

Ross-on-Wye Baptist Church

Annual Report and Accounts for the year ended 31st December 2020

Charity registered number: 1175785

Annual Report and Accounts

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Report of the Trustees

for the year ended 31st December 2020

Objectives and activities

Our aims

The objects of the charity are set out in the charity's Approved Governing Document and are summarised as follows:-

The principal purpose of the church is the advancement of the Christian faith according to the principles of the Baptist Denomination. The church may also advance education and carry out other charitable purposes in the United Kingdom and/or other parts of the world.

Our 'Mission' statement is:

"To be a people inspired by Jesus who share life together and who are empowered to make a difference in all aspects of life"

Our objectives

Our objectives are set to reflect our faith and community aims. In carrying out this review, the trustees have considered the Charity Commissioners general guidance on public benefit and in particular its supplementary public guidance on the advancement of religion for the public benefit.

Our aims continue to be the provision of a facility where the community in Ross on Wye and the surrounding district can worship, and also a facility that can be used by the general public as a safe place to meet and provide activities. We also wish to cast a wider vision of transforming our town, county and country and beyond to help make a world-wide community that is peaceful, vibrant and harmonious, healed through God's love.

Our 'Vision' statement still states that at Ross Baptist Church:

"We will be a Church that serves our community and where people of all ages and abilities can develop a relationship with Jesus"

Our communications

In our publicity, letterhead and literature Our 'Mission' statement and 'Vision' statement are combined and shortened to:

"Inspiring lives with the message of Jesus"

Covid-19 Pandemic

The charity's activities became restricted in face-to-face events with the onset of the SARS Coronavirus 2 Pandemic. The activities listed below continued normally until the beginning of March 2020, when following Government advice, and then regulation the church building and community centre (The Venue) were closed to the public. The charity continued its' activities with church services being recorded and then broadcast on our YouTube™ channel, and other activities such as communion services, prayer meetings and social interactions and support via Zoom™ meetings.

Strategies

We continue to want to make Ross-on-Wye Baptist Church an accessible and welcoming venue where the community in general, or those who wish to know more about our faith, can gather to learn about God's love and grace and to worship. The church building and the community centre (The Venue) are open for activities most days each week (when permitted) and support and guidance are available from the Church Office in The Venue when the church building is closed.

Regular teaching remains a feature of church life and the church community by way of Sunday services and weekday events, including communion, and house groups.

The church's focus is not only inwards to its members, and an important part of its strategy is to provide help and support to the community at the point of need. For example a Christians Against Poverty debt counselling service is operational, regular mentoring visits are made to the town's secondary school, pastoral help and support is available to all, and support and help to those on the margins of our society feature heavily on its agenda, for example with an intermittent free Friday Supper Club.

The church's finances are self-supporting through the gifts and donations of its members. As part of its strategy the church is also mindful of giving to those nationally and worldwide who have insufficient money to cover their basic needs for shelter, food, clothing, and who are destitute with no means of support.

An important part of our strategy is community welfare and education. All our community activities are advertised and we welcome the participation of all in our local community. Most of our activities, such as a children's annual Holiday Club and Team Café events, are free and supported by donations or grant funding. Where a charge is made, concessions or bursaries are available in order to minimise exclusion of those in need.

An important focus is made on supporting school-age activities and the church employs a full-time youth worker and a part-time families ministry team leader, plus volunteer helpers some of whom are heavily involved in mentoring work within the local secondary school.

Throughout the year, the children's work has continued to be managed and transacted by volunteer members of the church congregation. Links with primary schools have been maintained; the work of Open the Book is supported by a number of church members who between them regularly visit 2 schools as part of this outreach. The church started involvement in Transforming Lives for Good; an early intervention process supporting children & families in one local school.

Grant making policy

Church members continue to give generously to disaster appeals arising from natural calamities affecting various countries around the world as well as those 'at home.'

Staff

We have five paid staff: our minister, a youth worker, a part time administrator and a part time families ministry team leader, as well as the Wye Valley Centre manager for Christians Against Poverty who also works part time. We also had a 4-month student volunteer placement for Children & Families.

The decision to appoint a part time dedicated Children's and Families Worker has been deferred.

