year of implementation with defined priorities across seven key ministries. A new five-year strategic plan is being prepared for 2021 – 2025.

BMS brings public benefit by focusing on the most marginalised and least evangelised areas of the world. In 2020 BMS worked in 7 of the 20 most fragile states defined by the Fragile State Index. This is down from 9 countries in 2019 because Mozambique and Uganda have moved out of the 20 most fragile country list, Mozambique with reduced political violence and Uganda after a reduction in refugees from South Sudan. 40% of overseas expenditure was in countries in the bottom quarter of the Human Development Index and 58% was in countries considered the least evangelised. Over 1.3m beneficiaries were impacted by BMS work during the five-year strategy period.

The charitable work of BMS is funded by over £6m of public donations per annum (£7m in this period).

2. Our Christian faith

BMS embodies the conviction that the God who is Father, Son and Holy Spirit has made himself known to humankind in many ways, but supremely in the person of Jesus Christ. He is the one whose life, death and resurrection have shaped our understanding of a broken world and an alienated people, but also the hope of forgiveness and reconciliation. Through all we do, we seek to both demonstrate and proclaim this good news.

Jesus was a radical figure. He welcomed those the world counted of little value. He sided with those who were perceived as outsiders. He challenged those who held power, and he reserved his righteous anger for those he considered hypocrites.

There are millions in the world today who are denied access to life in all its fullness because they are not valued, or they are forgotten because they are powerless or simply because they have never heard the good news about Jesus. These realities demand a broad response and to that end our mission is always holistic, seeking to meet people's physical, spiritual and emotional needs.

As we live out our faith, we will do everything we can to address these issues irrespective of the background, faith or ethnic origin of those concerned, however advantaged or disadvantaged they may be.

3. Our charitable activities

We are reporting our activities against our 5-year strategy 2015 to 2020 under the following seven ministry headings:

- I. Church - growing culturally relevant expressions of Christian community, formed and led by indigenous believers. The aim is to share the gospel message with 500,000 people and plant 500 Christian communities over five years.
- II. Education - enhancing life opportunities by providing access to education for those on the margins, including all ages and especially women. The aim is to enable 50,000 people to access education and training over five years.
- III. Justice - enabling individual people and communities to access justice and to advocate for those without a voice and developing justice ministries in four countries. The aim is for 120,000 people to be impacted by justice ministries over five years.
- IV. Development – enabling individuals and communities to experience wellbeing, economically, socially and environmentally and intentionally planning for sustainability and resilience. The aim is to enable 100,000 people to develop sustainable livelihoods over five years.
- V. Health - helping people experience health and wellbeing through increasing access to training and provision of health and psychological care. The aim is to enable 100,000 people to access health care over five years.

- VI. Leadership - empowering strong and effective indigenous leadership by equipping people with leadership skills and biblical understanding. The aim is to develop missional thinking among 20,000 people in the UK and 10,000 people overseas in ten partners over a period of five years.
- VII. Relief – working at effective collaborative responses to disasters and building resilience in those areas most at risk. The aim is to coordinate disaster relief responses impacting 100,000 people over a five-year period.

Structure, governance and management

1. Governance

i Governing document

The governing documents of the charity are the Memorandum and Articles of Association, effective from inception on 4 July 2017.

On 1 November 2017 the whole of the activities, assets and liabilities of The Baptist Missionary Society (unincorporated charity number 233782) were transferred to The Baptist Missionary Society (incorporated charity number 1174364). On 29 October 2018 the Charity Commission confirmed a uniting direction such that the charity called The Baptist Missionary Society (charity number 233782 'the linked charity') shall be treated as forming part of the charity called The Baptist Missionary Society (charity number 1174364 'the reporting charity') for the purposes of Part 4 (registration) and Part 8 (accounting) of the Charities Act 2011. This direction takes effect for the whole of the financial year of the reporting charity in which it is made.

The direction will continue:

- until the Commission makes a further direction to bring the link to an end; or
- until such time that the charities, no longer have the same trustees or are no longer connected.

The effect of linking charities for accountancy and registration purposes means that:

- the charities are registered under a single registration number,
- the trustees are required to prepare a single set of accounts for the reporting charity and the linked charity, within which the individual funds of the linked charity or charities are reported as restricted funds and/or endowment, as appropriate and
- where accruals accounts are prepared, the Charities' Statement of Recommended Practice (SORP) must be used.

The linking of the charities under section 12 of the Charities Act 2011 is an administrative linkage, for reporting purposes only. It does not change the separate legal status of the charities, or the nature of restricted funds or endowment, and it does not constitute a merger. The trustees are under a duty to ensure that the funds of each charity are still applied solely in accordance with the respective trusts.

ii Restrictions to governing powers

The governing documents provide instructions as to the object, membership, annual meetings, Trustee appointments, property, dissolution of the charity and revision of the documents. There are no other specific restrictions to daily operations of the charity.

iii BMS Council

The BMS Council are the company members of BMS. Council members will normally serve three-year terms and may serve up to three consecutive terms. There may be up to 72 Council members who include the subscribers to the Memorandum, the Trustees and those appointed by the Baptist Unions of Great Britain, Scotland and Wales, the Irish Baptist Networks, the colleges recognised as Baptist colleges, and by co-optation. The Council normally meets at least twice a year. In 2020 the meeting that normally takes place in May was cancelled due to the Covid-19 pandemic. In October the meeting took place on-line.

iv Appointment of new Trustees

New Trustees are elected by the Council and serve normally for a term of 3 years and may serve a maximum of 3 terms. Those nominated as potential Trustees are reviewed to ensure they have the necessary skills to contribute to the charity's development before the Council puts them forward for consideration.

v Induction and training of Trustees

When elected, each new Trustee receives an induction pack including Charity Commission publications and a range of key organisation policies and documents. All Trustees receive an induction, co-ordinated by the Chair of Trustees and the General Director, which includes a presentation on the organisation, an opportunity to meet key staff and become familiar with the BMS. Trustees also have access to a secure intranet web-based system where they can access Board papers and other information. Trustees stay abreast of changes in good practice and legislation. They designate one full day meeting each year specifically for relevant Board training and in 2020 this included safeguarding training, and strategy monitoring tools.

vi Governance structures

The Board has a Board Manual that is used as a reference guide to good governance at Board level. To help the Trustees with the governance of the charity on a day-to-day basis and in accordance with good governance

practice the following committees and advisory groups have been constituted with specific terms of reference and functions delegated by the Board. These are:

The Finance and Audit Committee – to advise on all aspects of the charity's finances, including the financial accounts, annual estimates, risk management, investment management, income generation, property matters including Baptist House and Wallis House, salaries, mission personnel allowances, pensions and employment matters. They also advise on policy matters that relate to the future planning of the charity's finances, including such issues as reserves and the balance between the different categories of expenditure. They consider the appointment of the external auditors and any questions of their resignation or dismissal; discuss with the external auditors before the audit commences the nature and scope of the audit; receive the auditors' management reports following completion of their audit work and review the annual financial statements before submission to the Board of Trustees.

The Remuneration Committee – to advise the Board of Trustees on the appropriate remuneration of the General Director and Executive Directors and their Terms and Conditions of employment. The Committee also provides advice to the Board regarding the remuneration policy framework for BMS home staff. Furthermore, the Committee has power to act, under instruction from the Board, as a review body prior to full Board consideration on recommendations by the General Director and Executive Directors on matters relating to remuneration and staff terms and conditions of service.

vi *Charity Governance Code*

In 2019 the board of trustees carried out a self-assessment against the Charity Governance Code and the board concluded that the charity's overall governance is robust and in line with good practice. In 2020 the board developed an action log to ensure continuous improvement against the Code's recommended practice. In particular to ensure that a diverse range of skills, experience and other qualities continues to be represented on the board, and that this informs succession planning.

2. Organisation structure

Trustees are the final and top-level decision makers for the charity. The Board currently numbers 10 experienced and committed people who meet approximately four times per annum. The Executive Directors attend meetings of the Board but do not vote (with the exception of the General Director who is a Trustee). The key management personnel of the parent charity responsible for directing and controlling BMS, running and operating it on a day-to-day basis and carrying out the strategy and policies set by the Trustees. Other senior members of staff work with the Executive Directors on a regular basis.

Within BMS there are currently five main departments each with its own director:

- General Directorate (Kang-San Tan) – providing overall leadership for BMS with major emphasis on theological reflection, strategic thinking and representation
- Department of Finance and Corporate Services (Valerie Stevens) – responsible for all the support functions for BMS including accounting, investments, HR, administration and IT
- Department for World Mission (Arthur Brown) – responsible for BMS mission work overseas. Key roles include recruitment and placement of mission personnel and relationships with overseas partner bodies
- Mission Training and Hospitality, Birmingham (Mark Ord) – responsible for the delivery of training for BMS mission personnel and others, and facilitating cross-cultural mission in the UK
- Department for Communications (Sarah Anthony and Ben Drabble) – responsible for BMS' corporate communications portfolio, including church relations, funding, creative content, event production and resources

Responsibility for our work overseas is supported by a team of Overseas Team Leaders who have responsibility for mission personnel and partners and combine this with leading specific ministries. Broadly speaking our work falls into 4 main geographic regions: Asia, sub-Saharan Africa, South America and Europe, Middle East and North Africa.

3. Pay and remuneration policy

The constitution makes particular provision for the General Director to be a Trustee as well as an Executive of the charity. All other Trustees give their time freely and no trustee remuneration was paid in the year, other than to the General Director. Details of this remuneration, trustee expenses and related party transactions are disclosed in note 10 to the accounts.

Salaries of all staff, including the Executive Directors, are reviewed annually, taking inflation and the overall financial position of BMS into consideration. The Board has a remuneration sub-committee whose delegated responsibility is to review and recommend staff salaries and benefits.

An extensive grading and salary benchmarking exercise was undertaken in 2019. BMS developed a new job evaluation policy and the Board agreed to base BMS salaries on Croner median salaries for all charities in the £5m - £10m turnover range. The senior grades would be slightly lower than the median and junior grades slightly higher than the median. Holiday allowances were rationalised to give all staff grades the same holidays. BMS aims to award higher than average benefits including up to 10% employer pension contributions, generous holiday allowances and a range of flexible working opportunities within the needs of the charity.

4. Related organisations and companies

i Baptist Missionary Society India

BMS has worked in India since its inception more than 200 years ago, but formally registered as a charitable organisation on 19 March 2015. Its objects align with those of BMS, who appoints the Trustees. Accordingly, consolidated accounts incorporate the activity of BMS India.

ii Baptist House Limited

The charity has a 50% share in Baptist House Limited. The 50% share of assets and liabilities of this joint arrangement with the Baptist Union of Great Britain (BUGB) has been included under the appropriate headings of the Balance Sheet. BMS accounts for its share of the net costs as a service charge.

iii Overseas partner organisations

The charity works overseas with partner organisations, providing funding by way of grants and/or the provision of personnel. Details of these partners and grants can be found at Note 6 of the financial statements.

5. Investment policy and review of investment performance

i Investment powers

The Trustees have the power to invest in such assets as they see fit.

ii Investment policy

The statements of investments principles set out the principles governing decisions about investments for the general and endowment funds and incorporate the BMS ethical investment policy. These statements are reviewed by Trustees regularly.

The market value of General Fund investments at 31 December 2020 was £4.1m (31 October 2019 £3.7m); endowment and property fund investments were £2.5m (31 October 2019 £2.3m).

iii Investment selection

The entire BMS portfolio is invested in the CCLA Ethical Investment Fund to achieve investment requirements that balance income and capital growth, and to adhere closely to the BMS ethical investment policy. Both asset allocations are classified as 'medium' risk.

iv Investment performance during the year

The BMS General Fund investments and Endowment Fund investments (unless specifically allocated in accordance with the fund) are in the COIF Charities Ethical Investment Fund. The income yield for the fund for year to 31 December 2020 was 3.21%, and the net annualised return for the Fund was 9.8% (to 31 October 2019 the yield was 3.21% and net annualised return 13.61%).

The graph showing market review data demonstrates the fund performance.

COIF Charities Ethical Investment Fund



6. Grant making policy

The Bible informs BMS about the value of stewardship. This value asserts that all of our resources, including financial, are a gift of God and as such need to be used with respect for the giver and wisely for the good of others. This value of Christian stewardship underpins the BMS grant making policy in that it demands our integrity, diligence, good practice and wisdom.

Grant applications must meet specific BMS principles, represent good stewardship and be able to meet BMS criteria for monitoring, evaluation and learning. Partner organisations are subject to due diligence and money laundering procedures.

In the period the charity awarded grants of £1.4m (2019: £1.4m). The Trustees' policy is that grants are made against a budget, approved by the Board of Trustees and managed by the Department for World Mission. Grants outside the budget are made from the mission innovation fund for new work, or from the relief fund in response to emergencies.

7. Going concern

Trustees are keenly aware that the global COVID-19 virus pandemic has introduced substantial uncertainty into all aspects of everyday activity. Income from supporters in 2020 has been very strong but in the context of the ongoing pandemic and the economic impact the trustees remain very cautious.

The trustees have made an assessment of the charity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements were approved for release. As a result of our assessment, we consider that the charity is able to continue to operate as a going concern and that it is appropriate to prepare the financial statements on a going concern basis.

We have made this assessment after reviewing the Charity's forecasts and projections, which are being continually updated. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due; if necessary, this can be by drawing from investments.

In making our assessment we did not consider there to be any material uncertainty relating to events or conditions that individually or collectively may cast significant doubt on the charity's ability to continue as a going concern following a review of the financial reserves in light of the ongoing impact of COVID-19, nor from any other material risk.

Strategic report

Achievements and performance

What we have done so far

1. A note on methodology

Reporting beneficiary reach and impact-

Within the BMS strategic plan, the reach numbers allocated to each ministry are accepted as a standard indicator of output by BMS trustees.

