



RETIRED BAPTIST MINISTERS  
HOUSING ORGANISATION

# ANNUAL REPORT 2024

RETIRED BAPTIST MINISTERS HOUSING ORGANISATION

YEAR ENDED 31 DECEMBER 2024

Charity Number: 1177649



**REFERENCE AND ADMINISTRATIVE DETAILS**

The Retired Baptist Ministers Housing Organisation (also known as RBMHO), is a Charitable Incorporated Organisation, registered with the Charity Commission.

TRUSTEES:	Ms H Harris Revd G Hindmarch Rev L G Johnson Mr C J Jones Revd P Jump Mrs A Kapolyo (resigned 7 Feb 2024) Mr J Levick Revd A Miles (appointed 26 Nov 2024) Revd A A Peck Ms J Stewart Ms R Tole (Co-Chair) Mr T Walker (Co-Chair)
PRINCIPAL OFFICE:	Baptist House, 129 Broadway, Didcot, OX11 8RT
REGISTERED NUMBER:	1177649
PROPERTY TRUSTEE	RBMHO Trust Corporation Limited, company number 11400081, registered charity number 1184848, a Company Limited by Guarantee.
AUDITORS:	Moore Kingston Smith LLP, Chartered Accountants, 9 Appold Street, London, EC2A 2AP.
SOLICITORS:	Shakespeare Martineau LLP, 1 Colmore Square, Birmingham, B4 6AA Royds Withy King LLP, 5-6 Northumberland Buildings, Queen Square, Bath BA1 2JE Diakoneo Legal Services Limited, Solicitors, 48 Speirs Wharf, Glasgow G4 9TH
BANKERS:	HSBC Plc., 6 High Street, Abingdon, OX14 5AZ
MANAGER:	Revd Andy Hughes

## INTRODUCTION AND CONTENTS

The Trustees of the Retired Baptist Ministers Housing Organisation (“the Charity”) present their Annual Report together with the audited financial statements for the year ended 31 December 2024 which comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The Annual Report and Financial Statements are structured as follows:

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**REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024****2. OBJECTIVES AND ACTIVITIES**

The objects of the Retired Baptist Ministers Housing Organisation (RBMHO, the Charity) are, for the public benefit:

- The prevention or relief of poverty of retired Baptist ministers, retired Baptist missionaries and their spouses, who are in necessitous circumstances, as the charity trustees shall from time to time determine;
- To advance the Christian faith for the public benefit in accordance with the statement of belief of the Baptist denomination;

Since 1975, the Charity and its predecessor entity the Retired Baptist Ministers Housing Society (RBMHS) has sought to provide good-quality, safe, secure and well-maintained homes to those who reached retirement and who had no means of providing a home for themselves and their family.

The Charity aims to support all applicants for housing who meet its normal qualifying criteria

- Retired Baptist ministers who have served as a Baptist minister accredited by the Baptist Union of Great Britain (BUGB) for at least 15 years
- Retired Baptist ministers who have served as minister of a church in membership of the Baptist Union of Great Britain for at least 18 years
- Retired Baptist Missionaries who have served BMS World Mission primarily outside the UK for at least 15 years
- The surviving spouses of qualifying retired ministers or those who died in active ministry

The Charity also considers applications for support that fall outside of its normal criteria but are deserving of support in the view of the Trustees.

The Charity works in partnership with the Heart of England Baptist Association and BMS World Mission all of whom have provided properties which the Charity is pleased to manage on their behalf.

No changes to the activities of Charity are planned in the coming year.

**3. ACHIEVEMENTS AND PERFORMANCE**

The Charity is pleased to record that it was able to provide 6 homes for ministers and minister's widows who made applications to RBMHO for 2024 and an additional minister was housed in January 2025 following a slight delay in the purchase. The remaining applicant has delayed their retirement. In addition, 2 tenants were relocated to properties more suited to their needs. During the year the Charity acquired 7 properties and disposed of 20. The Charity's stock of properties decreased to 250 properties (2023: 263). At the end of the period, the Charity was providing homes for 244 (2023: 251) retired ministers and /or their spouses. It seeks to maintain its properties to a good standard and offers pastoral support to its tenants as far as it is able.

