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Showing the heart of Jesus, in the heart of Caversham

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# ANNUAL REPORT 2023



Caversham Baptist Church

Registered charity number: 1181257

South Street, Caversham, Reading RG4 8HY

Tel: 0118 954 5353 Email: [office@cavershambaptistchurch.org.uk](mailto:office@cavershambaptistchurch.org.uk)

## OBJECTIVES AND ACTIVITIES

The principal purpose of the Church is the advancement of the Christian faith according to the principles of the Baptist denomination. In fulfilling this objective, the Church engages in a range of activities, either on its own or in partnership with others. The main activities comprise worship services, prayer, Bible study and discipleship groups and supporting the local community.

In planning our activities, the trustees consider the Charity Commission's guidance on public benefit and ensure they fall within this guidance.

We support the wider work of the Baptist denomination through our membership of the Baptist Union of Great Britain and the Southern Counties Baptist Association and through our financial contribution to the Home Mission Scheme. We also support BMS World Mission financially and through prayer support for our link missionaries. We collaborate with other churches through Churches Together in Caversham and support other local, national and international organisations through grants and prayer support where that support will further our charitable objectives. An overview of all grants made in 2023 is in the note 9 to the financial statements.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The Church is a Charitable Incorporated Organisation (CIO) governed by a constitution, in the form of the Approved Governing Document for Baptist Churches registered with the Charity Commission on 19th December 2018.

In line with its constitution, the Church operates under the authority of the Church Members Meeting, which is open to all Church members, and operates with a quorum of 25 per cent of Church members. The Church Members Meeting appoints trustees to oversee the running of the Church. The trustees are:

- The Minister, as appointed from time to time from the list of Accredited Ministers of the Baptist Union of Great Britain.
- The Church officers, namely the secretary and treasurer who are appointed annually by the Church Members Meeting.
- Up to six Leaders who are appointed for a three-year term by the Church Members Meeting. Leaders may only serve two consecutive terms after which they must stand down for at least one year.

Except for the minister, any individual must have been a member of the Church for a year prior to being eligible for appointment as a trustee. The trustees received no payment for their work as trustees, with the exception of the minister as authorised within the church constitution.

## OUR STRATEGY



Since our church awayday in September 2021 we have been focusing on implementing the vision of living out the strapline on our church logo (see front page) “Showing the heart of Jesus in the heart of Caversham”.

So, we see ourselves “Showing our hearts to Jesus...” through worship, fellowship and ministry. Showing our heart to God, to others and to the world.



### **We call this Worship**

Pointing our hearts and lives toward God. This is our major public gathering where we pool the majority of our resources in helping folks of all ages in their worship of God, in age-appropriate ways and settings.



### **We call this Fellowship**

Small groups and newcomers groups. Where we do life together with other disciples. A bible-based group where disciples from our weekend worship activities meet to do life together, more intimate worship/Bible study. Once per term the groups would all engage in the same 4-6 week study leaving the rest of the term for the groups to pursue separate areas of study.



### **We call this Ministry**

This is where we take all the stuff we have learned and put it into practice. Some of this will be in practical terms and may be covered by multiple different spheres. Other areas are those of youth work, soft evangelism, social gospel opportunities (ministry to the poor, needy, aged etc).

## LEADERSHIP TEAM REPORT

Welcome to our Annual Report. Although 2023 has not been the easiest year for Caversham Baptist Church, we know that God has been with us in our challenges and we have been blessed to see the church develop and grow.

Our minister, Colin Baker, struggled with ill health throughout 2023 and has been on sick leave since early September. With our sole paid staff member unable to operate at full capacity in 2023, you would have expected the church to struggle, but through our weakness the Lord has continued to pour out blessing and the church is doing well. Numerous individuals from within the church have stepped in to ensure that our regular services and activities and pastoral care for our congregation have been maintained.

The continued growth in our Youth and Childrens ministry has been a highlight of the year and we only praise God for his goodness to us. We especially rejoice at the number of committed members of our youth group. We were blessed in late 2023 to receive some significant financial gifts to support this ministry and one of our key challenges for 2024 is how to use these funds to support our children and youth to grow in their faith.

Further generous donations allowed us to support our youth group by refurbishing the youth room, as well as the stairs and the church office. The North end of the building is now much more welcoming and functional.

Another notable feature of 2023 was the blessing of having a growing group of families from Hong Kong joining with us regularly in worship. Our children's work has been particularly strengthened by children from this group.

Alongside our Hong Kongers, we are very blessed to have a diverse congregation with people from around the world worshipping together every week. Despite our range of backgrounds and cultures we are united by our Christian faith and love for our Lord Jesus and one another. We look forward to growing our mutual fellowship and being enriched by our diversity.