Reporting reach numbers relies upon partner agencies reporting on the use of funding and contribution of BMS personnel. This report covers the fifth and final year of the strategy to 2020 and is the fourth annual report in this format. The annual target is taken as a 20% contribution towards the overall goal of 'transforming one million lives by 2020', ie 200,000 each year. Being a 14-month period, references to 2020 performance refer to the full 14-months.

BMS reporting requires partners to state the number of direct beneficiaries reached by BMS funding. Partner input to beneficiaries must be meaningful and substantial, with evidence of outputs and outcomes achieved. BMS will count direct 'line of sight' beneficiaries where there is a clear programmatic outcome of work through BMS mission personnel-led programmes or BMS-funded projects. In addition, BMS will consider the inclusion of *pro rata* beneficiary reporting when BMS is primarily investing in the capacity development of partner organisations. However, unless this is the only mechanism by which we can describe the nature of BMS's investment in a given partnership, *pro rata* counting will otherwise be avoided.

Reporting on mission practice- BMS continues to work through local church movements, faith-based NGOs, institutions and networks to achieve impact. Primarily, BMS seeks to place people in long and short-term roles in order to add value to partner agency capacity and programmes. However, in addition, BMS provides grants, applies for grants from third parties, and provides direct technical assistance to partners in the form of staff time, training and consultancy. BMS seeks to represent its partners, be shaped by their voices and speak on their behalf into places of influence. BMS also seeks to connect the UK Baptist constituency to the complex needs of the world at a time when the majority Church is no longer located in the western world but in the global south.

BMS developed seven strategic ministry sector position papers. These papers established the normative boundaries of BMS's mission practices and laid out a series of recommendations for the remainder of the strategy period.

2. Summary of activities during the year (* indicates pseudonym name used)

- a. **Church** - Growing culturally relevant expressions of Christian community, formed and led by indigenous believers. The five-year aim is to share the gospel message with 500,000 people and plant 500 Christian communities.

The BMS 'Church' position paper emphasises the importance of growing Disciple Making Movements as a means for sharing faith and planting 'informal', 'small group' churches alongside ongoing encouragement to existing church partners.

It would have been reasonable to assume that this ministry should have been dealt a devastating blow by Covid-19. Around the world, lockdowns prevented churches from meeting. In spite of this, church ministry has flourished. Partners have innovated to find socially distanced ways of sharing faith and enjoy fellowship.

Going into 2020 the church sector was 212,000 beneficiaries or 42% off track. Steps were taken to intentionally invest in this ministry sector over the last two years. This has included added investment in Supported Partner Worker church planters and specific coordination of multi-partner and multi-country coordinated outreach projects. Having an Overseas Team Leader (OTL) with a singular focus on growing the scope of this ministry sector has undoubtedly provided an extra impetus.

The outcome of extra investment has seen significant growth in the outreach profile of partners in the Church ministry sector. In 2017-18, the number grew from a three-year total of 70,000 beneficiaries a year, to nearly 117,000 in FY 18-19. In FY 19-20 this rate of growth continued to reach 216,000 surpassing the 5-year target by 3700 people.

The increase this year may appear surprising. Two considerations should be born in mind. First, significant innovation and investment has been made in this sector. Second, the nature of discipleship making movements is that they rely on multiplication and so with ongoing support they grew increasingly rapidly year-on-year.

Much of the Church ministry sector's success has drawn heavily upon Big Life in India. Big Life have been the subject of various evaluative visits although the report detailing 189,000 people having been reached, is scant on detail but provides reassurance that the BMS supported church planting and discipling team are both highly active and highly impactful. Further work may need to be done to confirm the detail and robustness of the Big Life contribution to the strategy in 2020. However, what is undeniable is the impact that Big Life's ministry is having on individual lives. They share this story, "*Bikram*, aged 20, is from a Hindu family and lives in a village in the district of Ganjam...Unfortunately, he had suffered with paralysis for the last two years. He could not do anything because he was totally bedridden.... we visited his home and shared the Gospel with him and encouraged him to trust the Lord Jesus for his healing. We gave him a Bible and also prayed for him. God heard our prayer and Bikram* informed us that God had healed him completely and he was able to start walking again. Having experienced this great miracle in his life, he left everything and accepted Christ and took baptism. Many people who were a witness to this miracle have also come to know Jesus and started fellowships in their homes.*"

In 2020, due to lockdown and travel restrictions, the Overseas Team Leader (OTL) for evangelism utilised the opportunities afforded by virtual gatherings to provide training in Discipleship Making Movements (DMM). A case in point is the training offered to BMS workers Wit and Helen who have been church planting through partner Church of Christ in Thailand. They were able to implement a weaving project and build a community meeting centre (a 'sala') using funding from the BMS Mission Innovation Fund. They note, "*although the Sala has only been open for a few months it has attracted the attention of the local community, many of whom have come to sit, eat and chat. During the daytime it is mostly adults who come, and older children and teenagers in the evenings.....The basket-weaving group have expressed an interest in using the Sala to display and sell their products. This will also attract people to come and enjoy a snack and a chat whilst they are looking at the baskets*".

From community outreach to supporting churches in locations as diverse as France, Albania, Nepal and Bangladesh, BMS has supported mission workers and local pastors in day-to-day pastoral ministry. Significant investment has been provided to support mission workers and church planters in France who are involved in day-to-day local church ministry as well as the coordination of outreach programmes. BMS partner, the French Evangelical Baptist Federation, Fédération des Églises évangéliques baptistes de France (FEEBF) comment on the strategic value of the programme led by BMS worker Philip Halliday, "*The Development / Church-Planting team has begun a process to dovetail the different services / tools that the FEEBF can make available to its churches – both existing tools and new ones. This is in order that – at whatever stage a particular church finds itself – the FEEBF might provide practical help to enable each of its congregations to develop*" for example the experience a new and small church plant in the Breton town of Vannes has had; "*Building on its own experience of working with 45 refugee families each year, despite only being a young and small congregation, the church-plant in Vannes succeeded in inspiring and coordinating a joint project in 2020 to unite a number of similar-minded organisations in and around Vannes in the goal of providing short-term emergency accommodation for two families at a time: asylum-seeker families or families that have suffered domestic violence.*"

Through broadcast ministry partners such as SAT7 or Malaga Media Centre, BMS was able to support the Gospel's reach to many millions of people in the Persian world and North Africa. For our purposes, BMS counts only confirmed expressions of interest. Nonetheless, this extended to more than 2000 people. One BMS worker involved in developing broadcast material notes feedback from ministry into north Africa: "*When Suwailim* understood that Christ is the way, the truth and the life, and that he is the sacrifice that God offered for us, he accepted that, and he gave his life to Jesus to be a follower of Christ. Mahub* sent him more material and some recordings of ours*".

Evangelism also spills into other sectors and infuses that work. Strong collaboration was seen between the OTL for Evangelism and Church and programmes in Bangladesh and rural development programmes in Uganda. For example, Disciple Making Movement training was provided for Genesis Acaye a BMS International Mission Worker in Gulu, Uganda. Genesis serves over 300 farming families who are yet to hear the good news of Christ. The OTL also provided significant support and to the Thai Karen Baptist Convention (TKBC) to aid their evangelistic outreach programmes (although the TKBC's work is assigned to 'Leadership Ministry').

b. Education - Enhancing life opportunities by providing access to education for those on the margins, including all ages and especially women. The five-year aim is to enable 50,000 people to access education and training.

This has been an enormously disrupted sector due to schools having been closed in many parts of the world for a large part of the year. For our purposes, we have at least been on track, requiring just 3,500 additional

beneficiaries in 2020 to reach our 5-year target. This target has been exceeded with more than 6000 beneficiaries added in the final year of the strategy and an overall return of 105% against target.

At the beginning of 2020, two compelling recommendations from the BMS' strategy position paper for education stated that:

First, *"Greater emphasis should be placed on the training of local teachers rather than as provider of teachers to local or expat children; that our greatest contribution in this ministry area would be as 'a trainer, equipper, capacity enhancer and enabler of others'".* Mentoring teachers was the most powerful and effective way of raising quality practice.

Second, *"BMS will seek to develop environments that provoke or stimulate quality opportunities for learning. There are often overlooked, exciting opportunities afforded by emerging technology".*

Training of pre-school teachers was deemed especially critical. Education input during the first five years of life has the greatest impact on a child's development and life chances. BMS Partner BBCS SHED in Bangladesh, through BMS trainer Louise Proctor and Supported Partner Worker Esther, sought to enhance the quality of Early Years Education across 27 church-run pre-schools. Louise comments, *"The year 2020 began well, with a very successful week of teacher training. This included new teachers to start with and then all teachers together. We launched our newly written phonics teaching book and introduced the teachers to how to teach phonics. This training went very well with the teachers enjoying it and recognising the value of using phonics to teach English. There was a lot of positive feedback following the training, with all teachers reporting back how useful it was"*

Following the return of the Proctors to the UK during lockdown, weekly training and coordination meetings with our partner BBCS SHED took place via Zoom. In Louise's continued absence from Bangladesh, this prompted an initiative to expand the digital learning platform for Early Years Education in Bangladesh where we are in the process of rolling out a new cohort of regional trainers in a country that infrastructurally, is still difficult to access. This will significantly scale up the capacity for teacher training.

In the secondary sector, BMS partner KISC EQUIP in Nepal added considerable experience to this domain with teacher trainers Annie Tanner, Joy Ransom and Simon Hall working alongside supported partner workers Dil and Krishna. Much has been invested in improving computer technology within regional secondary schools. As Nepal moved to its own Covid-19 lockdown, many schools were able to move to remote learning. Adopting technology in order to encourage remote learning has been a feature even prior to Covid-19. School closures have been common due to strikes in Nepal. KISC EQUIP note the outcome of one remote learning workshop conducted with teachers in Lamjung District, *"It was encouraging to know that these school leaders have already started to think outside the box. Some of them would be able to run online schools during the strike since they are now learning to use technology".*

KISC EQUIP fully embraced the potential of online learning. KISC EQUIP teacher trainers have conducted all training virtually during the pandemic lockdown, sessions being well attended by teachers and school leaders alike. It has been remarkable to witness the transformed growth mindset of these educators, and to see them better equipped to rise above significant challenges. Much of this training was facilitated across continents and multiple time zones. The BMS trainers connected in from Europe and North America respectively. It is so exciting to see how this initiative has spread across regions. Since May 2020, Dil and Krishna have formed private social media groups and are engaging and encouraging teachers, posting worksheets, quizzes, videos, and articles on regular basis. They are in constant communication with the school leaders in Lamjung, Nuwakot and Palpa regions.

Understandably Covid-19 forced a rethink around BMS's education ministry as a whole. At the peak of the Covid-19 outbreak in April 2020, 194 nations had countrywide school closures. The World Economic Forum estimated that 91% of the world's children - approximately 1.6 billion- were out of school during this period of 2020. BMS were curtailed but continued to innovate using digital learning.

Other initiatives which have had to flex Covid-19 realities have included the LSESD SKiLD programme which included the added complexity of teaching people who already had additional learning needs. BMS partner in Lebanon LSESD, noted that of the 4326 people who have benefitted from the ministry of SKiLD – Marcus*, a 27-year-old Mechanical Engineering Student with ADHD is a good illustrative example. They note, *"[Marcus*] has always struggled with education. He found hope when he came to SKiLD centre at [Notre Dame University-Louaise] NDU with his mother for help knowing that there was a department that was ready to understand his difficulties and advocate his needs with the instructors. Consequently, the instructors have been able to understand his struggles and he has become more cooperative. For the first*

time in 9 years at NDU he has passed all his courses and he continued to come with distance learning during the pandemic and has passed all his courses again."

As schools slowly begin to reopen, BMS will seek to engage with partners around issues related to child absence from schools due to increased child labour, with millions potentially lost to schooling and disappearing from formal education systems. Time and money have been invested in safeguarding consultancy with VIVA and through the work provided by Louise Lynch. Louise has followed up with 5 partners in the Asia region on areas of safeguarding policy and practice. However, BMS is concerned that periodic residential visits by partner organisations is inadequate to safeguard many child beneficiaries.

In a post-Covid world, BMS will continue not only to bring the hope of the Gospel, but also seek to redeem the lost education and obstructed life opportunities of the most vulnerable. As OTL for Education, Roger Pearce notes, *"By giving teachers increasing access to digital platforms of training, we will be equipping them to 'pay it forward', becoming the best teachers they can possibly be, and the best educational resource for children when, Lord willing, classrooms are once again accessible to all"*.

c. Justice - Enabling individual people and communities to access justice and to advocate for those without a voice. To develop justice ministries in four countries. The five-year aim is for 120,000 people to be impacted by justice ministries.

The Justice ministry was 38,000 beneficiaries off track going into F19-20 but with a target of 120,000 rather than 100,000. In hindsight, this target was over-ambitious given that BMS only has 2 significant justice partnerships to draw upon. More than any other ministry area, programmes within this ministry sector were hard to implement.

Where partners did innovate, they turned to mass media to offer legal education advice and BMS has not included mass media broadcasting within our beneficiary figures. Partners like Uganda Christian Lawyers Fellowship (UCLF) and the Association of Mozambican Christian Lawyers (AMAC) quickly moved to maximise their existing capabilities to exploit this forum in 2020. For example, communicating with up to 1 million people using radio within a BMS supported rights awareness programme in western Uganda, and up to a million people reached by land dispute broadcasts through radio based in Gulu.