In doing all this, the Charity recognises that it is due, in no small measure, to those individuals, ministers, organisations and churches who have supported and continue to support its continuing work either by prayers, publicity, visits or donations.

During the year, the Charity undertook a significant amount of work improving the properties which had been identified in the condition surveys as requiring the most urgent work. This has resulted in spending on repairs exceeding £1.7million.

In November the Trustees agreed that new condition surveys could be undertaken on the remainder of the properties previously surveyed to ascertain the future expenditure likely to be required. A survey of active Baptist Ministers was undertaken to project demand over the next 20 years or more and has informed cashflow projections for the next 5 years.



## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

The Charity has engaged in discussions with the Baptist Union of Great Britain and the Baptist Union Corporation about the £20 million Family Solution loan which has led to a decrease in the charges required on the Charity's properties.

### 4. FINANCIAL REVIEW

The results of the Charity for the year are set out in the accompanying financial statements.

During the reporting period, the minimum monthly rent (July 24-Jun 25) was increased to £224.50 (2023: £206), and the maximum purchase value per property remained the same at £240,000 (2023: £240,000).

As shown on the Statement of Financial Activities the surplus for the year of £1,280,029 (2023: £1,656,829) has been transferred to reserves, giving total funds carried forward of £41,821,661 (2023: £40,541,632).

Excluding the Family Solution (see below), Income in the year decreased to £969,613 (2023: £1,073,717), a decrease of 9.7%. This was primarily due to further information coming to light regarding an expected legacy of £110,000, previously recognised in 2023, being debited from legacy income in 2024. (Comparing income for 2023 and 2024 excluding this legacy, income rose by 12%.) Rent income increased to £719,206 (2023: £675,708) an increase of 6.4%.

Direct unrestricted costs increased to £1,991,467 (2023: £1,243,604) an increase of 60.1%, driven by an increase in property repair costs. Support costs decreased to £13,954 (2023: £20,566).

The operating deficit for the year, excluding the gain on sale of fixed assets, was £1,035,807 (2023: deficit £190,453), on top of which the Charity made gains on disposal of fixed assets of £2,315,837 (2023: £1,846,538).

The properties have been included in the financial statements at cost. The Trustees consider that the aggregate value of the properties is not below carrying value.

### Family Solution

Since 2018, the Charity has supported the Baptist denomination by participating in the Family Solution to the Baptist Pension Scheme. This involved it taking a loan from Baptist Union Corporation (BUC) of £20m secured against a portion of its property assets and then making an unsecured loan to the Baptist Union of Great Britain (BUGB) of £20m. Both loans are on an interest-only payment basis and have the same interest rate, meaning that the interest income and expense offset each other. The loan from BUC is classified as non-current liability as the terms of the loan agreement mean payment can only be requested with 13-months' notice. The loan to BUGB is classified as a mixed-motive investment under FRS102 as the Trustees have made the loan as part of its commitment to the Baptist denomination Family Solution to the Baptist Pension Scheme at a rate more favourable than BUGB could have obtained commercially. To avoid distorting the operating accounts of the charity, the Trustees have created a Family Solution designated fund to hold both the assets and liabilities involved. This fund showed both income and expenditure of £1,629,070 in 2024 (2023: £1,452,055), the increase reflecting the change of interest rates by the Baptist Union Corporation Ltd following the Bank of England base rates changing.

### Fundraising

The Charity receives donations from organisations (mainly Baptist churches) and donations and legacies from individuals. The charity seeks support from donors via its website and advertising in Baptist publications. The charity does not work with any commercial entities for fundraising purposes and does not undertake any direct marketing activities for fundraising purposes. No complaints were received relating to fundraising in the year.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

### Principal Risks and uncertainties

The Trustees of the Charity have identified the following as the principal risk and uncertainty facing the charity:

- **The financial failure of the Baptist Union of Great Britain (BUGB).** As the Charity's major debtor, the Charity is dependent upon BUGB to continue to pay interest on the outstanding loan. The Trustees believe that the failure of BUGB would not present any risk to current tenants, but the charity might not be able to meet the needs of future applicants. The Trustees believe the financial failure of BUGB to be a remote possibility but will monitor its financial position and take any action necessary to protect the interests of the Charity and its beneficiaries.