We hope you will be blessed to read this report and see how God is working in our community.

Looking ahead to 2024, we are delighted to have Revd Graham Coldman supporting us during Colin's ongoing absence. We pray that Colin will return to full health and ministry soon.

Mabel, Roger, Rosemarie, Rob and Richard

## REVIEW OF THE YEAR

The reports on the following pages detail regular activities and any one-off events that took place during the year.

**MUSICAL WORSHIP** (Tamsyn Wilson on behalf of those leading music ministry)  
*“Sing and make music from your heart to the Lord, always giving thanks to God the Father for everything, in the name of our Lord Jesus Christ. Submit to one another out of reverence for Christ.”* Ephesians 5:19-21

The musicians at CBC have endeavoured to serve God and the congregation faithfully in worship this year. We have 14 regular musicians as well as the Youth Band. This year, we have worked together in many different combinations and found inspiration and learned humility from doing so. Since the church refurbishment, having a larger space on stage, improved electrical wiring and the addition of the grand piano are all things that have enhanced and facilitated the practical aspects of our worship.

The Youth Band has gone from strength to strength under Pam’s nurturing leadership, and it is a real privilege to be led in worship by our young people once per month.

Special events this year include Carols by Candlelight – a festival of 7 readings and 8 carols, and the Children’s Nativity, where acted scenes were interleaved by carols.

The musicians are grateful to be ably supported by our skilled and reliable AV team. We may not always be aware of them, working away in the back corner, but us not being aware of them means that they are doing a fantastic job! We would all soon notice if the sound went awry or we didn’t know which verse to sing next.

Thank you to those who volunteer their time and effort to share their gifts with the church in this important ministry. There is always room for more people to join the rota – please contact Tamsyn Wilson if you are interested.

**HYMN CAFÉ** (Leader: Rebecca Reading)

This relaxed outreach ministry centred around testimonies, both of our church family and of the hymn writers themselves, ran throughout the year, roughly with breaks for holidays. Hymn Café provides an opportunity to enjoy familiar hymns, with words that speak eternal truths of our faith, and to invite guests to a simple, low-key event, with tea, coffee and of course cake. We continue to invite both testimonies and suggestions for hymns.



### **PRAYER CHAIN** (Leader: Rose Blackmore)

The momentum for prayer has not stopped or slowed down. People's needs have been great, but our ever-faithful God is greater. He has not changed - He is the same, yesterday, today and forever. Many of us have had to lean very heavily on Him and on each other but our prayers have been answered in amazing ways. We have been given the power to endure, we have learned patience and often the peace that passes understanding has been ours in abundance. We have laughed together and wept together and prayed together. God, through the prayer chain, has been the Glue who has kept us united through thick and thin for more than ten years on email and, before that by word of mouth over the telephone - a worthy heritage.

If you would like to join the prayer chain, all you need is to have an email address and a willingness to pray. I would encourage everyone to consider it.

*Again, truly I tell you that if two of you on earth agree about anything they ask for, it will be done for them by My Father in heaven. (Matthew 18:19).*

### **SMALL GROUPS** (Leader: Roger Horsman)

In accordance with our strapline: "Showing the heart of Jesus in the heart of Caversham," we see the activity of small groups as being part of "Showing heart to others." This means our small groups are a place where 'iron sharpens iron.' In other words, disciples of Jesus hanging out together in small groups for the purpose of being disciplined by each other. Centred around prayer, worship, Bible study, relationships and mission, our groups have both a spiritual and a social function for our church fellowship.

Small groups remain an important place for us all as we seek to grow and mature in our relationship with Jesus Christ and each other.

As we look forward to 2024 small groups have expanded in number and composure. We've had a good influx of new people who have come from Hong Kong. They meet as a separate small group having a unique agenda.

Small groups have taken on a pastoral role with absentees to small groups encouraged to feed their chosen group with prayer requests of prayer or physical support. The church welcomes the challenge to include all nationalities in everything we do.

**PASTORAL TEAM** (Leader: Rosemarie Bansair-Lemin)

The pastoral team meet every Sunday prior to the service, to pray for those who are unable to attend church.

As a church we are encouraging everyone to be a part of a small group (see above) to enjoy all the obvious benefits of being the part of that group and for the group to serve as first port of call for pastoral needs. The hope is that each group will become the link for pastoral care for those not in attendance to be prayed for on a regular basis.

The pastoral team are a dedicated team of church members, who are available by phone or in person to attend those who are unable to attend church or where there are pressing pastoral needs.

Members of the pastoral team have been trained in safeguarding.

We give thanks to the Lord for the many and varied giftings we have in this team and encourage all to continue praying for those who serve the Lord in this way.