The UCLF further innovated under the leadership of a new BMS Supported Partner Worker chief executive. A Pro bono Fund was established, providing wide-ranging public interest work and rights awareness training for the Uganda Police. It has been exciting to see the impact of movement towards national influencing for justice and fairness through UCLF in Uganda. BMS supported student work saw a seminar conducted on influencing government and commerce as well as the mobilisation of fellowships in 40 legal teaching institutions. UCLF student worker Joyce notes, *"It is so important that Christians learn to occupy [significant] offices"*. UCLF members were elected to the role of chair and vice chair of the Uganda Law Society, a further member being elected to the role of chair of the East Africa Law Society and at least 2 members standing as Parliamentarians.

In 2020 BMS funded the Paralegal Advisory Service work of UCLF into the Prison Service of Uganda to help transition from Danish government funding. Paralegals are embedded within Police Stations, Magistrates' Courts, in Kampala, Gulu and Kasese with the aim of contributing to the process of detainee and case file decongestion in the criminal justice system in order to improve access to justice.

AMAC in Mozambique adapted programmes to meet Covid-19 realities. Supported Partner Worker Leonardo was active in mobilising 117 lawyers and students to meet and reflect together on God's calling to do justice. BMS supported legal assistance officer Luis, held legal education sessions on local Christian radio to discuss the enforcement of religious freedom in Mozambique as well as providing legal aid for 65 clients in spite of Covid-19 restrictions.

The theme of religious liberty was further developed in the face of lockdown by supported partner worker Antonio who conducted legal education meetings for church leaders via Zoom.

Indeed, due to restrictions on worship around the world, freedom of religious belief and the right to assemble for worship was a preoccupation for justice work around the world. The Baptist World Alliance also provided guidance in this area, in particular co-working with BMS partners in Nepal and the in the Indian state of Orissa.

d. Development - Enabling individual people and communities to experience wellbeing economically, socially and environmentally, intentionally planning for sustainability and resilience.

Going into 2020, this ministry sector was far ahead of target. 123,000 beneficiaries against a 5-year target of 100,000. Year 5 was another significant year within this sector with over 29,000 additional beneficiaries.

This is completely consistent with the average over the previous 4 years and demonstrates how programmes adapted to meet Covid-19 needs.

In Albania, BMS partner Tek Ura notes of Covid-19 that, "*The impact upon our community in Kafja e Rremes has been monumental. Many who were living hand to mouth and working in the black market found themselves with no income. At Tek Ura, in the initial phase in March- June we focused on ensuring members from our activities were supported and projects could continue through varied ways, either on-line, one to one visits or through individual family support.*"

In Afghanistan, International Assistance Mission (IAM) note, "*Projects and programmes within IAM responded to Covid in different ways: some had to hibernate and suspend their activities due to government-mandated lock-downs. Others saw income reduce as donors or patient numbers (in the case of our eye-care programme) reduced. And others still, pivoted their activities away from what was planned to focus on Covid-19 response, including prioritising health messaging, and utilising our skills and experience to respond to the emotional and psychological impacts that Covid was having. As well as the expected changes to donor and patient income, Covid also impacted the economy of Afghanistan, with high levels of inflation as prices rose due to shortages and a higher level of unemployment*".

In Nepal, partner Multipurpose Community Development Service (MCDS) recognised that rapid flexing of development programmes had a critical impact upon the ability of communities to survive the economic and social ravages of the pandemic. Lots of communities rely on remittances from informal sector workers in India and the Middle East. This means of income dried up considerably causing both disorientation and loss of means of survival. MCDS worked with municipal government to inform communities about the necessity of quarantining and educated rural communities in Bhume District on the implications of the global pandemic. This also included added sessions aimed at improving community hygiene practices.

Beyond the need to flex programmes in view of Covid-19, there were still many activities that met the expectations of the Development Position Paper which emphasises civil society voice, community, church mobilisation methodology, addressing social exclusion and market-based approaches to livelihoods.

In Uganda for example, the agricultural livelihoods project replaced teaching farmers' groups with training field workers to mentor small clusters of farmers individually resulting in seamless continuity of the project. At the Manica agricultural project in Mozambique, BMS worker, Carlos Tique distributed seeds and mentored 72 farmers. Community Church Mobilisation techniques were seen in various contexts. BMS workers Andy and Jutta Cowie enabled small 'self-help' groups in Guinea. They note the successes of the men's self-help group in Timbi-Madina but also note how ethnic divisions disrupted and ultimately led to the closure of the women's group. However, they note the legacy of the project on the lives of beneficiaries. One women comment; "*Since joining the group, I have bought nicer clothes, shoes, and lotion. Overall, I am less dependent on my husband. [As a result of] the interest from the business I can use [income] for necessities. Before I needed to ask for money, this has changed totally.*"

The Mozambican Baptist's 'women's sewing' project brings together women into small groups and they met local demands for face covering by producing several thousand masks in Sofala Province.

Gender justice as an organisational priority was advanced in 2019-20 through the development of the gender justice framework and 16 Days of Activism. Partners like Family Impact in Zimbabwe ran on-line marriage guidance and counselling services in a positive bid to reduce levels of gender-based violence.

e. **Health** - Helping people experience health and wellbeing through increasing access to training and provision of health and psychological care.

In a year marked by a global health emergency, BMS health work was both overwhelmed with need and also turned upside down as regular models of patient income failed to provide much needed sustainability.

Many of our supported health projects suffered as people stayed at home, community programmes outside of Covid-19 were mothballed. Society was both locked into curfews and simultaneously deprived of the financial means to access health care. As a result, beneficiary total in 2020 was substantially below the previous average of 62,500. However, significant work was still provided by community nurses in Nepal, maternal health and eye care in Afghanistan, special needs and HIV treatment in Thailand as well as vital tertiary health care services provided through two supported hospitals in Chad. The outcome was that more than 50,000 people received life giving health care. The health ministry sector as a whole far outstripped its 100,000 beneficiary target three times over during the 5-year strategy cycle.

Hospital Director and principal surgeon, BMS International Mission Worker Kalbassou Dalbassou delivered surgery in the BMS built surgical centre at Guinebor 2 hospital in Chad (G2). His skills are critical to facing the many the challenges of surgery in the 4th poorest country in the world. G2 welcomed new mission personnel (the Shrubsoles and Spears families) at the start of 2020, substantially increasing the managerial and clinical capacity of the hospital. As a result of Covid-19, G2 treated 3000 fewer patients during the periods of lockdown with corresponding loss of income. G2 had great difficulty maintaining continuity of supplies of drugs and equipment, incurred higher prices for consumable items and greater consumption of cleaning materials and PPE. Government public messaging sought to keep people in isolation but also served to stigmatise Covid-19 sufferers. BMS has supported financially to enable G2 to cover costs at a rate which makes health care affordable without making the hospital financially unsustainable.

Elsewhere in Chad in the remote and insecure northern Tibesti region, BMS mission workers, Andrea and Mark Hotchkin, have been leading the rehabilitation of the Bardai Hospital, the only tertiary health care facility for 500kms in any direction. Andrea and Mark have worked to increase hospital usage which on arrival in 2017 equated to 1 in-patient on average per day, and has risen to 12 in 2020. They comment, *"The inpatient capacity of the hospital was increased in January from 24 to 31 beds by emptying a 4th ward that had been use as an equipment store. Although the average number of patients per night over the whole year is 12, at times the hospital has been full and the average for the month of February after a battle on the frontier was 20. Without the extra beds the hospital would have been unable to cope with 4 major incidents (with between 10 and 25 casualties arriving at one time) that have occurred throughout the year."* Alongside significant training provided to the medical staff, there has been a focus on improved birthing practices in 2020. Of an expected 250 deliveries in the Bardai urban area about a third took place at the hospital. *"However"*, as Andrea notes, *"The simple figures mask the reality of a marked ethnic discrepancy as it is unusual for Teda women to present for delivery. They do attend for antenatal care but prefer to deliver at home usually with a family member that has no training, seeing the hospital as a last resort."* Women from the south of Chad, temporarily resident due to their husbands work in the military etc are much more likely to attend. The hospital service covers the whole Tibesti with an estimated 1800 births a year.

Infant and maternal health is another dimension of the complicated public health picture of the Tibesti, and BMS funding enabled the establishment of a regional government Covid-19 infectious diseases unit. In Afghanistan income was also reduced as patient numbers dried up and community-based projects such as BLiSS were mothballed due to lockdown restrictions. BMS were able to provide funding to cover gap costs such as salaries as government back funding was suspended. Other programmes pivoted their activities away from what was planned to focus on Covid-19 response, including prioritising health messaging, and utilising our skills and experience to respond to the emotional and psychological impacts that Covid was having. One example of this was mental health work which was supported by BMS. The youth mental health project mobilised young people to respond to their communities by distributing hand sanitizers to 12 schools, providing support to family members by mobile phone, distributing public health messages, promoting better hygiene practices and giving mental health first aid training to 160 teachers. The story of rapid adaptation was also evident amongst BMS supported programmes at Green Pastures Hospital (GPH) through International Nepal Fellowship (INFN) in Pokhara, Nepal. From March 2020 as the Covid-19 pandemic spread across Nepal, GPH services were hampered severely. As patients could not travel to the hospitals or to their respective homes, GPH implemented their 'telemedicine protocols' and developed them into teaching materials. These protocols aimed to support people affected by disabilities at home and featured outreach teams dropping off essential medical supplies. Supported Partner Worker and Disability Coordinator Bishnu Giri coordinated the Covid response plan and implementation in Dang, Jumla and Mugu.

At Hope Home in Thailand, appropriate tailored care was given to children with acute needs. Some of the children also attend private facilities outside of the government services, which are an additional expense to Hope Home, but appropriate for achieving the long-term goal of each child living as independently as possible and achieving their maximum potential. While Hope Home supports the development of 16 children with special needs, it also provides assistance to the CAM aids care ministry where up to 750 people living with HIV are given support. A further 3000 students were educated on various areas of sexual and reproductive health. Hope Home staff have owned the vision with local leaders working towards sustainability of the project. *"Nim*" is a care giver at Hope Home who herself was raised in foster care for the latter part of her growing up years. Nim* is studious and determined. Nim* represents Hope Home at the partner meetings arranged by ECPAT and she is confident and attentive at these trainings, and super keen to feedback information. In Thai culture it is hard to be the youngest and least qualified in a meeting*

room and yet she has found a way to have a clear voice and advocate for our children and their special needs".

f. Leadership - Empowering strong and effective indigenous leadership by equipping people with leadership skills and biblical understanding. The five-year aim is to develop missional thinking among 20,000 people in the UK and 10,000 people overseas in ten partners.

This ministry area was already significantly surpassing its modest target going into the final year of strategy. Platforms for on-line learning allowed the leadership ministry to continue such that there were nearly as many beneficiaries in this ministry in 2020 as there were in the first three years of this strategy cycle combined. While ease of on-line teaching is a contributory factor, the scale up of ministry investment in the Thai Karen Baptist Confederation (TKBC) in Thailand is a major driver of these numbers. Across multiple ministries focusing on women, youth and sports ministry, the TKBC reported nearly 20,000 beneficiaries.

UK participation in mission leadership development through participation in Assemblies, events such as Catalyst and Ministers Conferences are all counted as Leadership. Although a smaller number, anyone who receives training through the BMS Mission Training and Hospitality department (MTH) is also considered under this ministry sector. This includes all areas of BMS overseas recruitment including teams, volunteers and other longer-term workers.

The Leadership position paper emphasises all of the above but headlines the role of supporting partner bodies who are providing higher education or ministry leadership skills. The encouragement here is to utilise the resources of theological institutions to enable and capacitate leaders in their local ministry. Inevitably Covid brought disruption but the trend was towards remote support for leaders, enabling them to continue with their local ministry.

In the Theological College of Zimbabwe (TCZ), where BMS have supported a key member of staff as a Supported Partner Worker, they were able to adapt to on-line learning and worked hard to facilitate placements and internships for their students in churches. 'Learning on the job' brought various unforeseen benefits. For example, TCZ note that a student named Dorcas* who had not previously had an opportunity to preach has "*been preaching since she was accepted as an intern working under the pastor*". This is a consequence of the adaptations brought about by Covid-19. Anecdotal evidence from others such as BMS mission worker Daniel Clarke, working with theological students in Baptist Convention of Peru (CEBAL) suggests similar adaptation towards remote learning and practical involvement.