### Reserves Policy

The Charity seeks to maintain access to sufficient available cash reserves on hand to enable it to sustain its day-to-day running costs and respond to the needs of future tenants.

The income from Charitable activities relates to rent from beneficiaries which is highly reliable. This normally generates a surplus over the expenditure on charitable activities. However, the current programme of repairs and improvements, which we expect will take about 3 years to complete, will result in expenditure exceeding income over that period. The Trustees expect to fund the shortfall from excess receipts from disposals and, to the extent to which that is insufficient, from loans. 2 months operating costs (approximately £300,000) is required for day-to-day running costs.

Reserves are also required to ensure that properties can be supplied to qualifying applicants to meet their needs in a timely manner. The Charity does not guarantee to all applicants that it will be able to help, but during its history has never failed to do so for those who meet its eligibility criteria. The Trustees believe it prudent to hold reserves for this purpose amounting to four times the maximum purchase price offered to qualifying applicants. This equates to approximately £980k.

This gives a free reserves requirement of £1,280,000. As at 31 December 2024, the Charity had free reserves of £1,527,777, a surplus above the minimum requirement of £247,777. Should the Trustees see this excess build up substantially, the Trustees anticipate using the surplus to pay down the debts of the Charity.

### 5. PLANS FOR FUTURE PERIODS

The maximum purchase price will remain at £240,000 for 2025 and the minimum rent will be reviewed by 1 July 2025. The Trustees receive applications for housing up to 5 years in advance and currently have 29 applications for the period 2025-2029. The Trustees consider that from the anticipated proceeds of sale of properties the Charity should be able to meet all qualifying applications in this period. Additional work will need to be undertaken on a number of the Organisation's properties as a result of the further condition surveys. The government have announced that landlords will be required to improve the energy efficiency of rental properties with a minimum of EPC of C required from 2030. Currently 50% of our properties have an EPC of D or E. The trustees are undertaking a rent review to ensure that the Charity is able to cover the ongoing costs of maintaining all the properties to the standards now required.

### 6. STRUCTURE GOVERNANCE AND MANAGEMENT

The Charity is governed by a constitution based on the Charity Commission's Foundation Model CIO constitution, which was registered on 22<sup>nd</sup> March 2018.

The Charity is managed by a board of up to 15 Trustees. Up to 8 Trustees are appointed by BUGB with up to a further 7 co-opted by the Trustees of the Charity.

The Trustees delegate the running of the Charity on a day-to-day basis to the General Manager, Revd Andy Hughes and Property and Operations Manager, Mr Joe Cleavers. Andy Hughes has authority to approve



## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

standard applications for housing, to purchase and sell properties, and to approve routine items of expenditure and property repairs. Non-standard applications for housing are referred to the Trustees for consideration.

### Induction and Training of Trustees

When new trustees are appointed they are given a briefing by the General Manager on the workings of the Charity. They are provided with the annual report and papers and minutes of recent meetings. Formal training is provided to trustees as appropriate.

### 7. STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2022. 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. In so far as the Trustees are aware:

- There is no relevant audit information of which the Charity's auditor is unaware;
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The report of the Trustees was approved on 29 April 2025 and signed on its behalf by:



Revd Andy Hughes

# **INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF RETIRED BAPTIST MINISTERS HOUSING ORGANISATION**

## **Opinion**

We have audited the financial statements of Retired Baptist Ministers Housing Organisation for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including 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 charity's affairs as at 31 December 2024, and of its incoming resources and application of resources, for the year 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 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 financial statements section of our report. We are independent of the charity 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 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 charity'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.



