



FLITWICK BAPTIST CHURCH

CHARITY TRUSTEES' ANNUAL REPORT AND ACCOUNTS

12 months ended 31st March 2021

Charitable Incorporated Organisation
Registered no. 1177248

Flitwick Baptist Church
Kings Road, Flitwick, Bedfordshire

Charity number 1177248

Trustees' report and accounts for 12 months 1st April 2020 to 31st March 2021

The Charity Trustees present their report and financial statements for the 12 months ended 31st March 2021, prepared on a 'receipts and payments' basis in accordance with S.42(3) of the Charities Act 1993. They confirm that they have complied with their duty under Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Name	Timothy B Diaper	IAN ADAMS
Signature		
Position	Chairman of Charity Trustees	Charity Trustee
Date	6 th January 2022	6/1/2022

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Flitwick Baptist Church
Kings Road, Flitwick, Bedfordshire

Charity number 1177248

Trustees' report and accounts for 12 months 1st April 2020 to 31st March 2021

Reference and administrative information:

Charitable Incorporated Organisation name:	Flitwick Baptist Church
Registered no:	1177248
Correspondence address:	9 The Croft Flitwick Bedford MK45 1DL

Website: www.kingschurchflitwick.co.uk¹

Charity Trustees during the year (serving at 31st March 2021 unless otherwise shown):

Ian Adams
Bob Cain (retired 31st December 2020)
Tim Diaper
Phil Malone (retired 7th October 2020)
Kevin Sherwood
Leigh Woodcraft (from 7th October 2020)

Secretary: Andrew Nock

Treasurer: Lee Stone

Independent examiner: Edward Druce
9c High Street
Flitton
Bedford
MK45 5DU

Bankers: Barclays Bank PLC
Flitwick Branch
Station Square
Flitwick

¹ The church changed its name to King's Church Flitwick in summer 2021, after the reporting period.

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Structure, governance and management

Staff: Bob Cain, Pastor (retired 31st December 2020)
 Amanda Day, Women's Pastoral Assistant
 Tim Diaper, Pastor

Flitwick Baptist Church was registered as a Charitable Incorporated Organisation on 20th February 2018. It is governed by its Constitution, adopted by the church on 10th December 2018 and as amended, most recently on 17th July 2021, and the Church Handbook adopted by the church on 10th December 2018 and as amended, most recently on 8th July 2021.

Organisation structure

The Charity Trustees are responsible for managing the charity. Other than the Pastors, they give their time and skills freely, and derive no financial benefit from their service.

The Charity Trustees are the Elders and Pastor(s) of the church acting *ex officio*. Their appointment is governed by the Church Handbook. Pastor Cain was originally engaged in November 2013 by secret ballot of church members to serve the former charity, 1134820, with his employment transferred to the CIO on 1st April 2019. He retired on 31st December 2020. Pastor Diaper was engaged by secret ballot of church members on 8th October 2019 to serve for an indefinite term, with his employment starting on 6th January 2020.

The Elders were appointed by secret ballot of church members, each to serve for a term of up to three years. At the end of their term they may offer themselves for re-election.

The terms and conditions for the Pastors are defined in contracts. They are paid reasonable salaries to enable them to devote themselves to the service of God through the church as their principal activity. For the better performance of his duties, Pastor Diaper together with his family lives in a dwelling owned by the church.

The Women's Pastoral Assistant (who is not a charity trustee) was appointed in September 2015 for a three-year term, and re-appointed in July 2018 for an indefinite term. Her employment contract was transferred to the CIO on 1st April 2019. She works part-time, receiving a reasonable salary paid pro-rata to hours worked.

The Charity Trustees met 11 times during the year (by remote video conferencing on 3 of those occasions), and their meetings were formally recorded.

To ensure that necessary responsibilities are covered, and workloads managed, some specific responsibilities are delegated to Deacons, officers elected by members by secret ballot. From among them, one is designated Secretary, to manage the church's administrative affairs, and another Treasurer, to manage the church's financial affairs.