**READING FESTIVAL** (Leader: Rebecca Reading)

We were able to plan ahead for our Reading Festival outreach and welcome event. We broadly followed the 2022 format, but with the added benefit of the front of the building being fully accessible this year. With a series of dedicated prayer meetings to lay solid spiritual foundations by committing the plans to the Lord, we went into the Festival weekend with confidence. We also reinstated the leafleting on Thursday evening, and also during the mornings on Friday and Saturday.

It was no surprise that our toilets continued to be the major draw. The format of the chill out space, with free drinks, fruit and snacks, phone charging and a chance for a chat with friends was welcomed. We found our visitors very open and willing to share how much they were enjoying their weekend, or in some cases, the challenges they were finding. Our church team were pleased to offer a listening ear, and once again we found a number return every day and bring their friends. We experienced a noticeable increase in questions about the Christian faith, with one group of young men asking particularly searching questions.

We are always open to new ideas. Joel and Matthew suggested we set the table tennis up in the carpark and this proved a popular addition. Those involved in the prayer preparation and the event itself experienced the joy and satisfaction of working together as the body of Christ.

## **CHILDREN'S AND YOUTH WORK**

### **Our Vision is:**

To see the lives of children, young people and their families in the local community be transformed and for them to come into a relationship with Jesus Christ.

### **Our mission is:**

- To provide a safe, secure, warm environment where all are welcome and have equal value.
- To be positive Christian role models and develop relationships built on love and acceptance.
- To reach out to children and young people in the local area and equip them to participate responsibly in the community.
- To provide an opportunity for children and young people to experience the love of God and learn about the Christian faith.
- To disciple children and young people in their relationship with Christ and encourage them to live differently and make a difference

### **SUNDAY MORNING GROUPS** (Sue Cantwell on behalf of the team)

It has been very good to watch the children's and youth groups grow. During 2023 and into 2024 we have had the privilege of some new families with children and teens joining the Church, and several young people who attend regularly on their own as well as those who come with family.

The group of younger children is growing, with on average about 10 to 15 children in the pre-school and primary together with occasional visitors and friends, to share the Bible through stories, discussion, games, prayer, craft and music; helping the children to discover and develop their own relationships with God. The younger group appear back in church with their volunteer adults at the end of morning worship, with a brief recap of what they have learnt, to show the crafts they have made and to join with the congregation in a 'child-friendly' song with actions.

The Youth group for secondary school age young people has also grown, with at least 11 regulars attending on Sunday mornings with their leaders to discuss the application of Biblical truths to their lives. Some of them are members of the 'Y-Band,' using their excellent musical gifts to lead the worship once a month. We thank Pam Chilvers for her excellent work in coaching and mentoring the band.

Christmas was celebrated with a light-hearted and humorous Nativity play 'A Donkey's Tale' expertly written by Tamsyn Wilson, telling the traditional



Christmas story with the help of a donkey and other animals in addition to the usual nativity characters. For the first time in many years, there were enough children and young people to act all the parts without the inclusion of any adults. Congratulations to all involved in an excellent production.

We are grateful to Tamsyn for setting the curriculum for the children's and youth groups, using the Urban Saints Energize resources, which provide engaging, dynamic and biblical session plans for ages 3 to 15+.

We thank all of those who work with the children and young people at the Church. We are blessed with a good number of leaders and volunteers, all DBS checked and trained in safeguarding. Without their support, help and dedication we would not be able to sustain this vital teaching and sharing of God's love; thank you. We believe that at the start of the pandemic, God instructed us to focus on this work with the younger generation.

With the rapid growth in numbers attending, and the generous provision of funding to get us started, now is the time to take the next step. The Church believes that we need to employ someone to head up the children's and youth work and is now praying about it.

#### **LITTLE LAMBS PARENT & TODDLER GROUP** (Leader: Judith Lewis)

The Little Lambs and You group meets, during school term time, on a Monday morning 10.00am to 11.30am in the worship area and lounge. We have an online booking system with about 25 places available each week. We serve refreshments throughout the session to parents and carers and provide an opportunity for the children, mid-way through the morning, to sit at a table together for a drink of water and a snack.

We set up the worship area as a free play space for the children, providing a varied number of toys, including a slide and climbing frame, sit-on vehicles, play kitchens, books etc as well as table-top activities including jigsaw puzzles, Noah's ark, play workbench tools, dolls house sets and craft activities.

In the lounge we create a quieter space with a baby corner with suitable mats, toys and baby bouncers as well as a car table and train set.

In the last 15 minutes of the session, we finish in the lounge with a short Bible story and sing nursery rhymes together.