# **INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF RETIRED BAPTIST MINISTERS HOUSING ORGANISATION**

## **Other information**

The other information comprises the information included in the annual report, other than the 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 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 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 there is a material misstatement in the 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.

## **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

## **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 5, the trustees 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 charity'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 charity 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 section 1442 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## **INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF RETIRED BAPTIST MINISTERS HOUSING ORGANISATION**

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud**

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 is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.



## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF RETIRED BAPTIST MINISTERS HOUSING ORGANISATION

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charities SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

### Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees 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 any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

*Moore Kingston Smith LLP*

**Moore Kingston Smith LLP**

Statutory auditor  
9 Appold Street  
London  
EC2A 2AP

Date 7 May 2025

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

## INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31 DECEMBER 2024

		Unrestricted Funds	Designated Funds	2024	2023
	Note	£		£	£
<b>Income</b>					
Donations and legacies	2	68,099	-	68,099	204,132
Charitable activities	3	721,000	-	721,000	677,585
Investment income	4	80,514	1,629,070	1,709,584	1,644,055
<b>Total Income</b>		<b>869,613</b>	<b>1,629,070</b>	<b>2,498,683</b>	<b>2,525,772</b>
<b>Expenditure</b>					
Charitable activities	5	2,005,421	1,629,070	3,634,491	2,716,225
<b>Total Expenditure</b>		<b>2,005,421</b>	<b>1,629,070</b>	<b>3,634,491</b>	<b>2,716,225</b>
<b>Net income before gain/(loss) on investments</b>		<b>(1,135,808)</b>	-	<b>(1,135,808)</b>	<b>(190,453)</b>
Net gain/(loss) on investments	10	(970)	-	(970)	743
Gain on sale of fixed assets		2,315,837	-	2,315,837	1,846,539
<b>Net movement in funds</b>		<b>1,179,059</b>	-	<b>1,179,059</b>	<b>1,656,829</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		40,541,632	-	40,541,632	38,884,803
<b>Total funds carried forward</b>		<b>41,720,691</b>	-	<b>41,720,691</b>	<b>40,541,632</b>

The notes on pages 13 to 20 form an integral part of these financial statements.



**BALANCE SHEET AS AT 31 DECEMBER 2024**

	Notes	31st December 2024		31st December 2023	
		£	£	£	£
<b>Fixed Assets</b>					-
Tangible assets	9	40,293,884		40,967,213	
Investments					
- Quoted investments	10	28,974		29,944	
- Mixed Motive	11	20,000,000		20,000,000	
			60,322,858		60,997,157
<b>Current Assets</b>					
Debtors	12	101,234		250,573	
Cash and Bank	13	3,755,054		3,672,251	
		3,856,288		3,922,824	
<b>Current Liabilities</b>					
Creditors:					
Amounts falling due within one year	14	(2,458,455)		(4,378,349)	
<b>Net current assets/(liabilities)</b>			1,397,833		(455,525)
Creditors:					
Amounts falling due after one year	15		(20,000,000)		(20,000,000)
<b>Net Assets</b>			41,720,691		40,541,632
<b>CAPITAL AND RESERVES</b>					
General Reserve			41,720,691		40,541,632
Designated Funds			-		-
<b>Total Charity Funds</b>			41,720,691		40,541,632

The financial statements were approved by the Trustees on 29 April 2025 and were signed on its behalf by:



Revd Andy Hughes

The notes on pages 13 to 20 form an integral part of these financial statements.