Our minister returned to work, following a period of illness, in the early part of the year.

Use of volunteers

Volunteers are an important resource in both our faith and community work. Volunteers are involved in most of our faith and community work and number approximately 60. All the church trustees give of their time freely. We encourage every church member to be involved in voluntary activities and to share their faith and skills with others.

All those volunteers working with children and other vulnerable persons are DBS checked.

Activities and achievements

How our activities deliver public benefit

The charity carries out a wide range of activities in pursuance of its charitable aims. The trustees consider that these activities, summarised below, provide public benefit both to those who worship at Ross-on-Wye Baptist Church and the wider community of Ross on Wye and its locality. All these meetings are open to the public.

Though convenient, the separation between “religious” and “community” used below is entirely artificial – with a great deal of cross-over between the two areas.

Religious activities

The church provides a centre for our worship, prayers, teaching and other activities associated with our Christian faith. During the year under review, we offered a range of religious services and activities, despite the restrictions including:

Believer's Baptism

When permitted we are able to baptise people who wish, in this way, to bear witness to their Christian faith.

Children and Youth Programmes

A rich and varied programme of children and young persons' events regularly take place each week and at camp and festival events when available; with the purpose of showing the love of Jesus in a practical, relevant and understandable way. All programme events take place in a safe environment.

Christian Marriage

The church provides a venue for Christian marriage services. Furthermore the church encourages Marriage Preparation and Marriage enrichment by conducting, as required, courses on these subjects.

Christian Mission

The church continues to support communication of the Christian faith beyond Ross. This year has seen some of our members serving in placement in northern Kenya with the Africa Inland Mission.

The church has a policy of ensuring that a tithe of our income is made available to support activity in mission and missional community benefit.

Courses to Explore Christian Faith

From time to time these courses (generally Alpha or Christianity Explored) are held for those who wish to explore the Christian faith.

Festivals

The church recognises and celebrates the major Christian festivals of Easter, Pentecost, Harvest and Christmas. All services are open to the general public, and some are conducted in the public realm when permitted.

Funeral facilities

The church is made available for those who wish for a Christian funeral. Post bereavement counselling and care is available if required.

Holiday Club

We were not able to run our summer school holiday club due to the Covid-19 restrictions. A Kingdom Craft morning of activity & Christian teaching was held in the February half-term, and a Nativity Play recorded and watched by families at Christmas.

Infant dedication

From time-to-time requests for infant dedication are agreed and these would normally take place as part of Sunday morning services.

Inter-denominational and faith dialogue

Ross-on-Wye Baptist Church is a member of Churches Together Ross on Wye, and is open to promote inter-faith dialogue and social cohesion.

Pastoral care

This has been a particularly challenging year from a pastoral perspective but we believe that pastoral care means much more than just meeting up with people in a time of crisis. It's about journeying with one another on a day by day basis, and building relationships. Pastoral care has been provided by our Pastoral Framework via telephone, Zoom™, house groups and out-door visits when permissible. This continues to encourage deeper and more meaningful pastoral connection within the Church, and has offered support to the isolated and those shielding from infection.

Small groups

Nine small groups operate from within the church and together have served more than 100 members and friends. Many of these have continued during the pandemic by Zoom™ and have a range of activities from bible study and prayer to mutual pastoral support and family social events. The study topics are chosen by the groups to meet their particular needs and have ranged from thematic to book-based and from deeply doctrinal to practical application.

All small group leaders are either trained in safeguarding or have group members so trained.

Worship, Teaching and Prayer

Regular weekly services are held with an attendance of around 100 people, including children and young people either in person or via our YouTube™ channel. A twice monthly communion service

has been held, and additionally a number prayer meetings each week have taken place to pray through specific issues in the life of the church. Details of services have been published on the church's website.

Community activities – These took place in the early part of the year. Some activities continued in a Covid secure manner.

Acts 435

We are involved in this national initiative which enables demonstrable need to be met quickly by targeted giving.

Christians against Poverty

We provide a Christians against Poverty debt counselling service. The service has helped many people, and has had a positive influence in the local community. A Centre manager is supported by, a voluntary debt coach, a community link worker, and client 'befrienders.' The Centre also acts as a hub for work in the Royal Forest of Dean and Monmouth areas as well as Prescoed & Usk prisons.