Trustee Training

On appointment, charity trustees were provided with copies of the church's Constitution, the Church Handbook, and the most recent annual report and accounts. They were made aware of documents relating to Charity Trustee responsibilities.

Risk Management

The Charity Trustees regularly consider the church's current and projected financial position, in order to initiate appropriate action in response to emerging trends. Their intention is to maintain a General Fund balance equivalent to three months normal expenditure.

The church has insurance cover in place.

The church maintains and operates a Safeguarding Policy, with nominated individuals to lead its application.

The Charity Trustees designate a Deacon to oversee Safety and Fire Precautions, with these matters being regularly considered at Trustees' meetings.

Aims, Objectives and Activities

The church's purposes are set out in its Constitution:

- the advancement of the Christian faith in accordance with the Basis of Faith primarily but not exclusively within Flitwick and the surrounding neighbourhood; and
- such other charitable purposes as shall, in the opinion of the members of the Church in general meeting, put into practice the Christian faith in accordance with the Basis of Faith, including but not limited to: the prevention and relief of need, hardship and sickness and the advancement of education;

provided that the advancement of such purposes must be undertaken in a manner that is consistent with the Doctrinal Distinctives and Ethical Statements as may be

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adopted and amended by the Church from time to time in accordance with the provisions of the Church Handbook.

The church adheres to a written Basis of Faith reflecting a conservative evangelical position, which forms a part of its Constitution.

The church is motivated by the conviction that man's greatest need is to be reconciled to God, through personal faith in his son the Lord Jesus Christ, and reliance on his redeeming sacrifice. Therefore a substantial part of the church's work is the provision of religious activities for all, to make known the Good News of Jesus Christ, to encourage people to commit their lives to him, to offer God praise and worship, to provide instruction and encouragement in the Christian faith for recent and more mature believers, and to provide opportunity for prayer, for mutual support, and for Christian service.

The church believes that an integral part of the committed Christian life is a care for the surrounding community. The Lord Jesus in his earthly ministry showed loving concern for all types of people and their needs – including children, the bereaved, the sick in body or mind, the poor, and those outside mainstream society, and the church believes that a similar concern is mandated for his followers today. Therefore, alongside activities which are primarily "religious", the church carries out a number of activities designed to support the wider community in some way, in particular through the relief of poverty and promotion of mental health.

Activities

In accordance with its purpose set out in the Constitution the church as a charity has customarily aimed to provide public benefit through services of Christian worship and teaching, meetings and small groups for prayer and Bible teaching, evangelistic events, pastoral care of individuals, and activities for young people and the elderly.

In the reporting year, the church's usual activities were seriously constrained by official restrictions imposed to control the spread of Covid-19 infection. The Charity Trustees sought to follow official regulations, and in this were greatly helped by wise and informed guidance from the FIEC (Fellowship of Independent Evangelical Churches). The church remained active, often finding new ways to achieve its purposes and serve the church family and the wider community. More details appear in the Ministry Team report.

The membership

While most church activities are open to all (with the main limiting factor being the fact that certain activities are organised for the benefit of specific interest groups), Christians who become associated with the church are encouraged to enter formal

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membership, committing themselves to identification with the church through attendance and service, and prayer and financial support, in accordance with their gifts and capability. Applications for membership are considered by the elders, and then if appropriate commended to the church.

The Pastors, Elders and Deacons must be church members, as must others who take up positions of trust and responsibility in the life of the church.

In March 2021 members resolved to amend the Church Handbook in order to admit to associate (non-voting) membership former members now living at a distance, enabling them to maintain ties of fellowship with the church.

The elders review the membership list regularly, to ensure that it is current. At March 2021 the church had 116 members, compared with 118 a year previously.

The church finances its existence and activities largely through free-will giving. For 5 years giving had been in decline, but this trend was sharply reversed during the reporting year.

The Covid-19 pandemic, with its prohibition on church gatherings at times during the year, made it difficult to hold the customary number of members' business meetings. The Charity Trustees deferred the Annual General Meeting from June (when physical gathering was prohibited) to October, when reduced restrictions made a physical meeting possible, and all necessary business was transacted. With some members at particular risk of Covid-19 infection and therefore unable to attend in person, the introduction of proxy voting, through an amendment to the Constitution in March 2020, proved timely.