STATEMENTS OF CASH FLOWS FOR PERIOD ENDED 31 DECEMBER 2024

	Note	2024 £	2023 £
Net income for the reporting period		1,179,059	1,656,829
Adjustments for:			
Net (gain)/loss on investments	10	970	(743)
Net income before (gain)/loss on investment		1,180,029	1,656,086
Adjustments for:			
Depreciation	9	16,102	12,323
Dividends and interest from investments	4	(1,709,584)	(1,644,054)
Net (gain)/loss on sale of fixed assets		(2,315,837)	(1,846,538)
(Increase)/Decrease in debtors		149,340	180,270
Increase/(Decrease) in creditors		(1,919,894)	127,851
Net cash used by operating activities		(4,599,844)	(1,514,062)
Cash flows from investing activities			
Dividends and interest from investments	4	1,709,584	1,644,054
Proceeds from sale of fixed assets		4,384,453	3,773,299
Purchase of tangible fixed assets		(1,411,390)	(3,551,211)
Net cash generated in investing activities		4,682,647	1,866,142
Changes in cash and cash equivalents in the year		82,803	352,080
Cash and cash equivalents brought forward		3,672,251	3,320,171
Cash and cash equivalents carried forward	13	3,755,054	3,672,251



# NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2024

## 1. ACCOUNTING POLICIES

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

### (a) Basis of Accounting

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)), Financial Reporting Standard 102 and the Charities Act 2011. The Retired Baptist Ministers Housing Organisation is a registered charity, no. 1177649, and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes. Accounts are shown in British pounds and rounded to the nearest whole pound.

### (b) Preparation of the financial statements on a going concern basis

The financial statements are prepared on a going concern basis which assumes that the Charity will continue in operational existence for the foreseeable future. The Directors are aware of the continuing cost of living crisis facing the UK population at this time but based on robust income and the reserves held by the charity, the trustees have concluded that there is no material uncertainty as to the Charity's ability to meet its liabilities as they fall due. Accordingly the trustees continue to adopt the going concern basis in the preparation of the financial statements.

### (c) Funds Accounting

- **Unrestricted Funds:** General unrestricted funds represent funds which are expendable at the discretion of the Trustees in the furtherance of the objects of the charity and which have not been designated for other purposes. Such funds may be held to finance both working and capital investment.
- **Designated Funds:** These represent amounts set aside by the Trustees for specific purposes. They may be returned to General Funds at the discretion of the Trustees.
- **Restricted Funds:** These represent amounts which have been restricted by the donors for use for specific purposes as set out in note 16.

### (d) Income

Income is recognised in the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that income will be received, and the amount can be measured reliably.

- Donations are accounted for gross when received.
- Legacies are accounted for at the earlier of the Estate accounts being finalised and notified, and cash received.
- Rental income is accounted for on an accruals basis.
- Investment income is accounted for on an accruals basis.

### (e) Expenditure

Expenditure is recognised in the Statement of Financial Activities 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.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### (f) Tangible fixed assets

Tangible fixed assets are initially measured at cost, or in respect of assets donated, at valuation at the date of the donation. They are subsequently measured at cost or valuation net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful economic lives.

Depreciation is provided on long leasehold properties over the remaining life of the lease.

Freehold properties are generally held by the Charity for an average of 30 years. During the period of ownership, they are maintained by the Charity such that the value of the property is maintained at the value presented in the financial statements.

Motor Vehicles have a straight-line depreciation rate of 25%.

Computers have a straight-line depreciation rate of 33%.

### (g) Fixed asset investments

Quoted investments are held for their income generation and investment potential and are valued at market value at the reporting date. Any surplus or deficit arising is included in the Statement of Financial Activities. Investments in subsidiaries are measured at cost less impairment.

Mixed motive investments include concessionary loans. Loans are considered concessionary loans as they are made by the charity at below prevailing market interest rates and to further its purposes. Loans are initially measured at the amount paid, with the carrying amount adjusted subsequently to reflect repayments and any interest receivable. Where any loan made is considered to be irrecoverable an impairment loss is recognised.

### (h) Debtors

Prepayments and other debtors are recognised at the settlement amount due. Debtors are measured at their recoverable amount.

### (i) Cash at bank and in hand

Cash at bank and in hand includes notice deposits and short-term deposits with a maximum maturity of less than 3 months.

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

### (j) Creditors

Creditors are recognised where the charity 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. Accruals and other creditors are recognised at their settlement amount due.

Loans are considered concessionary loans received as they are made to the charity to further its purposes and any interest charged is below the prevailing market rates.