BMS also supports the College of Christian Theology Bangladesh (CCTB), particularly through capacity. BMS mission workers Peter and Louise Lynch have frequent engagement with CCTB students especially in the area of safeguarding training. Covid-19 accelerated welcome changes. They note, "*CCTB took the courageous step to offer programmes and training online. We understood our limitations of capacity, power and skills but we were sure about this being God's move. Now our BTh, MA and MDiv classes are successfully running online, and altogether 32 students are enrolled and the numbers are increasing*". BMS's major input into CCTB is in the arena of Theological Education by Extension (TEE), this is another programme to have benefitted from adapted practices. "*TEE Tutors training and TEE Classes are also taking place online. We hope and pray that through these initiatives more people will be trained now for the work of our Lord God's kingdom as we will move further forward.*" Programmes like TEE have clearly had an impact as people in the community are asked to explore theological ideas and move from a simple seed of faith to greater depth of knowledge. CCTB note the story of one beneficiary of the programme, "*My name is Sadiva*. It is a Muslim name and I have not changed it so hearing my name people think I am a Muslim but now I have no fear and shame in identifying myself as a Christian or a follower of Jesus Christ. The TEE course helped me to confirm my identity in Christ.*"

BMS also recognise the role of scholarships in assisting particular individuals to develop as leaders. In Nepal, BMS supports 16 students with scholarships through Minority Focus. In Lebanon, through Arab Baptist Theological Seminary (under LSESD), 4 students are supported through the degree programme. Two seminary students Abla* and Aziz* returning to Syria comment, "*A lot of the people here ended up where they are because of the civil war. Our time at ABTS helped us gain skills that are proving very beneficial for our ministry within our community. We are beginning to form a small home group and are visiting with believers who have been impacted by the civil war. Pray for our family and our ministry here. Pray that the Lord works through us to bring His message of hope to the people living around us.*"

BMS also supports 4 students at Bethlehem Bible College. The partner adapted as many others have using online learning. The student body also serves as a community of support and hope. Especially in a Middle Eastern context where people have often surrendered traditional familial ties to become followers of Jesus. One student Karima* comments, "*Bethlehem Bible College is my home, my family, a place with peace and*

love, because they didn't just give me a chance to study, or an opportunity to work to have some pocket money. They gave me more than that - they gave me a family, because I don't have a family of my own." From this collegiate body, outreach, learning and community has also emerged, in part enabled by the creativity of adaptation necessitated by the Covid-19 crisis. *"One positive result of the Covid-19 lockdown is that some of our faculty members decided to offer free online (Zoom) courses for the general public. There was great enthusiasm for these new classes and we had over 120 students enrolled. The courses included Early Childhood Parenting and Counselling, Palestinian Theology, and Church History. These courses provided a much-needed "virtual" community during the lockdown".*

In the UK, the majority of Minister's Conferences took place early 2020 and BMS mission thinking was shared with around 900 Baptist ministers. There were virtual assemblies. As many as 300 participated in Operation Chad Harvest video promotional events. These included question and answer sessions with key staff and interviews with mission workers and Supported Partner Workers on the ground. It proved to be an accessible and educational way to develop mission thinking. The same was true of Catalyst Lite; greater informality and the ease of posing questions from the comfort of home appealed to many. Disappointingly the 2020 Action Team programme was cancelled. However, MTH were able to adapt and provide training for 286 people including initiatives such as Sam Sharpe, co-teaching with Spurgeon's college and providing volunteer speaker training.

g. Relief - Working at effective collaborative responses to disasters and building resilience in those areas most at risk. The five-year aim is to coordinate disaster relief responses impacting 100,000 people.

Covid-19 has significantly dominated the relief fund in 2020, with over £0.6 million being spent in total for relief grants and in support of BMS's ability to coordinate a global Baptist response to crises. Combined with non-Covid related disasters BMS relief grants supported in excess of 44,000 people, the number expected to rise significantly as final reports come in. The Covid-19 response has been highly complex as we attempted to guide the coordination of an 'every country' Baptist response through the Baptist World Alliance Forum for Aid and Development (BFAD) and made 47 relief grants in the financial year.

Within 'day to day' BMS work, the nature of the Covid-19 crisis is that grants which would otherwise have been used for everyday development or education projects were deferred. Instead, significant emergency assistance was given to partners for an array of emergency responses. This has been categorised as relief work with funding drawn from the relief fund. In some cases, such as Bardai, northern Chad, a local police station was converted by BMS mission workers, Drs Andrea and Mark Hotchkin, into a Covid testing centre. In other places, such as the refugee camps of Lesbos masks were made available to over 900 people. BMS was also able to contribute into existing network contacts to meet chronic need in locations such as Yemen. In total 31 Covid-19 relief grants were made to 21 different countries.

Other disasters also arose outside of the Covid-19 pandemic. Support was provided across Nepal, India and Bangladesh after monsoon floods and the devastation of Typhoon Amphan in the Bay of Bengal which devastated homes and livelihoods in India and Bangladesh. Materials were provided to restore and rebuild homes and the local Baptist partner worked to help restore income and livelihoods by providing seeds and animals to all the families affected by landslides from flood damage. Delivery is always harder than planning and so adaptation in the interests of the beneficiary proved critical. The partner notes, *"As we were working in the Winter, which is the dry season in Bangladesh, the rivers were too low for people to transport goods on. So, we were unable to carry out our original plan to buy in Chittagong and transport out to the distribution centres. If we had, people would then have had difficulty in moving the goods to their area."* They further note, *"Once we arrived in the Hill Tracts and consulted locally the best way to operate was clear. The most notable change was giving cash which the Pastors and community leaders accompanied the people to spend rather than buying goods to hand out from central locations. The geography of the area required this."* Through adaptation and strong local participation, they were able to help 192 household rebuild and restock. One example is that of Mr. Kiran* a man in his seventies suffering from leprosy, who had been forced to beg to survive. He stayed in the affected area of Jumpara which serves as a leper colony. On receiving the money, he is reported to have wept with gratitude and was able to substantially repair his house as a result.

The Lebanese port explosion necessitated a major response. BMS are deeply engaged with partner work in Lebanon, supporting refugee child education and having regularly responded to an array of humanitarian needs that have emerged from the decade long conflict in the Levante through a key Beirut based partner. The port explosion occurred at a time when Covid was rampant in Beirut and where the Lebanese economy was close to collapse. In June 2020, WFP conducted a random and anonymized web survey that found 50 percent of Lebanese and 75% of Syrians felt worried about not having enough food to eat in the last month.

BMS was able to respond by supporting local workers with emergency top up wages in the face of uncontrolled inflation and support the repair of damaged homes.

On-going redevelopments work also continued. BMS spent out the last of its Nepal earthquake funding with the last in series of rebuilding grants. Responding to the on-going challenges left in the wake of Hurricane Idai in Mozambique was also a priority. This included mobile justice clinics to help people who had lost key documentation such as ID cards in the wake of the hurricane's devastation in 2019. Winterisation of those displaced by conflict in Ukraine as well as refugees resulting from the long complex humanitarian emergencies of South Sudan and the Levante continued.

Two years ago, BMS seconded its Overseas Team Leader (Relief) for 0.5FTE to the Baptist World Alliance (BWA) to enable the establishment and facilitation of the BFAD network and operate as the de facto BWAid director for 2 years. The Baptist family relief response has been transformed and BWA have now appointed a full-time BWAid director.

2. Results against strategy 2020 targets

BMS is thrilled to have worked with our partners to exceed our five-year target. 39 countries. 1,300,000 lives transformed!

	Years 1-4	Year 5	5-year achievement	Target	performance based % to date
Church	287,651	216,081	503,732	500,000	101%
Education	46,167	6,173	52,340	50,000	105%
Justice	81,130	11,043	92,173	120,000	77%
Development	123,412	29,323	152,735	100,000	153%
Health	256,395	50,916	307,311	100,000	307%
Leadership	59,938	27,467	87,405	30,000	291%
Relief	60,598	44,244	104,842	100,000	105%
Total	915,291	385,247	1,300,538	1,000,000	130%

3. Mission Mobilisation

The history of BMS is one in which the central theme is God's people coming together to enable the purposes of God. In the many generations covered by that period, there has been an ongoing cycle of challenge, encouragement, success, disappointment and the need for new thinking.

2020 has certainly seen all of these emotions and the aim has remained for BMS to catalyse the efforts of Christians supporting, doing and praying for mission endeavour across the world, however our overwhelming emotion this year has been one of gratitude for the support, generosity, sacrifice and kind encouragement of supporters; across BMS the team has great respect and admiration for our supporters.

Despite churches being closed they continued to engage and give to BMS. Individuals sent messages of support, prayed and gave record amounts in response to appeals.

- a. **Giving** – our financial period started well in the last 2 months of 2019. By early 2020 we were wondering how churches and supporters would be able to continue to enable BMS to carry on its work at its planned level. The reality is that donations from churches continued to flow, and donations from individuals were more generous than ever so that donation income including for relief work increased by 10% from £425k per month in 2019 to £470k per month in 2020.

Our focus has been on making supporter care the best it can be, and our teams love it when they can engage with them personally.

"Thank you for inspiring us to give because we know that in giving to others, we ourselves are blessed – with the gift of joy! We too can play a part in what you are doing, so far from our shores but with the name of Jesus on our lips and singing in our hearts."

Sisters, unable to go on holiday in 2020 gave the money to BMS instead

"We are so happy to be connected with such a practical yet loving association. In this time of feeling separated from church friends and our family, it is very helpful to be reminded of the active contact BMS has with so many parts of the world."

- b. **Praying** – in 2020 our volunteers, mission personnel and staff were unable to visit churches in the way they would usually but as church services moved to being online BMS provided resources and videos to help church leaders with imaginative services

SOLIDARITY SUNDAY 31 MAY

YOU CAN STILL COME TOGETHER IN PRAYER FOR THE WORLD

The world is united by an enemy. A virus that is stealing lives and spreading fear. For years to come, we will be remembered for how we responded.

That's why Christians all over the UK are making a united stand in prayer on Solidarity Sunday. It's really easy to participate. Tailor the content for your church family by selecting the resources that work for you, or use all of them to build an inspiring and encouraging service.

Meanwhile our publications continued to reach a wide readership and inspired with stories of work carrying on despite and because of the pandemic.

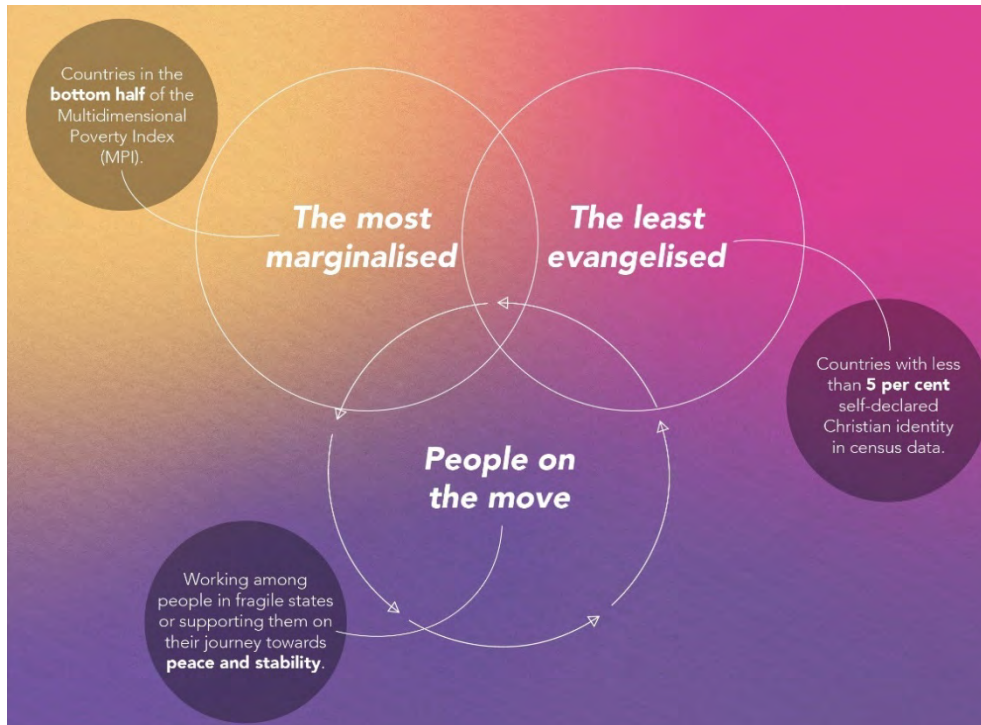
- Engage – our flagship supporter magazine
- Exchange – our alumni magazine for those who have served with BMS and are amongst our best supporters
- Equipment – a small updating resource for BMS representatives in church
- Mission Catalyst – a 'thinking' resource for leaders
- Prayer Guide – our core prayer resource, for everyone

BMS issued a powerful statement in response to Black Lives Matter, with the conclusion

'And to all the churches and individuals who are fighting for justice, to all those taking similar steps, to all those affirming a movement of justice that is long overdue support and success, we want to encourage you. Do not grow weary of doing good. This is right. This is of God. This is love and justice made manifest. We pray God's guidance and God's blessing on this movement of justice. Breath of God come, and fill the lungs of all who have been silenced. Give them voice and give the world ears to hear. Black Lives Matter.'

- c. **Going** – this traditional aspect of BMS work is changing. 2 British mission personnel were trained and sent in 2020 and whilst this will continue, BMS anticipates supporting more national mission personnel.

Plans for future periods *Strategy 2025*



BMS is embarking on a new 5-year strategy and drawing together learning from the last 5-year strategy to influence its implementation. The focus will continue to be on countries with the most marginalised and least evangelised people, and, recognising the changing mission landscape, added to this are people on the move and the intention to deliberately move to more collaborative working with networks. As the axis of the Church rests firmly in the Global South, BMS seeks to find a supportive way to facilitate global mission yet also facilitate a strong level of UK engagement which in itself is transformative for those participating.

As a result of the changes some activities that BMS was previously involved in have been identified as no longer being core to the strategy and so some partnerships will be brought to a close over the next three years, and new partnerships established. Hospitality activity at Wallis House in Birmingham will not be re-started after the Covid-19 lockdown is lifted, and training will be increasingly carried out in or near to countries of service.

A balanced scorecard based on Kaplan and Norton framework is being developed as a tool for monitoring the outcomes and impact of the strategy and each section of BMS is reviewing the changes needed for them to deliver on the strategy.

Early 2021 BMS joined with Baptist bodies in the UK and the 241 member bodies of Baptist World Alliance in a campaign for access to the Covid-19 vaccine around the world.

Principal risks and uncertainties

Trustees regularly review the internal and external risks to BMS and give consideration to organisational attitude to risk. Trustees have identified the most important potential risks and uncertainties that may seriously affect the performance, future prospects or reputation of BMS, and have assessed how the risks are being managed.