Children and Youth Groups

Open to all children and young people to play and learn about the Christian faith in a safe environment. Groups normally take place weekly in the church and The Venue. Activities include storytelling and craft work as well as indoor and outdoor games. Groups continues to meet on-line and a number of craft activity videos were posted on YouTube™.

Loaves and Fishes

During the school holidays from the summer onwards the Children & Families Team delivered food bags weekly to up to 20 families to address 'holiday hunger'.

Community Food Larder

The church is a participant in a community food larder scheme to provide practical help for the needy and those marginalised by society.

Fair Trade Café and pop-up shop

This has become a regular monthly feature and is well-supported by the general public as well as church members.

Freecycle

The church usually organises a quarterly event at The Venue where surplus goods are offered free to those in need.

Halls and rooms

Our halls and meeting rooms are available for use by local groups and organisations. This year, in addition to occasional use by community based groups for meetings, the facilities have been used by art groups, community interest-orientated groups, coffee mornings, concerts, children's clubs, and fair trade events.

Horizons

The church normally provides a venue for a weekly gathering of around 20-30 older folk who pursue interests such as chairrobics, knitting, table games and other similar activities. After a light lunch is provided a speaker is invited to give a short and age-relevant talk – which often involves some interactive element.

Mental Health & general Wellbeing

The church continues to have an active role in providing support for those in our community who struggle with issues of mental health.

We are now recognised as being ‘dementia friendly’ by the Alzheimer’s Society.

Mentoring

We currently have in the order of 40 students on our list at John Kyrle High School, where the school, when it is open, asks us to engage on a 1:1 basis to encourage young people who are having difficulties.

Parents and Toddlers

This is a busy weekly support activity that has earned a local reputation as a friendly and accepting place. It is free, and is mainly attended by many young mothers and their children. Play facilities and general fellowship feature each week with occasional professional advice and guidance sessions.

The Venue

During the year, The Venue is normally extensively used by both church and community. It regularly plays host to four different charitable groups (including the sole remaining open-access youth club provision in the town) as well as providing a space for performance events, Pilates and the local produce market, which was able to continue operating throughout the restrictions.

Weekly Coffee Morning

A weekly coffee morning takes place with a steady ‘regular’ clientele who welcome the quiet, friendly atmosphere, and during ‘lockdown’ met on Zoom™.

Structure, governance and management

Organisational Structure

The charity trustees are responsible for the general control and management of the charity.

The trustees give their time freely and receive no remuneration or other financial benefits, apart from:

- the Pastor, who is a managing trustee and paid employee of the church; and,
- the manager of The Venue who, with the agreement of the members, is paid for his time undertaking that work.

The trustees meet together as a corporate body bi-monthly and comprise:

- Elder trustees whose prime responsibilities are to focus on the spiritual well-being, pastoral direction, vision casting and care of the leaders, church members and congregation;
- Church member (managing) trustees whose prime responsibilities are the supervision of the day to day management of the church, including finance, premises, health and safety, staffing, child protection and insurance.

The Elder trustees generally meet twice monthly in addition to meeting with the managing trustees.

To assist in the smooth running of the charity the trustees have set up a number of sub groups that help them oversee certain aspects of the charity's work. Sub groups are currently established for finance, pastoral work, welcoming/hosting, ladies' breakfast, and AV team. Each group reports back with their recommendations to a full meeting of the trustees and to the church members' meeting. Sub groups meet at appropriate intervals.

The chair of trustees chairs the church trustees meetings. The outgoing chair of trustees was also a member of the elder trustees, thus achieving a fully informed 'cross-over' with both charity trustee committees. The new chair of trustees is a managing trustee but mechanisms have been put in place to ensure that he remains fully informed.

The church managing trustees are accountable fully to the members' church meeting which is ultimately the decision-making body in accordance with the Approved Governing Document.

Day to day management of the church, community facilities and projects is delegated to staff, assisted from time to time by volunteer workers.