Interest free loans represent contributions received towards the cost of properties which are to be repaid when the tenancy is terminated. These are recognised as contributions received and a liability for repayment from the date at which the tenancy commences. They are shown as current liabilities as dates of repayment cannot be determined.

### (k) Financial instruments

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

### (l) Employee benefits

- i. Short term benefits: The Charity recognises an accrual for accumulated annual leave accrued by employees as a result of services rendered in the current period which employees can carry forward and use within the next year. The accrual is measured at the salary cost of the respective employee in relation to the period of absence.
- ii. Defined contribution pension plans: The Charity is not a direct member of a defined contribution pension plan, as its staff are employees of the Baptist Union of Great Britain (BUGB) and it reimburses BUGB for their costs of employment, including their pension costs. BUGB is a participating employer in the Baptist Pension Scheme which is a multi-employer defined contribution scheme. A defined contribution plan is a pension plan under which the employer pays fixed contributions into a separate entity. Once the contributions have been paid the employer has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the employer in an independently administered fund.

### (m) Taxation

The Charity is not assessable to taxation.

### (n) Judgement and Key Sources of Estimations Uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

- (a) Judgements in applying the entity's accounting policies  
The trustees estimate the residual value of freehold property at the end of its expected useful life in order to determine the depreciation charge. Based on these estimates no depreciation is charged on freehold property as any charge would be immaterial.
- (b) Accounting estimates and assumptions  
Useful economic lives of tangible assets: The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the fixed assets and note 1(f) for the useful economic lives for each class of assets.



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

**2. DONATIONS AND LEGACIES**

	<b>Unrestricted Funds</b>	<b>Designated Funds</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations	31,403	-	31,403	31,281
Legacies	36,696	-	36,696	172,851
<b>Total</b>	<b>68,099</b>	<b>-</b>	<b>68,099</b>	<b>204,132</b>

In 2023, all income from donations and legacies was attributable to unrestricted funds.

**3. CHARITABLE ACTIVITIES**

	<b>Unrestricted Funds</b>	<b>Designated Funds</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Rent Received	719,206	-	719,206	675,708
Property Management	1,794	-	1,794	1,877
<b>Total</b>	<b>721,000</b>	<b>-</b>	<b>721,000</b>	<b>677,585</b>

In 2023, all income from charitable activities was attributable to unrestricted funds.

**4. INVESTMENT INCOME**

	<b>Unrestricted Funds</b>	<b>Designated Funds</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
UK Listed equities	1,125	-	1,125	1,200
Interest received	79,389	1,629,070	1,708,459	1,642,854
<b>Total</b>	<b>80,514</b>	<b>1,629,070</b>	<b>1,709,584</b>	<b>1,644,054</b>

In 2023, £1,452,055 of interest received was in designated funds and £190,800 of interest received was in unrestricted funds. Income from UK Listed Equities was all attributable to unrestricted funds.

**5. CHARITABLE ACTIVITIES**

	<b>Direct Costs (Note 6)</b>	<b>Support Costs (Note 7)</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Charitable expenditure	3,620,537	13,954	3,634,491	2,716,225
	<b>3,620,537</b>	<b>13,954</b>	<b>3,634,491</b>	<b>2,716,225</b>

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2024

6. DIRECT COSTS

	Note	Unrestricted Funds £	Designated Funds £	2024 £	2023 £
Repairs		1,717,384	-	1,717,384	819,085
Vacant Property costs		29,248	-	29,248	37,646
Insurance		74,626	-	74,626	79,643
Ground rents		738	-	738	578
Salaries	8	106,593	-	106,593	101,036
Legal & professional fees		-	-	-	2,143
Loan interest		-	1,629,070	1,629,070	1,597,244
Loan fees		6,000	-	6,000	6,000
Office expenses		36,254	-	36,254	36,629
Depreciation	9	16,102	-	16,102	12,323
Other expenditure		4,522	-	4,522	3,332
<b>Total</b>		<b>1,991,467</b>	<b>1,629,070</b>	<b>3,620,537</b>	<b>2,695,659</b>

In 2023, £1,452,055 of loan interest was attributable to designated funds and all other expenditure was in unrestricted funds.