Members met again for business in March 2021 at a time of continuing infection risk, and successfully conducted their business remotely by video link.

External affiliation

The church is affiliated to the FIEC (Fellowship of Independent Evangelical Churches), in which it can have fellowship with like-minded churches, and through which it can help to exercise a Gospel influence in wider society.

Pastor Diaper was elected to serve on FIEC's trust board for three years from January 2021.

The church premises

The church owns the freehold of the church premises and the adjacent Manse, located in Kings Road Flitwick Bedford. The premises, which date originally from

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1907, have been expanded over the years, with a major re-development and expansion having taken place in the 1990s. The church's policy is to maintain the structural and functional integrity of the buildings, using annual proposals for works and spending made by a premises management team within the membership. Improvements are made as necessary and within budgetary constraints, with priority being given to those needed to safeguard the health and safety of users of the premises.

In October 2020 the members resolved to redevelop the premises substantially to render them more suitable for present and future needs. The principal change would be the creation of a new large meeting space accommodating up to 220 people by removing the dividing wall between the previous Sanctuary and Lounge. Some garages on church property would also be adapted to provide further meeting and activity spaces. The Charity Trustees had intended to start work in quarter 4 of the reporting year, but resolution of complex structural design issues delayed the start beyond the year end. Work on Phase 1 of the redevelopment (Sanctuary and Lounge) was completed in October 2021, and Phase 2 (garages conversion) is planned for Quarter 1 2022.

ANNUAL MINISTRY REPORT **1st APRIL 2020 – 31st MARCH 2021**

The Ministry Team: **Tim Diaper – Pastor**
 Amanda Day – Women's Pastoral Assistant

The church leadership had assumed that the previous year's report would be the only one written during a global pandemic. However, in the Lord's providence, they find themselves once again reporting on a year of ministry so unlike the norm, while very aware that in his kindness God has provided many unexpected opportunities.

God protected and cared for the Church over the year, something for which the leaders are very grateful. The Ministry Team underwent a significant change, with Bob Cain retiring from the pastorate at the end of December 2020. The Church misses his wisdom and grace, but thanks God for Bob's and his wife Shirl's continued membership and the way they continue to use their many gifts within it.

The pandemic, and consequent pause on much 'usual' ministry, gave the elders the opportunity during summer 2020 to consider the Church's vision, with a renewed vision being shared with the Church in autumn 2020:

A Spirit-filled community making disciples of Jesus to the glory of God.

At the AGM in October, church members approved two exciting developments designed to foster the realisation of that vision: the recruitment of an assistant pastor, and the redevelopment of the premises. The processes for both were initiated during the year; to the Church's delight Neil Scott accepted its invitation to take up the office of assistant pastor in July 2021, while the premises redevelopment is expected, in God's goodness, to be complete in September 2021². Four values accompany the renewed vision, defining the community the Church desires to be, and the rest of this report is structured around them.

A loving community

"As I have loved you, so you must love one another." (John 13:34)

Amid the struggles of the past year, one of the highlights was a continuing sense of loving fellowship.

- Prayer meetings held remotely via 'Zoom' were better attended than in-person meetings had been before the pandemic started, and they were valued opportunities to display love by bearing one another up before the throne of grace.

² Public services in the redeveloped premises resumed in October 2021.

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- It was very encouraging to see people give practical help and support to the most vulnerable in the church family during the height of the pandemic. Many people reported experiencing God's love for them through the love shown by his people.
- Quiz nights were held on 'Zoom' throughout the first lockdown and were enjoyed by a significant portion of the church family who valued the opportunity to be together, albeit on screen.

The pastoral care team continued to care and pray for those in need. Although for much of the year contact had to be by 'phone, in-person visiting was of great benefit when it was again permitted.

It is always encouraging when people want to display their love for God's people by formally joining the Church in membership. During this year the Church had the joy of welcoming 4 new members.