Recruitment and appointment of trustees

The existing trustees are responsible for the appointment of new trustees in accordance with the Approved Governing Document of the church. Nominations are sought from members of the church and a process of election in accordance with the Approved Governing Document subsequently takes place.

In selecting new trustees, the church seeks to identify people who are church members, are actively engaged in the activities of the church, have apostolic gifts as outlined in the Bible and possess, when necessary, personal competence, specialist knowledge and skills.

Induction and training of trustees

Following successful election and appointment, new trustees are introduced to their new role and given copies of the Approved Governing Document and the Baptist Union Corporation Limited publication C15 – Help I'm a Charity Trustee. Direction towards looking at a number of publications from the Charity Commission is also given. Included in this is the guidance on churches and public benefit and on the advancement of religion for the public benefit.

All trustees are required to participate in, and be certified as having completed, safeguarding training.

These procedures ensure that new trustees are aware of the scope of their responsibilities under The Charities Act.

Risk Management

The trustees have assessed the risks the charity faces and have drawn up a number of policies to address the major risks associated with our estate and activities. These deal with the nature of the risks, the likelihood of the risks happening and the measures taken to manage them.

The policies are reviewed regularly by the trustees. The chair of trustees reports on a regular basis any changes in risk factors to the relevant trustees' meeting and to the church members' meeting.

The trustees are satisfied that policies and systems are in place to manage the risks that have been identified. In particular that insurance cover is in place, Health and Safety issues are identified, Safeguarding policies are documented and followed, Significant Risk Areas are reported, and the finances of the church are kept under regular review.

Appropriate Disclosure Barring Service (DBS) checks, supported by regularly reviewed policies, are made for all those who work with children, young people and vulnerable adults.

All leaders of activities at which children and/or vulnerable adults could be present are required to participate in, and be certified as having completed, safeguarding training.

The systems necessary to comply with the General Data Protection Regulation in were put in place.

Financial review

Reserves policy

We believe that the needs of the church will be met by God at the proper time, but we recognise also that prudence and recommended charity practice both require there should be a formal policy on reserves. It is important that a sufficient balance of funds should be held within the General fund to enable it to meet all its financial obligations as they fall due, and to that end the Trustees consider we should maintain a working balance in the General fund equivalent to three months expenditure - approximately £50,000.

At 31 December 2020 the balance of £124,558 in General Funds exceeded that figure by a comfortable margin, but there is uncertainty regarding the pensions liability.

Principal funding sources and financial performance

The church continues to raise the funds which it needs to carry on its activities from within its own membership. The church is heavily dependent on its congregation working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure, but nevertheless contribute substantially to the achievement of the church's objectives and to the public benefit.

The financial results for the year, together with a summary of the accounting policies adopted, are set out in the accompanying financial statements.

Investment policy and objectives

The charity has no long term investments. Cash reserves are held in deposit accounts.

Trustees and Administration

Trustees during the year

Title	Forename	Surname	Role	Notes
Mr.	Michael	Agyeman	Managing Trustee	Appointed 16/07/2018 (3 years)
Rev.	Neil	Bennett	Minister & ex officio Trustee	
Mrs.	Liz	Blake	Elder Trustee	Re-appointed 16/07/2018 (5 years)
Mrs.	Irene	Rothwell	Elder Trustee	Appointed 26/10/2020 (7 years)
Mrs.	Sheila	Shepherd	Elder Trustee	Re-appointed 16/07/2018 (5 years)
Mr.	Martin	Skirrow	Treasurer & Elder Trustee	Re-appointed 16/07/2018 (6 years)
Mr.	Mike	Spencer	Managing Trustee	Appointed 16/07/2018 (3 years)
Miss	Rosemary	Sutton	Managing Trustee	Appointed 29/07/2020 (1 year)
Mr.	Vincent	Tweed	Managing Trustee	Re-appointed 16/07/2018 (3 years)
Mr.	Nick	Wardale	Elder Trustee	Re-appointed 16/07/2018 (6 years)
Rev.	Peter	Wade	Elder Trustee	Appointed 26/10/2020 (7 years)
Dr.	John	Wilson	Chair/Secretary & Managing Trustee	Re-appointed 29/07/2020 (1 year)

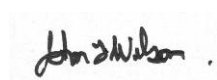
Independent examiner

PJC Metcalfe, Chartered Accountant, Hildersley Cottage, Ross-on-Wye, HR9 7NJ

Name of the bankers

CAF Bank Limited (CBL), 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ.
Registered under number 1837656.