Potential risk	How we manage the risk
<p><u>Safety and Security</u> Risks are faced by BMS mission workers and staff as a result of the BMS strategy to work in fragile states amidst pronounced global insecurity.</p>	<p>BMS has a comprehensive 24-hour crisis management policy and crisis response plan, with detailed procedures for handling a wide range of crisis events. Our commitment to work in dangerous places requires us to embrace, but minimise, a certain level of risk. When necessary BMS withdraws or moves mission personnel for a period. Regular crisis response scenarios and reviews are undertaken to embed preparedness.</p>
<p><u>Safeguarding</u> Issues around the protection of children and vulnerable adults in its care and in the care of mission workers.</p>	<p>Well-developed communication and safeguarding processes are in place and BMS has less tolerance to this risk than any other and has entered a partnership with a specialist provider to train staff and partners. BMS has an experienced trustee with designated responsibility for safeguarding</p>
<p><u>Funding</u> BMS support comes primarily from the Baptist denomination which provides a loyal and consistent support base. However, BMS is vulnerable to the financial strength, risks and uncertainties of the Baptist Unions of Great Britain, Scotland and Wales and their member churches. This is particularly exacerbated with the risks to the UK economy from both the Covid and potential Brexit impacts.</p>	<p>An independent but close relationship is maintained with the three mainland Baptist unions to stay abreast of their own risks and uncertainties. A direct communication and church partner programme has been developed to enhance direct relationships with over 2,000 churches and our individual supporter base. BMS has proved to be agile in its response to the pandemic in the UK and in the countries where it works whilst continuing to actively support partners overseas in their work and in their response to the pandemic. BMS uses a range of different mediums to actively engage with supporters and offer prayer, encouragement and material for church services (both in person and virtual).</p>
<p><u>Impact</u> Not demonstrating sufficient impact from our work, or failing to meet donor expectations</p>	<p>BMS seeks to maintain strong connections with our donors through a wide range of high-quality communication content. A plan is in place to proactively engage supporters in the new strategy. BMS has a rigorous reporting framework used to gauge outcomes and assess impact.</p>
<p><u>Overseas Expenditure</u> The majority of the charity's expenditure takes place through partner grants which heightens risks in terms of fraud and ensuring this is spent in accordance with the Charity's objectives, and also carries reputational risk. The new 2021 – 2025 strategy extends activity into new areas of work and new partners.</p>	<p>BMS has a rolling programme in relation to partner capacity building. This ensures that there is greater financial scrutiny over the overseas transactions, collaborative review of approaches to governance and where relevant, safeguarding training. Financial reviews and control capacity is monitored through regular reports to the Finance and Audit Advisory Committee. Special reviews are in place prior to working with new partners in connection with 2021 – 2025 strategy.</p>
<p><u>Global Health Emergencies</u> The nature of BMS work means that personnel are at greater risk of being a conduit for the spread of global viruses.</p>	<p>BMS adheres to guidance issued by the UK government and has procedures in place to reduce the possibility of spread through its UK and overseas based personnel, of global pandemics.</p>
<p><u>Covid-19 Pandemic</u> The pandemic introduces extra stresses and demands on mission personnel and UK staff</p>	<p>BMS is actively promoting access to counselling, and has introduced extra contact, flexibility, resources and activities to engender well-being.</p>

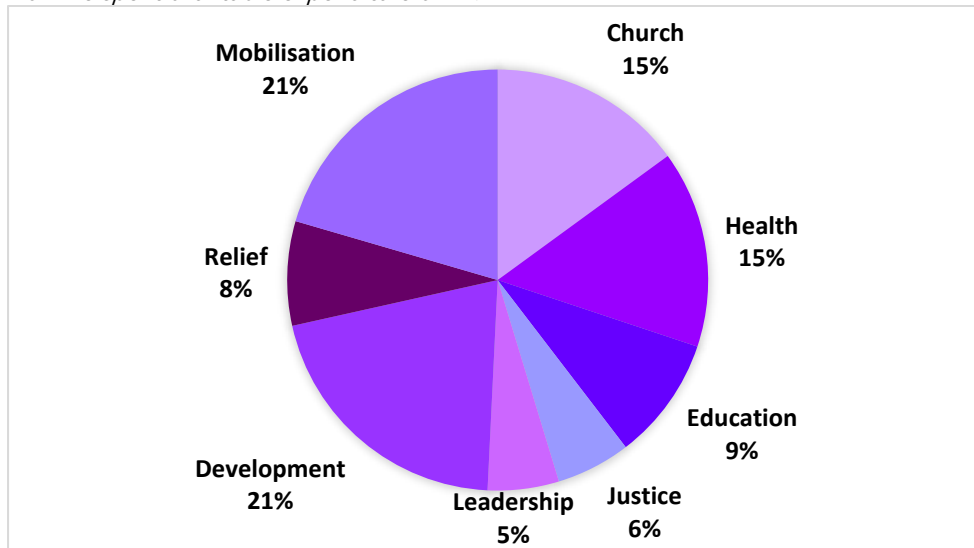
Financial review

About our finances

1. Expenditure

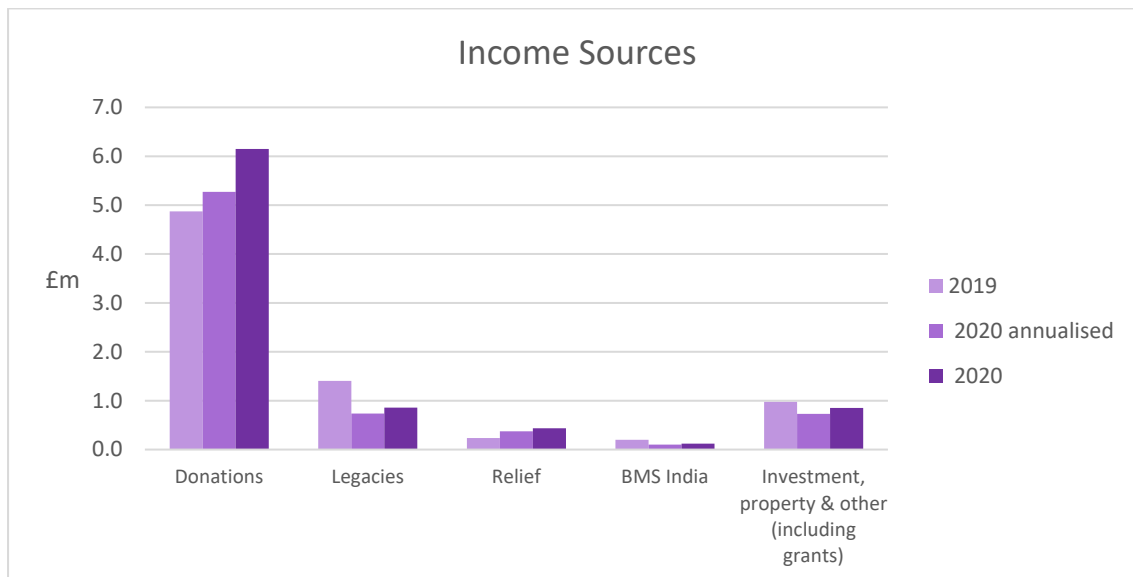
Total expenditure for the period was £8.3m (2019 £7.6m) of which £7.9m (2019 £7.2m) was committed to supporting and developing the various charitable objects of BMS; this represents 95% (2019 95%) of total expenditure.

How we spent charitable expenditure of £7.9m



2. Income

Total income for the period was £8.5m (2019 £8.1m). Taking account of the 14-month period this is a reduction of 10% but with substantial variations between income categories. Note that the graph below excludes income from one-off property sales.

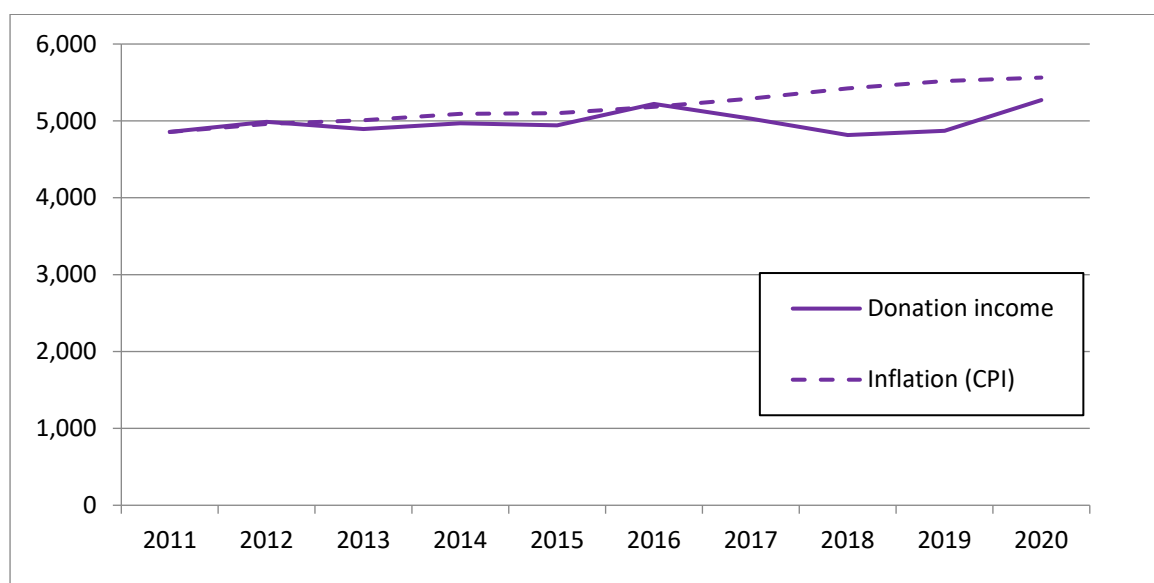


The graph compares categories of income, and includes an annualised 2020 bar to compare a 12-month equivalent with 2019. In a period when BMS was braced for income decline this shows a growth of more than 8% in donations, an enormous tribute to churches who have sought to maintain or increase their donations, and in particular a significant increase in giving from individual supporters towards appeals including Covid, Operation Chad, the Beirut explosion and Christmas appeals.

Legacy income is usually determined by a small number of high value legacies. It is possible that this period may have been affected by delays in estate administration and the probate process. BMS India income of £0.1m (2019£0.2m) was primarily donations from visitors to the Kolkata guesthouse which has been closed for several months. Profits from the guesthouse are normally used to support initiatives such as Street Servants in Kolkata and in 2020 BMS India drew from its reserves to continue this work. Other income suffered reductions as the result of cancelling the 2020/2021 Action Team programme and closure of the residential centre, Wallis House. Grant income includes government funding from the furlough scheme.

The 10-year history graph below again includes the 12-month equivalent income figure and shows the decline in church income since 2016 and an increase in donations from individual supporters in 2020.

Ten-year history of donation income (excluding legacies and relief compared with CPI inflation)



3. Movement in funds

Taking the charity's funds in total, there was net income for the period of £197k (2019 £549k), a net gain of £574k (2019 £525k) from the appreciation in value of the investment portfolio held by the charity, an actuarial loss on the defined benefit pension scheme of £1,196k (2019 gain of £1,083k), an exchange loss on assets held overseas of £39k (2019 gain of £12k) and a loss on exchange of forward contracts of £17k (2019 £6k). The overall position was a net reduction in total reserves of £0.5m (2019 an increase of £2.1m). In the very uncertain period, BMS planned especially carefully to protect its cash and liquidity position, cash and cash equivalents increased by £1.0m (2019 reduction of £0.2m). This came about through careful cash management and also deferred legacy income that was received during the period. The balance sheet remains strong although disappointingly shows a pension fund deficit based on accounting provisions of £1.4m (2019 £nil).

4. Reserve policy and financial position

General funds

Trustees have a reserves policy that takes a risk-based approach. The policy is due for review in 2021. Financial stress testing in 2020 in the context of the Coronavirus pandemic will be taken into account in that review with an emphasis on cash and cash equivalents as well as free reserves.

Trustees have examined the requirement for free reserves which are those unrestricted reserves not invested in fixed assets, designated for specific purposes or otherwise committed, but does not take account of the pension reserve. Trustees consider that, given the nature of our work, this should equate to a range of between £3.0m to £3.5m, although with consideration being given to commitments made in the pension deficit repayment schedule. This would be expected to provide the flexibility and resilience to cover any short-term funding crisis or a medium-term recession.

The free reserves at 31 December 2020 were £6.6m with pension commitment to be paid by September 2022 of £0.6m (2019 £5.7m with pension commitments to be paid by September 2022 of £0.6m). Trustees maintain a financial plan to manage the budget so that the target level of reserves is achieved and maintained. Such plans will take into account the long-term funding status of the charity's pension scheme and ensure that deficit payment commitments are met. The current balance exceeds the reserve policy by £3.1 - £3.6m. The Trustees have approved a 5-year financial plan as part of Strategy 2025. This allows for a drawing from reserves of £1.8m of which £0.95m is to maintain BMS activities through potential ongoing impact of Covid-19 on income, and £0.85m to invest in Strategy 2025.

The charity also holds funds designated for specific purposes, without restricting or committing the funds legally. At the end of the year, £5.6m (2019 £5.9m) was held in the fixed asset fund, representing the net book value of the charity's unrestricted fixed assets, to indicate that these resources are not available for other purposes. The designated reserve (2019 £0.1m) for renovations at our centre in Birmingham (Wallis House) remains for utilisation in 2021. The Mission Innovation Fund has been replenished to £0.1m (2019 £0.1m) to be used during 2021 for innovative mission initiatives not included in our budgeted expenditure. £20k (2019 £21k) of the Carbon Offset Fund has been used to contribute towards environmental projects and the fund topped up with £8k from BMS carbon offset calculation.

The triennial valuation of the BMS defined benefit pension scheme was carried out as at 31 December 2018. The deficit in 2018 was calculated to be £1.5m. During 2020 no employer contributions were paid (2019 £0.7m). The fund valuation for accounting purposes at 31 December 2020 was a deficit of £1.4m (2019 was an unrecognised surplus). The funding position at 31 December 2020 based on technical provisions was a surplus of £0.4m.

Endowment funds

Included in the balance sheet are endowment funds totalling £2.3m (2019 £2.1m), the capital element not being available to be spent. Income from the endowment funds has been spent during the year.

Restricted Funds

Restricted funds are subject to specific conditions imposed by donors. The reserves policy for restricted funds is for sufficient assets to be held to meet the obligations of each fund and this is the case as at 31 December 2020 the total was £1.3m (2019 £1.5m).