One couple who had moved overseas resigned their membership, and the elders accepted their request to become associate members. In April another member and his wife transferred their membership to the church where he was to take up the pastorate.

As a loving community, the Church rejoices with those who rejoice, and mourns with those who mourn.

- It rejoiced with a young couple as they were joined together in marriage.
- It celebrated the 100th birthday of its oldest member.
- It grieved with a member over the passing of her husband.
- It mourned the loss of a member who went to be with the Lord.

A learning community

"They devoted themselves to the apostles' teaching" (Acts 2:42)

The pandemic forced the Church to operate online only for several months, depriving people of the opportunity to gather together for worship. It was therefore a great joy to be able to resume public worship in person in August 2020, even though several restrictions remained. A church should not forsake lightly the privilege of gathering to worship its great God. It was encouraging to see the majority of the congregation return to gathered worship.

From August, until restrictions were re-imposed in December, and again from February, the Church held all-age services each Sunday morning (for a period, there was also a 'traditional' service) because it was not possible to run a separate Sunday School. This has enabled the whole church family to worship and learn from God's word together, a blessing to many. It was particularly encouraging to see young children engage with the Bible's message along with their parents.

Over the year, the Church heard God speak from Romans 8, Habakkuk, James, Luke, Nehemiah, and Genesis 12-25. During the lockdowns, the ministry team also provided online devotions which sought to bring regular spiritual nourishment. Home groups, including the ladies' Bible study, met throughout the year – mainly online, with a short period 'in person' when the level of restrictions permitted. Although the elders had identified home groups as an area for development in the future, it is important to recognise that these groups were a lifeline to many in the fellowship over the year.

While many regular ministries were paused, an online Sunday School was provided during the first lockdown, and Elev8 (midweek children's ministry) continued online throughout the year, enabling children to interact with one another and learn from the Bible. Although it was mainly children from within the church family who participated, others joined occasionally. One of the great challenges to be faced in children's and youth work will be re-engaging with non-church children with whom contact has been difficult over the past year.

A serving community

"For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many." (Mark 10:45)

Just as a year previously, the Church is indebted to those who have faithfully served in order to enable Sunday services to run: venue managers and stewards, AV teams, musicians. One big development was the establishment of a new team of worship leaders, who began their ministry in January 2021. This was a particular challenge given that the congregation could not sing with them, but they served well nonetheless.

Although many of the traditional avenues of serving within the local church were closed during this year, one in particular remained open - giving. The elders are very grateful to people who served the Church in this way. As the accounts show, the Church's finances ended the year in a healthy position – not simply because of reduced expenditure, but because of the sustained giving of God's people towards God's work. This way of serving is so valuable, and so greatly appreciated.

This year also saw November 2020 dedicated as a month of praying and giving for the building redevelopment project. It was a delight to see God move in his people to bring in the money necessary to begin the project.

Inevitably there are periods in the Church's life of transition in service, and the year saw a number of leaders stand down, and others take up the mantle.

- Phil Malone stood down from the eldership; Leigh Woodcraft was appointed to the eldership.

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- Paul Lowe stood down from the office of deacon; Amanda Day and Sarah Mayhew were elected to that office.
- Ben Mayhew stood down as leader of Captiv8 (ministry to teenagers), to be succeeded by Beth Diaper.
- Moyra Adams stood down as Sunday School leader; Jon & Katharine Ward took her place.

The Church is grateful to God for the service of those standing down, and encouraged at the willingness of others to take their place.

The following year will open up a wide range of opportunities to serve the Lord in his church, as the Church 'relaunches' its ministries following the pandemic.

A witnessing community

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses...to the ends of the earth." (Acts 1:8)

This is an area of church life particularly affected by the pandemic. Most of the usual community group activities were rendered impossible by official restrictions. However, in God's kindness and providence, people in the Church discovered new ways of being Christ's witnesses in Flitwick.