This report was approved by the trustees on and signed on their behalf by:



John Wilson,

Chair Trustees, Ross-on-Wye Baptist Church.

12th July 2021

And agreed at the Church Members Annual General Meeting on 26th July 2021.

Independent Examiner's Report to the trustees of Ross-on-Wye Baptist Church

I report to the trustees on my examination of the accounts of the above charitable incorporated organisation (the Charity) for the year ended 31 December 2020.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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



Date: 12th July 2021

Peter J C Metcalfe

Ross-on-Wye

Chartered Accountant

Statement of financial activities -

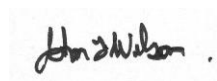
	Notes	Unrestricted funds		Restricted funds	Endowment funds	Total 2020	Total 2019
		General	Designated				
		£	£	£	£	£	£
Donations and legacies	2	144,859	12,168	28,206		185,233	201,983
Charitable activities	3	1,232	5,386	0		6,618	27,661
Investment income	4	439				439	378
Total income		146,530	17,554	28,206		192,290	230,022
Expenditure on:							
Charitable activities	5	141,766	19,050	20,963		181,779	209,356
Total expenditure		141,766	19,050	20,963		181,779	209,356
Net income/(expenditure)	6	4,764	-1,496	7,243		10,511	20,666
Net movement in funds		4,764	-1,496	7,243		10,511	20,666
Total funds brought forward		119,794	59,448	28,214	50,000	257,456	236,790
Total funds carried forward		124,558	57,952	35,457	50,000	267,967	257,456

The notes on pages 16 to 22 form part of these financial statements.

Balance sheet

	Notes	2020	2019
		£	£
Fixed assets			
Tangible fixed assets	9	<u>119,454</u>	<u>117,625</u>
Current assets			
Debtors	10	9,523	7,326
Cash in hand and at bank	11	<u>169,241</u>	<u>178,997</u>
		178,764	186,323
Current liabilities			
Creditors: amounts falling due within one year	12	<u>8,527</u>	<u>8,943</u>
Net current assets		<u>170,237</u>	<u>177,380</u>
Total assets less current liabilities		289,691	295,005
Non-current liabilities			
Creditors: amounts falling due after one year	13, 14	21,724	37,549
Net assets	15	<u><u>267,967</u></u>	<u><u>257,456</u></u>
Charitable funds			
Unrestricted funds	16	182,510	179,242
Restricted funds	17	35,457	28,214
Endowment funds		50,000	50,000
		<u><u>267,967</u></u>	<u><u>257,456</u></u>

The financial statements were approved by the trustees on 12th July 2021 and signed on their behalf by:



John F Wilson

Chair of Trustees

The notes on pages 16 to 21 form part of these financial statements.

Cash flow statement

	Notes	2020 £	2019 £
Cash flows from operating activities:			
Net income for the year as per the statement of financial activities		10,072	20,288
Adjustments for:			
Depreciation charge		2,665	2,554
Increase in debtors		-2,197	-57
Decrease in creditors		-16,241	-3,376
Net cash (used)/ provided by operating activities		-5,701	19,409
Cash flows from investing activities			
Investment interest		439	378
Capital expenditure on property		-4,494	
Net cash used in investing activities/capital expenditure		-4,055	378
Change in cash and cash equivalents in the year		-9,756	19,787
Cash and cash equivalents at the beginning of the year		178,997	159,210
Cash and cash equivalents at the end of the year	11	169,241	178,997

The notes on pages 16 to 21 form part of these financial statements.

Notes to the accounts

1 Accounting policies

1.1 Accounting convention

The charity is a public benefit entity within the meaning of FRS 102. The financial statements have been prepared under the Charities Act 2011 and the 2015 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP (FRS 102)).

The financial statements have been prepared under the historical cost convention and on a going concern basis.