5. BMS India

The accounts of BMS India have been consolidated with BMS. BMS India reserves of £0.4m (2019 £0.5m) are included in the restricted fund balance.

6. Effectiveness of activities to generate funds

BMS is registered with the Fundraising Regulator and is compliant with the Code of Fundraising Practice. We will respond to any future developments in full keeping with both the letter and spirit of any changes.

Direct fundraising costs are a very small proportion of BMS expenditure (less than 5%). A large proportion of our income comes from our carefully managed relationship between BMS and our supporting churches and their members.

BMS is registered with the Fundraising Regulator, the Fundraising Preference Service and is compliant with the Code of Fundraising Practice. We will respond to any future developments in full keeping with both the letter and spirit of any changes. Our commitment to these important voluntary standards ensures that we always champion the privacy and rights of our audience and minimise the risks of any of our fundraising activities resulting in distress, inconvenience or undue pressure, particularly on vulnerable people.

In the last year we received eight complaints in response to our fundraising material, out of tens of thousands of mailings. These matters were handled swiftly, carefully and in accordance with our fundraising complaints procedure.

We have received a positive response to our fresh approach to our appeals and have had some success in response to the development of our trusts and foundations income stream. We are thankful to God for his provision, and to our many supporters for their continued generosity.

7. Pension Fund arrangements

Following a review of our Pension Fund arrangements for UK staff and overseas mission workers, the defined benefit scheme was closed to future accruals and a defined contribution section of the scheme was opened on 1 November 2010. The defined contribution scheme is managed by Aviva and performance has met agreed targets. The triennial valuation of defined benefit section at 31 December 2018 showed a funding deficit of £1.5m. A revised ten-year recovery plan was agreed with the Pension Trustee and submitted to the Pensions Regulator. A deficit payment of £0.7m was paid in 2019, with a further £0.6m due by September 2022 and £0.4m by September 2025. The Trustees are pleased that the strength of the fund has enabled the Pension Trustee to put in place a long-term de-risking investment strategy to arrive at a long-term low dependency target in 15 years' time of gilts + 0.5%. Equity investment is no longer a part of the portfolio, but it has been possible for the Pension Trustee to maintain a strong ethical and responsible position on investment fund selection.

Trustees support the Pension Trustee in its long-term approach to investment management.

8. Factors likely to affect the financial performance going forwards and post year-end events

The major financial concerns that BMS faces continues to be the potential impact of Covid-19 and Brexit on the UK economy to the extent that it affects our supporters. Covid-19 continues to affect operational activities in a variety of ways, but activities have been adapted to current needs in many countries rather than being halted.

In 2020 the damaging impact of Covid-19 on BMS was significantly less than anticipated. The ongoing impact has been factored into future financial plans and contingency actions agreed should the impact be greater than anticipated. The trustees have reviewed the plans and agreed a series of activities that should ensure financial stability if necessary.

On review of the financial plans to the end of June 2022, and given the further management actions that are feasible, the trustees have concluded that this will not affect the ability of the charity to continue as a going concern.

Statement of Trustees' responsibilities

Trustees are responsible for preparing the Strategic Report, the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charity and of the incoming resources and application of resources, including the income and expenditure, of the group and charity for that period.

In preparing these financial statements, Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK 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 business.

Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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 Companies Act 2006. 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of Trustees. Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

9. Disclosure of information to auditor

The Trustees who held office at the date of approval of this Trustees' Report confirm that, so far as they are each aware, there is no relevant audit information of which the charity's auditor is unaware, and each Trustee has taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

10. Auditors

BDO LLP expressed their willingness to continue in office.

The Trustees' Annual Report, including the Strategic Report, was approved by the Trustees on 17 May 2021 and signed on their behalf by:

David Marc Owen
Chair of Trustees
17 May 2021

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF BMS WORLD MISSION

Opinion

We have audited the financial statements of BMS World Mission ("the Parent Charitable Company") and its subsidiaries ("the Group") for the period ended 31 December 2020 which comprise the Consolidated and Parent Charity Statement of Financial Activities, the Consolidated and Parent Charity Balance Sheets, the Consolidated and Parent Charity Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the Parent Charitable Company's affairs as at 31 December 2020 and of the Group's incoming resources and application of resources and the Parent Charitable Company's incoming resources and application of resources for the period then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and the Parent Charitable Company in accordance with the ethical requirements relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions related to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group or the Parent Charitable Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Annual Report and Financial Statements, other than the financial statements and our auditor's report thereon. The other information comprises: The Trustees' Report, which includes the Directors' Report and the Strategic report. The Trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' Report, which are included in the Trustees' report, have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and the Parent Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic report or the Trustee's report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the Parent Charitable Company, or returns adequate for our audit have not been received from branches not visited by us; or
- the Parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the Parent Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the Parent Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at: [. This description forms part of our auditor's report.](#)

Use of our report

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an auditor's report and for

no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and the Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Heather Wheelhouse (Senior Statutory Auditor)
For and on behalf of BDO LLP, statutory auditor
Bristol
Date

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

	2020				Pro-forma 2019				
Notes	Unrestricted Funds £,000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Unrestricted Funds £,000	Restricted Funds £'000	Endowment Funds £'000	Total 2019 £'000	
Income from:									
Donations, grants and legacies	2	6,277	1,505	-	7,782	5,712	978	-	6,690
Charitable activities		94	-	-	94	22	-	-	22
Investment income	3	180	27	-	207	207	25	-	232
Other income	4	405	8	-	413	1,032	116	-	1,148
Total income		6,956	1,540	-	8,496	6,973	1,119	-	8,092
Expenditure on:									
Raising funds		370	-	-	370	333	-	-	333
Charitable activities									
Church		1,120	67	-	1,187	1,174	56	-	1,230
Education		475	276	-	751	613	222	-	835
Justice		446	7	-	453	455	7	-	462
Development		1,467	177	-	1,644	1,315	114	-	1,429
Health		570	632	-	1,202	418	453	-	871
Leadership		366	68	-	434	534	2	-	536
Relief		269	366	-	635	339	370	-	709
Mission mobilisation		1,623	-	-	1,623	1,138	-	-	1,138
		6,336	1,593	-	7,929	5,986	1,224	-	7,210
Total expenditure	5	6,706	1,593	-	8,299	6,319	1,224	-	7,543
Net income / (expenditure) before movement on investments		250	(53)	-	197	654	(105)	-	549
Net gains on investments		361	14	199	574	342	13	176	531
Net income/(expenditure)		611	(39)	199	771	996	(92)	176	1,080
Transfers between funds	9	109	(109)	-	-	45	(45)	-	-
Other recognised gains/(losses):									
Actuarial gains on defined pension scheme		(1,196)	-	-	(1,196)	1,083	-	-	1,083
Exchange differences		-	(39)	-	(39)	-	12	-	12
Net movement in funds		(493)	(187)	199	(481)	2,118	(125)	176	2,169
Reconciliation of funds:									
Total funds brought forward		11,778	1,529	2,148	15,455	9,660	1,654	1,972	13,286
Total funds carried forward		11,285	1,342	2,347	14,974	11,778	1,529	2,148	15,455

The result for the year for Companies Act 2006 purposes is represented by the net movement in funds in the consolidated statement of financial activities. There are no recognised gains or losses in the current or preceding year other than those shown in the consolidated statement of financial activities above. All amounts derive from continuing operations. There is no material difference between the net income/(expenditure) for the financial year stated above and their historical cost equivalents.

The notes on pages 37 to 54 also form part of these financial statements

		2020				Pro-forma 2019			
	Notes	Unrestricted Funds £,000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Unrestricted Funds £,000	Restricted Funds £'000	Endowment Funds £'000	Total 2019 £'000
Income from:									
Donations, grants and legacies	2	6,277	1,413	-	7,690	5,712	799	-	6,511
Charitable activities		94	-	-	94	22	-	-	22
Investment income	3	180	7	-	187	207	13	-	220
Other income	4	405	-	-	405	1,032	110	-	1,142
Total income		6,956	1,420	-	8,376	6,973	922	-	7,895
Expenditure on:									
Raising funds		370	-	-	370	333	-	-	333
Charitable activities									
Church		1,120	67	-	1,187	1,174	56	-	1,230
Education		475	93	-	568	613	40	-	653
Justice		446	7	-	453	455	7	-	462
Development		1,467	177	-	1,644	1,315	114	-	1,429
Health		570	632	-	1,202	418	453	-	871
Leadership		366	68	-	434	534	2	-	536
Relief		269	366	-	635	339	370	-	709
Mission mobilisation		1,623	-	-	1,623	1,138	-	-	1,138
		6,336	1,410	-	7,746	5,986	1,042	-	7,028
Total expenditure	5	6,706	1,410	-	8,116	6,319	1,042	-	7,361
Net income / (expenditure) before movement on investments		250	10	-	260	654	(120)	-	534
Net gains on investments		361	14	199	574	342	13	176	531
Net income/(expenditure)		611	24	199	834	996	(107)	176	1,065
Transfers between funds	9	109	(109)	-	-	45	(45)	-	-
Other recognised gains/(losses):		(17)	-	-	(17)	(6)	-	-	(6)
Actuarial (losses)/gains on defined pension scheme		(1,196)	-	-	(1,196)	1,083	-	-	1,083
Net movement in funds		(493)	(85)	199	(379)	2,118	(152)	176	2,142
Reconciliation of funds:									
Total funds brought forward		11,778	1,001	2,148	14,927	9,660	1,153	1,972	12,785
Total funds carried forward		11,285	916	2,347	14,548	11,778	1,001	2,148	14,927

The notes on pages 37 to 54 also form part of these financial statements

	Notes	BMS Group		BMS World Mission	
		2020 £'000	2019 £'000	2020 £'000	2019 £'000
Fixed assets					
Tangible assets	11	6,261	6,594	5,969	6,263
Investments	12	6,625	6,056	6,625	6,056
Total fixed assets		12,886	12,650	12,594	12,319
Current assets					
Stock		2	5	2	5
Debtors	13	2,107	2,393	2,066	2,363
Investments		97	210	1	19
Cash at bank and in hand		1,978	981	1,947	955
Total current assets		4,184	3,589	4,016	3,342
Liabilities					
Creditors: amounts falling due within one year	14	(733)	(784)	(699)	(734)
Net current assets excluding pension liability		3,451	2,805	3,317	2,608
Defined benefit pension scheme liability	15	(1,363)	-	(1,363)	-
Total net assets		14,974	15,455	14,548	14,927
The funds of the charity					
Endowment funds		2,347	2,148	2,347	2,148
Restricted income funds		1,342	1,529	916	1,001
Unrestricted funds					
Designated funds		5,799	6,120	5,799	6,120
General funds (free reserves)		6,849	5,658	6,849	5,658
Total funds excluding pension reserve		16,337	15,455	15,911	14,927
Pension reserve		(1,363)	-	(1,363)	-
Total funds		14,974	15,455	14,548	14,927

The financial statements on pages 32 to 54 were approved by the Trustees on 17 May 2021 and signed on their behalf by:

Chair of Trustees Marc Owen

Date: 17 May 2021

The notes on pages 37 to 54 also form part of these financial statements.

	BMS Group		BMS World Mission	
	2020 £'000	Pro-forma 2019 £'000	2020 £'000	Pro-forma 2019 £'000
Cash flow from operating activities:				
Net cash provided by/(used in) operating activities	(a) 695	(696)	763	(687)
Cash flows from investing activities:				
Dividends, interest and other income from investments	207	232	187	220
Proceeds from sale of tangible fixed assets	114	492	114	492
Payments to acquire tangible fixed assets	(93)	(258)	(90)	(253)
Net cash provided by investing activities	228	466	211	459
Change in cash and cash equivalents in the year	923	(230)	974	(228)
Cash and cash equivalents at the beginning of the year	1,191	1,410	974	1,203
Change in cash and cash equivalents due to exchange rate movements	(39)	12	-	-
Cash and cash equivalents at the end of the year	2,075	1,191	1,948	974
(a) Reconciliation of net income to net cash flow from operating activities				
Net income for the reporting period (as per the Statement of Financial Activities)	771	1,080	834	1,065
Depreciation	364	306	349	289
(Gains) on investments	(574)	(531)	(574)	(531)
Investment income	(207)	(232)	(187)	(220)
(Profit) from sale of fixed assets	(78)	(395)	(78)	(395)
(Loss) on Forward Exchange Contracts	(17)	(6)	(17)	(6)
Currency re-translation on fixed assets	27	(8)	-	-
Decrease in stocks	3	6	3	6
Decrease/(Increase) in debtors	286	(356)	297	(346)
(Decrease)/Increase in creditors	(51)	60	(35)	71
Difference between net pension expense and cash contribution	171	(620)	171	(620)
Net cash provided by/(used in) operating activities	695	(696)	763	(687)
Analysis of changes in net funds				
Cash at bank and in hand	1,978	981	1,947	955
Short term deposits	97	210	1	19
	2,075	1,191	1,948	974

Analysis of changes in net debt

	BMS Group			BMS World Mission		
	Cash and cash Equivalents	Forward Contract Obligations	Total	Cash and cash Equivalents	Forward Contract Obligations	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 November 2019	1,191	(237)	954	974	(237)	737
Cashflows	923	242	1,165	974	242	1,216
Fair Value Movements	-	11	11	-	11	11
Foreign Exchange Movements	(39)	-	(39)	-	-	-
Other non-cash changes	-	(345)	(345)	-	(345)	(345)
At 31 December 2020	2,075	(329)	1,746	1,948	(329)	1,619

	BMS Group			BMS World Mission		
	Cash and cash	Forward Contract	Total	Cash and cash	Forward Contract	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 November 2018	1,410	-	1,410	1,202	-	1,202
Cashflows	(230)	-	(230)	(228)	-	(228)
Fair Value Movements	-	6	6	-	6	6
Foreign Exchange Movements	11	-	11	-	-	-
Other non-cash changes	-	(243)	(243)	-	(243)	(243)
At 31 October 2019	1,191	(237)	954	974	(237)	737

1 Accounting policies

a *Basis of preparation*

The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value and in accordance with applicable accounting standards. In preparing the financial statements the charity has complied with the requirements of the Companies Act 2006 and the Statement of Recommended Practice 'Accounting and Reporting by Charities applicable to charities preparing accounts in accordance with FRS102'.