7. SUPPORT COSTS

	Unrestricted Funds £	Designated Funds £	2024 £	2023 £
Audit	10,868	-	10,868	12,714
Legal & Professional fees	3,086	-	3,086	7,852
<b>Total</b>	<b>13,954</b>	<b>-</b>	<b>13,954</b>	<b>20,566</b>

In 2023 all support costs were attributable to unrestricted funds.

8. EMPLOYEES AND TRUSTEES

	Note	2024 £	2023 £
<b>Staff costs:</b>			
Salaries		88,000	85,656
Social security costs		9,793	9,083
Pension costs	18	8,800	6,297
<b>Total</b>		<b>106,593</b>	<b>101,036</b>

The average number of employees: 2 2

Employees are employed by the Baptist Union of Great Britain and their associated costs are then recharged to the Charity. No employee received emoluments in excess of £60,000 during the period (2023: £nil). No trustee received emoluments from the Charity during the period (2023: £nil). Expenses totalling £662 (2023: £220) were reimbursed to trustees from the Charity during the period.



NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2024

9. TANGIBLE FIXED ASSETS

	Number of Properties				
	Freehold	Leasehold	Total		
Brought forward	252	11	263		
Additions	6	1	7		
Transfers	2	(2)	-		
Disposals	(18)	(2)	(20)		
Carried Forward	242	8	250		

  

	Book Values				Total
	Freehold	Leasehold	Motor Vehicles	Computer	
	£	£	£	£	£
<b>Cost</b>					
Brought forward	39,307,802	1,700,136	30,383	-	41,038,321
Additions	1,385,223	25,000	-	1,166	1,411,389
Transfers	285,292	(285,292)	-	-	-
Disposals	(1,905,712)	(199,373)	-	-	(2,105,085)
Carried Forward	39,072,605	1,240,471	30,383	1,166	40,344,625
<b>Depreciation</b>					
Brought forward	-	67,310	3,798	-	71,108
Charge for the period	-	8,344	7,596	162	16,102
Disposals	-	(36,469)	-	-	(36,469)
Carried Forward	-	39,185	11,394	162	50,741
<b>Net Book Value</b>					
Brought Forward	39,307,802	1,632,826	26,585	-	40,967,213
Carried Forward	39,072,605	1,201,286	18,989	1,004	40,293,884

The insured value of the above properties is in excess of the book value.

During the year it was identified that certain properties were misclassified as leasehold rather than freehold. A transfer has been made to correct this in the current year.

10. QUOTED INVESTMENTS

	2024	2023
	£	£
Listed Investments		
Brought Forward	29,944	29,201
Realised and Unrealised Gain/(Loss)	(970)	743
Total	28,974	29,944

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2024

11. MIXED MOTIVE INVESTMENTS

	2024	2023
	£	£
Family Solution Fund: Loan to Baptist Union of Great Britain	20,000,000	20,000,000
<b>Total</b>	<b>20,000,000</b>	<b>20,000,000</b>

12. DEBTORS

	2024	2023
	£	£
Accrued Income	27,631	158,404
Rents Due	65,473	401
Amounts due from other Baptist Organisations	5,000	5,000
Prepayments	3,130	86,768
<b>Total Debtors</b>	<b>101,234</b>	<b>250,573</b>

13. ANALYSIS OF CASH AND SHORT-TERM INVESTMENTS

	2024	Cash Flow	2023
	£	£	£
Short Term Deposits			
Deposit – Baptist Union Corporation	3,503,218	356,514	3,146,704
Cash at Bank and in hand	251,836	(273,711)	525,547
<b>Total</b>	<b>3,755,054</b>	<b>82,803</b>	<b>3,672,251</b>

Cash has been invested with the Baptist Union Corporation in a deposit account. It bears interest at their standard variable rate.