1.2 Income

Donations are recognised when received, income tax on Gift Aid donations when the related income is recognised, legacies when their receipt is reasonably certain and can be properly quantified, and investment income in the accounts in the year in which it is receivable.

1.3 Expenditure

All expenditure is included on an accruals basis and is recognised where there is a legal or constructive obligation to pay. The charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

The Church makes grants to other organisations whose charitable objects complement its work, to people working in complementary Christian ministry, and for the relief of the poor in the local community. Grants and donations are accounted for when paid over.

Support costs are considered to be wholly attributable to the establishment activity.

1.4 Funds accounting

Funds held are either:

Unrestricted - general fund to be used in accordance with the charitable objects at the discretion of the trustees

- designated funds - set aside by the church or trustees out of the unrestricted general fund for specific future purposes, or

Restricted - held under charity law under specific trusts, declared by the donor when making the gift or resulting from an appeal for funds for a specific purpose.

1.5 Fixed assets

The church premises in Broad Street, Ross-on-Wye, are held by the Baptist Union Corporation Ltd charity no. 249635 as custodian trustee and are considered to be the permanent endowment of the charity. The historical cost is not known and they are not shown at market value or depreciated.

The church is also the beneficial owner of the The Venue, Hill Street, Ross-on-Wye, subject to the relevant trusts of which the Baptist Union Corporation Ltd is the custodian trustee. This building is used for the children and youth activities of the church, by the local community, and houses the church offices.

Freehold land and buildings are included in the financial statements at cost where that is known, less depreciation provided on the straight line method.

Depreciation on the buildings is calculated to write off the cost on a straight line basis over the expected useful life of the asset, at the following rate:

Buildings	2% pa
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The cost of furniture, fittings and equipment is written off at purchase and not capitalised.

1.6 Pensions

The Church participates in a number of defined contribution arrangements and in addition is a participating employer in a multi-employer defined benefit scheme which is also accounted for as a defined contribution scheme as it is not possible to identify the Church's share of the underlying assets and liabilities. Contributions to the schemes are charged to the financial statements in the period to which they relate.

The Church is obliged to make further contributions to the defined benefit scheme in respect of employment service before 31 December 2011. This scheme closed to further accrual on 31 December 2011 at which point it was replaced by a defined contribution plan.

Further information about the defined benefit scheme is given in note 17.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognized at transaction value and subsequently measured at their settlement value.

1.8 Going concern

The trustees have reviewed the ongoing future of the charity and are satisfied that there are no material uncertainties that may cast significant doubt on the charity's ability to continue as a going concern.

Notes to the accounts (continued)

	Unrestricted funds		Restricted funds	2020	2019
	General	Designated		Total	Total
	£	£	£	£	£
2 Donations and legacies					
Offerings and gifts	120,710	12,168	25,571	158,449	170,944
Income tax recoverable	24,149		2,635	26,784	31,039
	<u>144,859</u>	<u>12,168</u>	<u>28,206</u>	<u>185,233</u>	<u>201,983</u>
3 Income – charitable activities					
Use of premises	330	5,386		5,716	20,153
Outreach	902			902	3,750
Youth work	0			0	3,758
	<u>1,232</u>	<u>5,386</u>		<u>6,618</u>	<u>27,661</u>
4 Investment income					
Bank interest	439			439	378
	<u>439</u>			<u>439</u>	<u>378</u>
Total income	<u>146,530</u>	<u>17,554</u>	<u>28,206</u>	<u>192,290</u>	<u>230,022</u>
5 Expenditure-charitable activities					
Ministry & mission					
	General	Designated	Funds	Total	Total
	£	£	£	£	£
Salaries & national insurance	80,991		4,800	85,791	76,736
Pension costs	5,456			5,456	5,366
Ministry support costs	3,164			3,164	5,450
Gifts to speakers	1,750			1,750	4,000
Miscellaneous ministry costs	2,014			2,014	3,589
Children and young people	3,358			3,358	8,040
Outreach	1,432		11,898	13,330	17,166
Catering	1,045			1,045	1,610
Office costs including salary	16,159			16,159	15,631
Publicity	97			97	423
Sundries	83	229		312	2,070
Mission and other gifts (note 7)	14,577	1,241	4,265	20,083	22,935
	<u>130,126</u>	<u>1,470</u>	<u>20,963</u>	<u>152,559</u>	<u>163,016</u>
Establishment					
Building repairs & maintenance	2,452	2,770		5,222	7,986
Equipment replacement & repairs	6,794	3,006		9,800	5,330
Light and heat	5,280	3,629		8,909	12,620
Water	353	877		1,230	742
Insurance	3,624	1,812		5,436	5,447
Cleaning & management	2,900	5,486		8,386	10,050
	<u>21,403</u>	<u>17,580</u>	<u>0</u>	<u>38,983</u>	<u>42,175</u>
Expenditure before provisions	151,529	19,050	20,963	191,542	205,191
Net income before provisions	-4,999	-1,496	7,243	748	24,831
Non-cash expenditure					
Depreciation	2,665			2,665	2,554
Finance cost - discount unwind	685			685	1,021
Change in pension liability	-13,113			-13,113	590
Total non-cash expenditure	<u>-9,763</u>	<u>0</u>	<u>0</u>	<u>-9,763</u>	<u>4,165</u>
Total expenditure	<u>141,766</u>	<u>19,050</u>	<u>7,243</u>	<u>181,779</u>	<u>209,356</u>
6 Net income/(expenditure)	<u>4,764</u>	<u>-1,496</u>	<u>7,243</u>	<u>10,511</u>	<u>20,666</u>