During the year the charity changed the accounting reference date to 31 December. As a result the current figures in the financial statements cover a 14 month period for the CLG from the 1 November 2019 to 31 December 2020. The comparative figures are labelled as Pro-forma 2019.

The Statement of Financial Activities (SOFA) and Group Balance Sheet consolidate the financial statements of the charity and its wholly-controlled subsidiary, Baptist Missionary Society Trust, in India. The financial year end for the subsidiary is 31 March 2020 and its results are consolidated on a line-by-line basis.

The consolidated financial statements have been prepared in accordance with the group reconstruction principles of FRS102 using the merger accounting method for the combination of the group. Accordingly, the group's financial statements for 2020 have been prepared as if the charitable company limited by guarantee had always been the parent company of the group.

No separate financial statements have been prepared for the unincorporated charity due to a uniting direction from the Charity Commission dated 29 October 2018.

b *Statutory information*

BMS is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is 129 Broadway, Didcot OX11 8XD

c *Assessment of going concern*

BMS World Mission's activities, its current financial position, and factors likely to affect its future development are set out within the report from the board. BMS has a 5 year financial plan to 2025 that shows it is able to continue its business-critical activities and remain a going concern. As at 31 December 2020 BMS World Mission had available cash balances of £1.98m and a further £6.3m of investments that could be drawn upon if required. The board's assessment of going concern involved a number of subjective judgements including, but not limited to; decrease in church giving, impact of foreign exchange volatility, delays in the crystallisation of legacies where probate has been granted. In making their assessment the board have also considered the potential impact on its cashflows and liquidity. A stress test has been run on the cashflow forecasts to June 2022 and the board have contingency plans in place to mitigate potential adverse impacts on cashflow including, for instance, delays in non-essential expenditure, phasing of grants, delaying staff recruitment. The trustees concluded their assessment found that the financial plan and forecasts are robust and show that BMS is able to meet its obligations. BMS has not suffered significant negative financial impact as a result of COVID-19 to date. As part of the going concern assessment and conclusion, the continuing effects of COVID-19 and post Brexit transition have been considered in BMS's forecasts and factored into the stress test carried out, including any mitigation actions that may be required. On this basis, given the strength of the balance sheet and availability and liquidity of unrestricted investments, the trustees believe that, while uncertainty exists, this does not pose a material uncertainty that would cast doubt on the charity's ability to continue as a going concern. The board has a reasonable expectation that BMS has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. The board have considered the foreseeable future for their going concern assessment to cover the period to 31 December 2025. On this basis, the board continues to adopt the going concern basis in the financial statements

d Accounting estimates and judgements

Preparation of the financial statements in accordance with FRS102 requires the Trustees to make certain judgements and estimates. The items below are considered to be the most important in understanding the financial statements:

BMS recognises its liability to its defined benefit pension scheme. This involves actuarial estimates which are disclosed in note 15. The actuarial estimates take account of the anticipation that Covid-19 has had a negative impact on the life expectancy of scheme members and so the actuary conducted an analysis of the impact of Covid on the membership and this has been incorporated into life expectancy assumptions.

BMS has accrued £1,427k of legacy income based on the policy set out in note f below.

e Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds, which have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds are those where donations are required to be retained as capital in accordance with the donors' wishes – permanent or expendable according to the nature of the restriction.

Investment income and gains are allocated to the appropriate fund.

f Income

All income, including donations, legacies, grant income and investment income, is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability.

Recognition of legacy income is dependent on the type of legacy, with pecuniary legacies recognised when probate has been granted. Residuary legacies are recognised at a discounted rate when they are measurable, probate has been granted and entitlement is clear.

No value is included where the legacy is subject to a life interest held by another party.

Grant income includes amounts claimed during 2020 under the UK Government's Coronavirus Job Retention Scheme recognised on a receivable basis

Investment income is recognised on a receivable basis.

Income from charitable activities includes amounts relating to the sale of overseas properties and other charitable income streams. Charitable activities income is recognised on a receivable basis.

BMS 'Action Teams' is a gap-year student programme that runs from September to June. The income received from the students that was unspent at the year-end is treated as deferred income.

g Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Charitable activities include expenditure associated with mission mobilisation and the seven strategic ministries and include both the activities, direct costs and support costs relating to these. Costs which cannot be directly attributed have been allocated on a basis consistent with the use of the resources and staff time. Expenditure on raising funds are those costs incurred in seeking voluntary contributions and in the management of the charity's investments. They do not include the costs of disseminating information in support of BMS' charitable activities. Governance costs are the costs associated with the governance arrangements of the charity and include the cost of the annual audit of the accounts, the expenses of Trustee meetings and the costs of staff involved in supporting these activities. Grants payable are payments made to third parties in the furtherance of BMS charitable objects and are accounted for when the recipient has a reasonable expectation that they will receive a grant.

h Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 (individually or as part of a related project) are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation is calculated to write down the original costs of the fixed assets over their estimated useful lives as follows:

Land	No depreciation
Buildings	over 50 years
Computer (included in furniture and equipment)	over 3 years
Furniture and equipment	over 3 - 5 years
Motor vehicles used overseas	written off in year of purchase
Solar panels and property modifications	over 15 years

For BMS India, depreciation has been applied at the rates specified by the India Income Tax Act 1961, most specifically for buildings at 5%.

i Freehold land and buildings

Land and buildings are shown at original historical cost or probate value. There has been no impairment in value of assets held over the financial period.

j Investments

Investments are stated at market value at the Balance Sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year. Current asset investments are short-term, highly liquid investments that are readily convertible to known amounts of cash.

k Joint arrangement

Through a deed of trust, the charity is in a joint arrangement with the Baptist Union of Great Britain for the management of Baptist House, its headquarters building. Under the terms of this arrangement all responsibility for the letting and operation of the building was transferred to Baptist House Limited. The arrangement is governed by Articles of Association for Baptist House Limited and a Declaration of Trust with the Baptist Union of Great Britain.

The charity accounts for Baptist House Limited by recognising its share of the relevant assets and liabilities, income and expenditure arising from this arrangement in the Balance Sheet and Statement of Financial Activities respectively. Transactions between the charity and the joint arrangement are eliminated on incorporating these amounts into the accounts of the charity.

l Stock

Stock is valued at the lower of cost and estimated net realisable value.

m Pensions

The charity's defined benefit scheme is funded, with the assets of the scheme held separately from those of the charity, in separate Trustee-administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme's liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date.

Where appropriate the resulting defined benefit liability is presented separately after other net assets on the face of the Balance Sheet.

The current service cost, past service costs and any gains and losses on settlements and curtailments are charged in resources expended in the Statement of Financial Activities. The interest costs and the expected return on assets are shown as a net amount of other finance costs or credits and included in resources expended. Actuarial gains and losses are recognised within the 'gains and losses' categories of the Statement of Financial Activities as 'actuarial gains and losses on defined benefit pension scheme'.

Contributions to the charity's defined contribution pension scheme are charged to the Statement of Financial Activities in the year in which they become payable.

n Foreign currencies

Assets and liabilities held in foreign currencies are translated into sterling at the rates of exchange ruling at the end of the financial year and the results of foreign operations are translated at the average rate of exchange for the year.

Differences on exchange arising from retranslation of foreign currency bank balances and other assets are reported under income and expenditure in the Consolidated Statement of Financial Activities.

All other foreign exchange differences are taken to the Statements of Financial Activities in the period in which they arise.

o Hedge Accounting

The charity has entered into a number of forward contracts for the purchase of Euros and US dollars in order to manage its exchange rate exposure. These contracts are measured at fair value at each reporting date.

p Financial instruments

Financial assets and financial liabilities are recognised when BMS becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are initially measured at transaction price (including transaction costs). Financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Creditors and provisions are recognised where BMS has a present obligation resulting 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 normally recognised at their settlement amount after allowing for any trade discounts due.

2 Donations, grants and legacies

	Unrestricted Funds	Restricted Funds	Total 2020	Pro-forma 2019
	£'000	£'000	£'000	£'000
Donations	5,270	1,317	6,587	5,105
Grants*	158	86	244	-
Legacies	849	10	859	1,406
BMS India	-	92	92	179
	6,277	1,505	7,782	6,690

*Grants includes £127k claimed under the Coronavirus Job Retention Scheme.

3 Investment income

	Group		Charity	
	2020	Pro-forma 2019	2020	Pro-forma 2019
	£'000	£'000	£'000	£'000
UK investment dividends	57	65	57	65
Interest on cash deposits	147	157	127	145
Bank and other interest	3	10	3	10
	207	232	187	220

4 Other income

	Group		Charity	
	2020	Pro-forma 2019	2020	Pro-forma 2019
	£'000	£'000	£'000	£'000
Income from property	-	54	-	54
Profit on sale of fixed assets	78	395	78	395
Grants	-	19	-	19
Sundry income	335	680	327	674
	413	1,148	405	1,142

5 Analysis of expenditure Group

	Direct costs	Grant funding of activities	Support costs	Total 2020	Pro-forma 2019
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds:					
Donations and legacies	273	-	97	370	333
Charitable activities					
Church	660	215	312	1,187	1,230
Education	454	148	149	751	835
Justice	252	82	119	453	462
Development	860	352	432	1,644	1,429
Health	760	126	316	1,202	871
Leadership	172	148	114	434	536
Relief	90	378	167	635	709
Mission mobilisation	1,623	-	-	1,623	1,138
	5,144	1,449	1,706	8,299	7,543

Analysis of expenditure Charity

	Direct costs	Grant funding of activities	Support costs	Total 2020	Pro-forma 2019
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds					
Donations and legacies	273	-	97	370	333
Charitable activities					
Church	660	215	312	1,187	1,230
Education	271	148	149	568	653
Justice	252	82	119	453	462
Development	860	352	432	1,644	1,429
Health	760	126	316	1,202	871
Leadership	172	148	114	434	536
Relief	90	378	167	635	709
Mission mobilisation	1,623	-	-	1,623	1,138
	4,961	1,449	1,706	8,116	7,361

6 Grants Payable

	Asia	Europe	Middle East & North Africa	South America	Sub-Saharan Africa	Total 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Charitable activities						
Church	118	46	49	2	-	215
Education	13	37	71	-	27	148
Justice	-	-	4	-	78	82
Development	134	87	-	12	119	352
Health	57	-	8	-	61	126
Leadership	32	19	73	15	9	148
Relief	180	28	63	8	99	378
Total	534	217	268	37	393	1,449

Grants totalling £30,000 and above were made to the following partners during the year.

Country	Partner	£'000
Lebanon	LSESD	181
Nepal	United Mission to Nepal	93
Albania	Tek Ura	90
Chad	Guinebor 2 Hospital	89
Uganda	Cyan International	83
Mozambique	CBM	63
India	Big Life Ministries	60
Netherlands	EBF	58
Bangladesh	BBCS	52
Israel/Palestine	ABC	45
Uganda	UCLF	42
Nepal	NBCC	39
Kosovo	Osadus	37
Mozambique	AMAC	36
Bangladesh	BBCS - SHED	33
Afghanistan	IAM	33
Various	Other partners <£30,000	415
Total Grants		1,449

7 Governance costs

	2020 £'000	Pro-forma 2019 £'000
Audit fee	41	34
Covid 19 fee	4	3
Board of Trustees	3	21
Other governance costs	8	1
	<u>56</u>	<u>59</u>

8 Subsidiary

BMS World Mission has a wholly controlled subsidiary, Baptist Missionary Society Trust, registered in West Bengal, India. The trust carries out mission activities from its base in Kolkata. The charity appoints the Trustees of BMS India and on the winding up or dissolution of the Trust, its assets pass to the charity. Since 19 March 2015, financial activity of BMS India has been consolidated into that of the charity. Accounts are made up to 31 March each year and copies may be obtained from the BMS registered office.

	2020 £'000	Pro-forma 2019 £'000
Total incoming resources	120	197
Total expenditure	(183)	(182)
(Deficit)/Surplus for the year	<u>(63)</u>	<u>15</u>
Total assets	460	578
Total liabilities	(34)	(50)
Funds	<u>426</u>	<u>528</u>

9 Statement of funds

	Balance at 1.11.19	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.12.20
	£'000	£'000	£'000	£'000	£'000	£'000
Endowment funds						
Cyril Edwards Trust	754	-	-	72	-	826
Jane Mursell Trust	813	-	-	77	-	890
Joy Bushon Sircar Trust	408	-	-	33	-	441
Other endowment funds	173	-	-	17	-	190
	2,148	-	-	199	-	2,347

	Balance at 1.11.18	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.10.19
	£'000	£'000	£'000	£'000	£'000	£'000
Endowment funds						
Cyril Edwards Trust	686	-	-	68	-	754
Jane Mursell Trust	740	-	-	73	-	813
Joy Bushon Sircar Trust	389	-	-	19	-	408
Other endowment funds	157	-	-	16	-	173
	1,972	-	-	176	-	2,148

The income of the Cyril Edwards Trust is available to be used in any field where the charity operates.

The income of the Jane Mursell Trust is available to be used for women's work within the charity.

The income of the Joy Bushon Sircar Trust is to be used to benefit specific educational and church work in the Barisal area of Bangladesh. The Trust is invested in US dollar securities which have been converted into sterling at the rate ruling at 31 December 2020.