At the beginning of the first lockdown, a community project was established to provide practical help for those who needed it: collecting shopping or prescriptions for the self-isolating, and providing food parcels for whose income had been reduced because of the pandemic. Many of the church family volunteered to help, and during the lockdown, hundreds of people were served, showing Christ's love in action. Gospel cards and booklets were included in every food parcel, and ongoing relationships were established.

The Need Project also continued to feed needy people in Jesus's name, and the Church thanks those who give up so much time to do this. It is a tangible way of showing the community around the Church what its Saviour is like, by caring and giving sacrificially.

Because in-person events were not possible for much of the year, several events were run online.

- In June 2020, evangelist Michael Ots spoke about a Christian perspective on the Covid-19 pandemic.
- In August 2020, an online Holiday Special was produced and aired on the Church's YouTube channel.
- In March 2021, film director Francis Annan talked about his work and faith.

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In addition, a Christmas Trail was created in the front car park during December 2020, using lights and other exhibits. This not only made the church literally visible on dark nights, but gave many families in the community an opportunity to discover the real message of Christmas.

During the year, the Church continued with prayer and financial support for the following missionaries/organisations:

- Brian & Jackie Chilvers (preparing to serve in Chad with BMS World Mission)
- Pete & Libby Halestrap (serving in Kenya with Africa Inland Mission)
- Cliff & Ali Reynolds (pastoral ministry in Swindon Wilts, sponsored by ABWE International)
- The Need Project
- Fellowship of Independent Evangelical Churches (FIEC)
- Vrsac Baptist Church, Serbia
- Biblical training fund

Thanks

The ministry team thank the whole church family for its ongoing loving care and support for them and their families throughout a tough year. They look forward to another year serving in ministry.

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Independent examiner's report

9c High Street
Flitton
Beds
MK45 5DU

31st December 2021

Trustees of Flitwick Baptist Church
Kings Road
Flitwick
MK45 1ED

Independent examiner's report to the trustees of Flitwick Baptist Church

I report to the trustees on my examination of the accounts of Flitwick Baptist Church (the Trust) for the year ended 31 March 2021.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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.

Signed:



Edward Druce
9c High Street
Flitton
Beds
MK45 5DU

31st December 2021

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Flitwick Baptist Church					
Kings Road, Flitwick, Bedfordshire					
Charity number 1177248					
Annual Accounts for the 12 Month Period from Apr-20 to Mar-21					
Note 1 - The comparative Fund balances below (see "Balance vested" per Fund) were vested on 1st April 2019 from the charity known as Flitwick Baptist Church, a charitable unincorporated association with Charity Registration number: 1134820 (now closed).					
Note 2 - In some instances, names of individuals have been withheld, where anonymity is necessary for reasons of confidentiality or security.					
		£ Sterling		£ Sterling	
1. General Fund		2020-2021		2019-2020	
		Bal b/fwd	£54,034.45	Balance vested ->	£52,123.69
Income					
Collections		105,408.11		87,911.83	
Gift Aid return		21,144.72		21,386.23	
Other income		4,401.42		1,768.58	
Manse Rental		-		6,854.40	
Parking		388.00		2,856.00	
Charitable Causes		-		305.64	
Legacies		-	131,342.25	-	121,082.68
			£185,376.70		£173,206.37
Expenditure					
Ministers' stipends, tax & NIC		69,914.73		55,802.87	
Employer's National Insurance		3,279.50		2,794.93	
Minister's pension premiums		6,991.59		5,602.29	
Minister's expenses		1,883.08		2,865.47	
Training and Ministry		159.63		2,076.85	
Care & Diaconate Fund		718.62		3,000.00	
Visiting speakers		60.00		1,665.00	
Church & Manse property maintenance		4,644.94		8,738.23	
Heating & lighting		2,809.05		4,501.71	
Cleaning		516.00		-	
Manse Council Tax & Water Rates		2,997.82		879.66	
Audio Visual		763.05		859.51	
Leaflets, Books & Publications		354.90		863.49	
Subscriptions / Licenses		1,813.88		1,579.49	
Insurance (Church & Manse)		1,751.81		1,674.42	
Telephone (Manse phone & broadband)		1,043.07		1,066.67	
Photocopying		477.65		977.26	
Consumables		205.34		860.86	
Legal fees		-		2,355.80	
Publicity		529.69		724.20	
CCPAS (The Churches' Child Protection Advisory Service)		294.58		120.00	
Sundry expenditure		783.81		235.43	
Private Donations to individuals	note 2	5,700.00		6,600.00	
Charitable donations (see below for breakdown)		3,252.00		3,557.64	
Need Project (Central Costs)		1,000.00		1,000.00	
Outreach		379.23		2,080.16	
Sunday School		299.75		478.56	
Holiday Special		133.05		1,252.51	
Captiv8 youth work		-		2,161.23	
Serbia Mission		-		2,745.38	
Other Mission		-	112,756.77	52.30	119,171.92
			£72,619.93		£54,034.45