14. CREDITORS DUE WITHIN ONE YEAR

	2024	2023
	£	£
Accruals	5,517	34,033
Interest free loans	2,329,493	2,290,293
Amounts due to Baptist Union of Great Britain	123,445	28,496
BUC Working Capital Loan	-	2,022,200
Other creditors	-	3,327
<b>Total Creditors Due Within Year</b>	<b>2,458,455</b>	<b>4,378,349</b>

Interest free loans represent contributions received towards the cost of properties which are to be repaid when the tenancy is terminated. These are shown as current liabilities as dates of repayment cannot be determined.

The BUC loan is a working capital loan facility. Interest is payable at their standard variable rate. There are no set repayments, but the Charity can make lump sum repayments when cash flow permits. The loan was repaid during this financial year, but the facility remains in place.



NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2024

15. CREDITORS DUE AFTER MORE THAN ONE YEAR

	2024	2023
	£	£
BUC Family Solution Loan	20,000,000	20,000,000
<b>Total Provisions for Liabilities</b>	<b>20,000,000</b>	<b>20,000,000</b>

The BUC Family Solution Loan was provided to RBMHO as part of the Baptist Family Solution to the deficit in the Baptist Pension Scheme. Interest is payable at the BUC standard variable rate. There are no set repayments, but the Charity can make lump sum repayments when cash flow permits. The loan is only repayable with at least 13 months' notice, so is classified as a non-current liability.

16. OTHER RESERVES

	31-Dec-23	Income	Expenditure	Gain and (Loss)	31-Dec-24
	£	£	£	£	£
Family Solution (Designated)	-	1,629,070	(1,629,070)	-	-

The Family Solution fund was designated by the trustees to hold the assets and liabilities relating to RBMHO's participation in the Family Solution for the Baptist Pension Scheme.

17. ANALYSIS OF NET ASSETS

	Tangible	Fixed Asset	Mixed	Net	Long Term	Total
	Fixed Assets	Investments	Motive	Current Assets	Liabilities	
	£	£	Investments	£	£	£
Designated	-	-	20,000,000	-	(20,000,000)	-
Unrestricted	40,967,213	28,974	-	1,397,833	-	42,394,020
<b>Total</b>	<b>40,967,213</b>	<b>28,974</b>	<b>20,000,000</b>	<b>1,397,833</b>	<b>(20,000,000)</b>	<b>42,394,020</b>

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

### 18. PENSIONS

As per note 8, the Charity's employees are employed by the Baptist Union of Great Britain (BUGB) and their associated costs are then recharged to the Charity. The Charity is therefore not a direct participating employer within any pension scheme.

The staff are eligible to join the Baptist Pension Scheme ("the Scheme"), which is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The Scheme, previously known as the Baptist Ministers Pension Fund, started in 1925. At the beginning of the financial year, the scheme comprised of a defined benefits scheme which was closed to future accrual on 31 December 2011 and a defined contribution plan which was opened in January 2012. The assets of the Scheme are held separately from those of the participating employers.

In October 2024, the insurance company Just Group completed a buy out of the liabilities of the closed defined benefit scheme. Administration of the closed defined benefit scheme transferred from the pension trustees to Just Group from that date.

For the current financial year, the pension provision for members of staff is being made by BUGB through the Defined Contribution (DC) Plan within the BPS. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for scheme members if they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva Limited. Furthermore, members of the Basic Section of BPS pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%. These costs are paid by BUGB as the employer and the costs are re-charged to the Charity.

The total pension costs for the Charity for 2024 were £8,800 (2023: £6,297).

### 19. RELATED PARTY TRANSACTIONS

The Baptist Union of Great Britain is considered to be the ultimate controlling party of the Charity.

During the year ended 31 December 2024, three Trustees, Mrs A Kapolyo (trustee until 7 February 2024), the Revd A Miles and the Revd A A Peck occupied, on the same terms and conditions as the other tenants of the Charity, a property owned by the Charity. During the year ended 31 December 2024, the three trustees each paid rent at the average rate for all tenants amounting to £5,712 (2023: £2,985) and there were no arrears of rent at that date.

A total of £662 was paid to 4 Trustees in reimbursement of travelling and subsistence expenses as Trustees (2023: £220 to 3 Trustees).