Notes to the accounts (continued)

7	Charitable donations and grants	Unrestricted	Restricted	Total 2020	Total 2019
		£	£	£	£
	Baptist Home Mission	6,600		6,600	6,600
	BMS World Mission	504	685	1,189	504
	AIM (Alan & Pauline Jordan)	6,600		6,600	6,600
	Yeldall Manor				2,750
	Others	873		873	1,031
	Stewardship Fund (Designated)	1,241		1,241	720
	Acts 435		3,520	3,520	4,430
	Jordans		60	60	
		<u>15,818</u>	<u>4,265</u>	<u>20,083</u>	<u>22,635</u>

8	Employees	2020	2019
	The average number of persons employed during the year was:	4	4
	Employment costs	£	£
	Salaries	94,975	85,178
	Social security costs	7,272	3,963
	Pension costs	6,056	5,961
		<u>108,303</u>	<u>95,102</u>

Related party disclosures

No employee received emoluments in excess of £60,000 during the year (2019: none).

One trustee, Neil Bennett, is employed by the Church and his remuneration for 2020 was:

Salary: £38,781 (including manse allowance): Pension contributions: £3,638 Expenses: £2,053.

Vincent Tweed, trustee, supplied management services to the charity during the year in connection with The Venue costing £1,778 (2019: £1,611).

A total of £3,822 (2019: £6,350) was reimbursed to trustees relating to disbursements properly made on behalf of the charity.

Aggregate donations received from the charity's trustees in the year amounted to £31,634 (2019: £31,640).

9	Tangible fixed assets	The Venue
	Cost	£
	At 1 January 2020	127,736
	Additions in the year	<u>4,494</u>
	At 31 December 2020	<u>132,230</u>
	Depreciation	
	At 1 January 2020	10,111
	Charge for the year	<u>2,665</u>
	At 31 December 2020	<u>12,776</u>
	Net book value	
	At 1 January 2020	117,624
	At 31 December 2020	<u>119,454</u>

Notes to the accounts (continued)

10 Debtors	2020	2019
	£	£
Gift Aid tax reclaim	6,859	7,104
Other debtors	<u>2,664</u>	<u>222</u>
	<u><u>9,523</u></u>	<u><u>7,326</u></u>
11 Cash at bank and in hand	2020	2019
	£	£
Current accounts	15,466	18,660
Savings accounts	<u>153,775</u>	<u>160,336</u>
	<u><u>169,241</u></u>	<u><u>178,996</u></u>
12 Creditors: amounts falling due within one year	2020	2019
	£	£
Pension scheme - contributions to deficiency	4,502	4,425
Accruals	833	779
Other creditors	<u>3,192</u>	<u>3,739</u>
	<u><u>8,527</u></u>	<u><u>8,943</u></u>
13. Creditors: amounts falling due after one year	2020	2019
	£	£
Pension liability		
At 1 January	41,974	44,691
Finance cost of discount unwind	685	1,021
Increase/(decrease) in pension liability	-13,113	590
Deficiency contributions	<u>-3,320</u>	<u>-4,328</u>
At 31 December	<u><u>26,226</u></u>	<u><u>41,974</u></u>
Amount falling due within one year	4,502	4,425
Amount falling due after one year	<u><u>21,724</u></u>	<u><u>37,549</u></u>