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2. Gospel Fund		2020-2021		2019-2020	
		Bal b/fwd	£57,667.63	Balance vested ->	£57,667.63
Expenditure					
Biblical Counselling UK - training & expenses		-		-	
London Seminary Bursary Fund		-		-	
Other		-		-	
			£57,667.63		£57,667.63
3. Need (FBC) Fund		2020-2021		2019-2020	
		Bal b/fwd	£763.94	Balance vested ->	£1,700.83
Income					
Donations		3,980.00		750.00	
			3,980.00		750.00
			£4,743.94		£2,450.83
Expenditure					
Travel expenses, food purchases & donations		3,946.67	3,946.67	1,686.89	1,686.89
			£797.27		£763.94
4. Ladies Fellowship Fund		2020-2021		2019-2020	
		Bal b/fwd	£401.70	Balance vested ->	£301.70
Income					
Collections		-	-	100.00	100.00
			£401.70		£401.70
Expenditure					
Donation to Community Support Fund		401.70		-	
Other		-	401.70	-	-
			£0.00		£401.70
5. Serbia Mission Fund		2020-2021		2019-2020	
		Bal b/fwd	£0.00	Balance vested ->	£0.00
Income					
Collections		-	-	-	-
			£0.00		£0.00
Expenditure					
Children's Holiday Special		-		-	
Bibles		-		-	
Travel		-	-	-	-
			£0.00		£0.00
6. Community Support Fund		2020-2021		2019-2020	
		Bal b/fwd	£150.00	Balance vested ->	£0.00
Income					
Donations		5,304.46		150.00	
			5,304.46		150.00
			£5,454.46		£150.00
Expenditure					
Food purchases		5,083.81	5,083.81	-	-
			£370.65		£150.00
7. Building Improvement Fund		2020-2021		2019-2020	
		Bal b/fwd	£0.00	Balance vested ->	£0.00
Income					
Donations		51,920.22		-	
			51,920.22		-
			£51,920.22		£0.00
Expenditure					
Food purchases		-	-	-	-
			£51,920.22		£0.00

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Breakdown of FBC charitable donations for the year					
		2020-2021		2019-2020	
FIEC - Annual Donations		3,252.00		3,252.00	
Open Doors		-		221.50	
The Tesfa Sponsorship Trust UK		-		64.14	
Samaritans Purse		-		20.00	
			£3,252.00		£3,557.64
Insured value of assets					
Church premises		1,594,590		1,504,330	
Contents		47,748		45,474	
Manse		263,356		252,169	
			£1,905,694		£1,801,973
STATEMENT OF FUNDS					
		2020-2021		2019-2020	
General Fund		£72,619.93		£54,034.45	
Gospel Fund		£57,667.63		£57,667.63	
Need Fund		£797.27		£763.94	
Ladies Fellowship		£0.00		£401.70	
Serbia Mission Fund		£0.00		£0.00	
Community Support Fund		£370.65		£150.00	
Building Improvement Fund		£51,920.22		£0.00	
			£183,375.70		£113,017.72
Current a/c		£12,777.13		£2,957.92	
High Int. a/c		£170,598.57		£110,059.80	
Current Assets		£0.00		£0.00	
			£183,375.70		£113,017.72
			0.00		