	Balance at 1.11.19	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.12.20
	£'000	£'000	£'000	£'000	£'000	£'000
Restricted funds						
Emergency relief fund	334	437	(366)		(51)	354
Health fund	35	597	(632)	-	-	-
Restricted fixed assets reserve	415	-	-	-	(58)	357
Restricted property funds	186	5	-	14	-	205
India	528	120	(183)	(39)	-	426
Other restricted funds	31	381	(412)	-	-	-
	1,529	1,540	(1,593)	(25)	(109)	1,342

	Balance at 1.11.18	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.10.19
	£'000	£'000	£'000	£'000	£'000	£'000
Restricted funds						
Emergency relief fund	508	241	(370)	-	(45)	334
Health fund	-	399	(453)	-	89	35
Restricted fixed assets reserve	415	-	-	-	-	415
Restricted property funds	141	45	-	-	-	186
India	501	197	(182)	12	-	528
Other restricted funds	89	250	(219)	-	(89)	31
	1,654	1,132	(1,224)	12	(45)	1,529

The emergency relief fund represents funds received for relief and disaster response around the world primarily where the charity is involved.

The restricted fixed assets reserve represents the value of properties which have been left to the charity with restricted use. Restricted property funds are held following the sale of property left to the charity with restricted use. Transfers to or from the funds reflect property transactions and depreciation.

The India fund represents the net value of assets owned in India by BMS India.

	Balance at 1.11.19	Incoming resources	Resources expended	Realised and unrealised losses	Transfers	Balance at 31.12.20
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds						
<i>Pension reserve</i>	-	-	(167)	(1,196)	-	(1,363)
Designated						
Fixed assets reserve	5,889	-	-	-	(310)	5,579
Mission Innovation fund	100	7	(54)	-	47	100
Major repairs fund	105	-	-	-	-	105
Other designated funds	26	1	(20)	-	8	15
	6,120	8	(74)	-	(255)	5,799
General funds						
Free reserves	5,658	6,948	(6,465)	344	364	6,849
	11,778	6,956	(6,706)	(852)	109	11,285

	Balance at 1.11.18	Incoming resources	Resources expended	Realised and unrealised gains	Transfers	Balance at 31.10.19
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds						
<i>Pension reserve</i>	(1,703)	-	(237)	1,083	857	-
Designated						
Fixed assets reserve	5,965	-	-	-	(76)	5,889
Mission Innovation fund	100	-	(52)	-	52	100
Major repairs fund	105	-	-	-	-	105
Other designated funds	34	-	(21)	-	13	26
	6,204	-	(73)	-	(11)	6,120
General funds						
Free reserves	5,160	6,973	(6,009)	335	(801)	5,658
	9,661	6,973	(6,319)	1,418	45	11,778

The fixed assets reserve represents the amount set aside equivalent to the net book value of property and equipment used by the charity and purchased from unrestricted funds. The transfer from the fixed assets reserve is to the general fund to bring the reserve into line with the value of the fixed assets at the year end.

The Mission Innovation fund is used for innovative mission projects and will be used over the next two years. The major repairs fund is to meet the costs of large repair projects and it is anticipated that this will be used in the next two years.

10 Employees and Trustee Directors

The costs of mission personnel and other employees of the charity during the year were as follows:

	2020	Pro-forma
	£'000	2019
		£'000
Allowances and salaries	3,257	2,680
Pension contributions	418	359
National Insurance contributions	189	145
Relocation payments	5	8
	3,869	3,192
Average number of employees		
Mission personnel	78	86
Other employees	58	55
	136	141

Included in the above employee costs are redundancy costs of £8,047 (2018/19 £Nil). Redundancy costs are provided for when they are estimable and settlement is probable within 12 months. At the balance sheet date there were redundancy costs of £1,455 (2018/19 £Nil) awaiting payment.

Employees and trustees

The number of employees whose emoluments, excluding employer's pension contributions, amounted to over £60,000 for the fourteen months was as follows:

	2020	2019
	Number	Number
£70,001-£80,000	1	
£60,001 - £70,000	2	1

The total amount of employee benefits, including employer's pension contributions, received by key management personnel for their services during the year was £271,296 (2018/19: £399,306).

Trustees

No emoluments were paid to the Trustee Directors, with the exception of the General Director, Dr Kang-San Tan, who was employed by the charity and was remunerated on the same basis as other employees but received no remuneration for his duties as a Trustee Director. The constitution makes particular provision for the General Director to be an employee of the charity and the Charity Commission has given formal assent to this. Dr Tan's emoluments as General Director were £74,138 for the fourteen months. For comparative purposes, the amount for the twelve months to 31/10/2020 was £ 62,822 (2018/19 £64,416). Dr Tan was also reimbursed for all necessary expenses incurred in carrying out his duties as an employee of the charity, a total of £1,500 (2018/19 – £7,723). Dr Tan is a member of the charity's pension scheme and contributions totalling £7,899 (2018/9 – £6,422) were paid by the charity during the year.

During the year a total of £1,571(2018/19: £5,434) was reimbursed to 12 Trustee Directors (2019: 12) in respect of committee expenses. During the year there was one Trustee Director who had been a previous employee of the charity and has rights within the BMS Pension Scheme as deferred pensioners.

11a Group Tangible Assets

	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 November 2019	8,519	867	91	9,477
Transfer	(7)	7	-	-
Additions	-	81	12	93
Currency re-translation	(29)	4	(2)	(27)
Disposals	(50)	(3)	-	(53)
31 December 2020	<u>8,433</u>	<u>956</u>	<u>101</u>	<u>9,490</u>
Depreciation				
01 November 2019	2,284	523	76	2,883
Charge for year	223	127	14	364
Disposals	(15)	(3)	-	(18)
31 December 2020	<u>2,492</u>	<u>647</u>	<u>90</u>	<u>3,229</u>
Net book value				
31 December 2020	5,941	309	11	6,261
31 October 2019	6,235	344	15	6,594

11b Charity Tangible Assets

	Land and buildings	Furniture and equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
01 November 2019	8,213	793	68	9,074
Transfer	(7)	7	-	-
Additions	-	78	12	90
Disposals	(50)	(3)	-	(53)
31 December 2020	8,156	875	80	9,111
Depreciation				
01 November 2019	2,248	495	68	2,811
Charge for year	216	121	12	349
Disposals	(15)	(3)	-	(18)
31 December 2020	2,449	613	80	3,142
Net book value				
31 December 2020	5,707	262	-	5,969
31 October 2019	5,965	298	-	6,263

Furniture and Equipment contains computers, furniture and equipment, motor vehicles used overseas, solar panels and property improvements.

12 Investments held by group (Charity Only)

	2020	Pro-forma 2019
	£'000	£'000
Analysis of movements in the year		
Market value at 1 November	6,056	5,525
Add acquisitions at cost	-	-
Less proceeds of disposal	-	-
Net gains for the year	569	531
	6,625	6,056
Market value at 31 December	6,625	6,056
Analysis of investments held at 31 December		
Pooled Fund	6,183	5,648
Non-UK listed investments		
Indirect investments	442	408
	442	408

The investment portfolio is held in the COIF Charities Ethical Investment Fund, managed by CCLA.

13 Debtors

	Group		Charity	
	2020	Pro-forma 2019	2020	Pro-forma 2019
	£'000	£'000	£'000	£'000
Trade debtors	33	117	33	117
Other debtors	539	465	498	435
Prepayments	108	125	108	125
Accrued income	1,427	1,686	1,427	1,686
	2,107	2,393	2,066	2,363

During the financial year the charity entered into a number of forward contracts for the purchase of Euros and US dollars in order to manage its exchange rate exposure. These contracts are measured at fair value at each reporting date. Other debtors includes foreign currency forward exchange contracts valued at at fair value of £329k (2019 £237k).

14 Creditors: amounts falling due within one year

	Group		Charity	
	2020	Pro-forma 2019	2020	Pro-forma 2019
	£'000	£'000	£'000	£'000
Loans	2	2	2	2
PAYE and Social Security	18	38	18	38
Trade creditors	256	197	256	197
Other creditors	388	342	354	292
Accruals	57	167	57	167
Grants payable	12	7	12	7
Deferred income	-	31	-	31
	733	784	699	734

During the financial year the charity entered into a number of forward contracts for the purchase of Euros and US dollars in order to manage its exchange rate exposure. These contracts are measured at fair value at each reporting date. Other creditors includes foreign currency forward exchange contracts valued at at fair value of £329k (2019 £237k).

14a Deferred income

	Group		Charity	
	2020	Pro-forma 2019	2020	Pro-forma 2019
	£'000	£'000	£'000	£'000
Opening balance	31	159	31	159
Income	51	45	51	45
Expenditure	(82)	(173)	(82)	(173)
Closing balance	-	31	-	31

15 a Defined benefit arrangements

The Scheme is a registered scheme under UK legislation and is subject to the scheme funding requirements. The Scheme was established from 7 April 1962 under trust and is governed by the Scheme's trust deed and rules. The Pension Trustee is responsible for the operation and governance of the Scheme, including making decisions regarding the Scheme's funding and investment strategy in conjunction with the Charity. The defined benefit section of the Scheme was closed to future accrual on 31 October 2010.

The Scheme exposes the Company to actuarial risks such as; market (investment) risk, interest rate risk, inflation risk currency risk and longevity risk. The Scheme does not expose the Company to any unusual Scheme-specific or Company-specific risks.

The most recent formal actuarial valuation of the scheme was as at 31 December 2018. The liabilities at the reporting date have been calculated by updating the results of the formal actuarial valuation of the Scheme for the assumptions as detailed in the disclosures. Allowance has been made for expected mortality over the period, actual inflation experience as well as actual movement in financial conditions since the valuation.

The results of the actuarial valuation as at 31 December 2018 included an agreed recovery plan under which BMS pays deficit contributions of £579,000 by September 2022 and £359,000 by September 2025. BMS will continue to pay £150,000 a year towards the expected cost of the expenses of running the Scheme. The liabilities of the Scheme are based on the current value of expected benefit payment cashflows to members approximately over the next 60 years. The average duration of the liabilities is approximately 18 years.

The Trustees' investment strategy includes investing in liability driven investment, the value of which will increase with decreases in interest rates and will move with inflation expectations. The Scheme has a long-term investment plan to de-risk its investments as the funding position improves.

Assumptions	2020	Pro-forma 2019
Discount rate	1.25%	1.90%
Inflation assumption (RPI)	2.90%	3.10%
Inflation assumption (CPI)	2.20%	2.10%
Rate of increase in salaries	2.20%	2.10%
Pension increases:		
Pre 6 April 2006 benefits (RPI max 5%)	2.85%	3.05%
Pre 6 April 2006 benefits (CPI max 5%)	2.20%	2.10%
Pre 6 April 2006 benefits (greater of RPI/CPI max)	2.85%	3.10%
Pre 6 April 2006 benefits (greater of RPI/CPI max)	2.10%	2.20%

	2020	Pro-forma 2019
Assumed life expectancies on retirement at age 65 are:		
Males retiring immediately	22.9	23.0
Females retiring immediately	24.3	24.4
Males retiring in 20 years time	23.9	24.3
Females retiring in 20 years time	25.2	25.7

The assets in the scheme were:

	2020	Pro-forma 2019
	£'000	£'000
Bonds	3,794	11,511
Property and infrastructure	-	1,631
Liability driven investment	10,752	8,455
Cash and Net current assets	23,263	15,454
Fair value of scheme assets	37,809	37,051

	£'000	£'000
The actual return on assets over the period was:		
Present value of funded obligations	(39,172)	(36,535)
Fair value of scheme assets	37,809	37,051
(Deficit)/Surplus in funded scheme	(1,363)	516
Irrecoverable surplus	-	(516)
Net liability in balance sheet	(1,363)	-

Reconciliation of opening and closing balances of the present value of the defined benefit obligation

	2020	Pro-forma 2019
	£'000	£'000
Benefit obligation at beginning of year	36,535	34,247
Interest cost	798	945
Actuarial losses	3,012	2,350
Benefits paid	(1,173)	(1,007)
Benefit obligation at end of year	39,172	36,535

Reconciliation of opening and closing balances of the fair value of scheme assets

	2020	Pro-forma 2019
	£'000	£'000
Fair value of scheme assets at beginning of year	37,051	32,544
Interest income on scheme assets	808	906
Return on assets, excluding interest income	1,300	3,949
Contributions by employers	175	857
Benefits paid	(1,173)	(1,007)
Scheme administration cost	(352)	(198)
Fair value of scheme assets at end of year	37,809	37,051

The amounts recognised in the statement of financial activities:

	2020	Pro-forma 2019
	£'000	£'000
Service cost - administrative cost	352	198
Net interest on the net defined benefit liability	1	39
Total expense	353	237

Re-measurements of the net defined benefit liability (asset) to be shown in SOFA:

	2020	Pro-forma 2019
	£'000	£'000
Actuarial losses on the liabilities	3,012	2,350
Return on assets, excluding interest income	(1,300)	(3,949)
Change in amount of surplus not recoverable, excluding interest charge	(527)	516
Total re-measurement of the net defined benefit liability/(asset) shown in the Statement of Financial Activities as 'Actuarial gains on defined pension scheme'	1,185	(1,083)

Estimation of next year's income statement

The amounts recognised in the income statement are:

	2020	Pro-forma 2019
	£'000	£'000
Scheme expenses	320	198
Total expense	320	198

16 Analysis of net assets between funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2020	Pro-forma 2019
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	5,612	649	-	6,261	6,594
Investments	4,073	-	205	2,347	6,625	6,056
Current assets	3,475	187	522	-	4,184	3,589
Current liabilities	(699)	-	(34)	-	(733)	(784)
Pension Fund	(1,363)	-	-	-	(1,363)	-
	5,486	5,799	1,342	2,347	14,974	15,455



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