The liability represents the present value of the deficiency contributions at the accounting date. The discount rate used is 0.4% (2019: 1.7%) and the minimum pensionable income rate 3.0% (2019: 3.2%).

See note 17 below for more information about the pension liability.

14 Analysis of net assets between funds	Unrestricted funds		Restricted	Endowment	2020
	General	Designated	funds	fund	Total
	£	£	£		£
Fund balances at 31 December represented by:					
Tangible fixed assets	69,454			50,000	119,454
Current assets	85,355	57,951	35,458		178,764
Current liabilities	-8,527				-8,527
Non-current liabilities	<u>-21,724</u>				<u>-21,724</u>
	<u><u>124,558</u></u>	<u><u>57,951</u></u>	<u><u>35,458</u></u>	<u><u>50,000</u></u>	<u><u>267,967</u></u>

15	Unrestricted funds		At 1.1.20	Income	Expenditure	At 31.12.20
			£	£	£	£
	General fund		119,794	146,530	-141,766	124,558
	Designated funds					
	Development	a	40,326			40,326
	Stewardship	b	1,494	1,730	-1,241	1,983
	Gift day	c	10,294	438	0	10,732
	The Venue	d	7,334	15,386	-17,809	4,911
			59,448	17,554	19,050	57,952
	Total unrestricted funds		179,242	164,084	-160,816	182,510

a. Relates to a legacy received in 2005 designated for the spiritual or physical development of the church.

b. Set aside for future distribution

c. For specific maintenance projects.

d. Designated for the future maintenance, upkeep and development of the centre.

16	Restricted funds		At 1.1.20	Income	Expenditure	At 31.12.20
			£	£	£	£
	BMS		305	380		685
	Christians against Poverty		19,301	23,342	-16,419	26,224
	Jordan		60			60
	Youth & Children		1,587	3,758	-4,100	1,245
	Acts 435		-	4,430	-4,430	0
			21,253	31,910	-24,949	28,214

17 Defined benefit pension scheme

The DB Baptist Pension Scheme is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The scheme closed to further accrual on 31 December 2011 and was replaced by a defined contribution (DC) plan within the same scheme.

At the last formal valuation of the closed DB Plan at 31 December 2019 the market value of the plan assets was £298million (£219m at 31.12.16). The valuation revealed a deficit of assets compared to liabilities of £18million, equivalent to a funding level of 94% (£93m and 70% at 31.12.16). The Church and other employers supporting the DB plan are collectively responsible for funding the deficit and the Church could be liable if other participating employers are unable to meet their obligations under the plan. Deficiency contributions are payable as a result of the deficit: since 1 January 2016 these have been at the rate of 12% of pensionable salary and are likely to continue until 31 December 2028. The next actuarial valuation as at 31 December 2022 is due by 30 June 2023.

A large number of employers participate in the Scheme and the Church is therefore unable to identify its share of the scheme's underlying assets and liabilities. Accordingly, the charge in the accounts for the period represents the employer contributions payable and a liability is recognized for the present value of deficiency contributions payable.

Baptist Pensions have estimated that as at 18 December 2020 the cost for the Church to settle the employer debt in respect of its share of the pension deficit, relating to past ministers' membership, was £108,500. Payment of this would be required if a cessation event occurred whereby the church no longer employed any members of the scheme, or the Church decided to settle its obligations under the DB plan. The Church currently has one active member of the scheme and plans to maintain this position so that it does not trigger a cessation event, and to retain some control over the timing of any settlement payment.

Total pension contributions to all schemes recognized as an expense in 2020 were £6,056 (2019: £5,962).