We provide parents, carers and their children with an opportunity to make connections with each other in a dry, warm environment. We are also there to befriend, offer support and show God's love to those who attend.

**CHURCHES TOGETHER IN CAVERSHAM HOLIDAY CLUB** (Joint ministry through Churches together in Caversham, CBC Representative: Tamsyn Wilson)

A lot of fun was had at the Churches Together in Caversham holiday club at the end of July. We were back up to full strength of numbers this year with nearly 150 children, 20 young leaders and around 50 volunteer adults. In the afternoons we enjoyed a wide variety of activities including circus skills, chess, dancing, archery and crafts. In the mornings we explored stories from the gospel of John which revealed Jesus to be healer, life-giver and miracle worker. On the final day we considered how Jesus had not just done amazing things for other people, but how he has also done something amazing for us too by restoring our relationship with God.

Working with the theme for the week (Restoration Station), each year group was allocated a trade. We had gardeners, mechanics, roofers, electricians, bricklayers, carpenters and decorators. We enjoy some healthy competition at holiday club with teams collecting points throughout the week - well done Drills for their victory! But the very existence and success of the club also illustrates the great things that can be achieved when members from all the churches in Caversham work together.

The Bible talks about how the body is made up of many parts – each with an important and specific function (1 Corinthians 12: 12-31). In the same way, Christians form the body of Christ – each of us having an individual role but remaining a part of that one united body. This is exactly what I see when I step back and consider the differently gifted individuals involved in making holiday club come to life: the kitchen team, security team, storytellers, room leaders and helpers, drama team, AV team, admin support, activity leaders etc. How brilliant it is to draw together people from across the churches in Caversham and live out what it means to be the body of Christ!

**SAVE THE DATE:** Churches Together in Caversham Holiday Club returns next year with a theme to fit with 2024 being an Olympic Year - “Champions” will run from Monday 29th July 2024 – Friday 2nd August 2024 at St Anne’s School. Please contact Tamsyn Wilson if you could volunteer with us in any capacity and for any part of that time.

### **CATERING** (Leader: Rosemary Sproule)

We continue providing refreshments after morning worship and this year we welcomed Frank and Lucy to the refreshment team. A big thank you to all those on the team who serve us from week to week.

Our fellowship lunch as part of our church meetings have continued to provide the chance to enjoy fellowship with each other over food. A big thank you to those who have helped with food prep and the washing up!

We also provided refreshments for The World Day of Prayer and Churches Together in Caversham AGM.

The kitchen is used to support other church events including Friday Warm Space; Little Lambs Toddler group; CCA meal; Hymn Café and Reading Festival.

If you would like to volunteer to help with hospitality or join our Sunday morning refreshment rota, please contact Rosemary Sproule.

### **AUDIO VISUAL & COMMUNICATIONS** (Rob Sproule on behalf of the team)

Our capable and dedicated Audio-Visual team - Ben, Steve and Rob serve the church each week, enhancing our worship with audio-visual support. We have also provided audio-visual support for a small number of Churches Together and other non-church related events held in our building.

Ben and Jackie lead on Communications, focussing primarily on developing the church website, developing our social media engagement and creating artwork and flyers to promote church events.

The new website platform “The Hub” was launched late October 2022 with a basic set of content and functionality. The website is our primary source of information for the external community; we keep the content current with recordings of talks from our Sunday worship and information of upcoming events.

The church management area of the system has been configured to support the Prayer Chain and will be rolled out in February 2024.

Sue leads on our monthly newsletters to members and friends of the church. Currently this is done via Mailchimp, with a hard copy newsletter also provided for regular attenders without email, and to give to visitors and newcomers who are not on the mailing list.

We welcome your feedback – What do you think? Are the website and newsletter easy to use? Do they provide the information and other content

you need? How do you think we can improve them? Please let us have your comments and thoughts in any way that suits you – face-to-face, phone, email... Thank You!

We are keen to grow these teams. If you have an interest in serving God and the church family with AV or communications (website, social media, newsletters, Noticeboards, creating artwork for use within the Church or on any of our communication channels) please discuss with any of us. All you need is passion and a desire to serve; we will provide the tools, training and support.

You will have heard a lot recently about working in teams to serve God, the Church and others – these are two good examples of how those with a technical or creative bias can use their God given gifts to help build-up the Church and grow the kingdom of God in Caversham and beyond.

Our thanks to each member of these teams for their commitment to serving the Lord and the fellowship in so many ways throughout the year.

**BUILDING REDEVELOPMENT & FABRIC** (Rob Sproule on behalf of the team)

The redevelopment project formally completed in January 2024. The 12-month period following handover of our building from the main contractor (Morris & Blunt) known as the “Defect period” has concluded. During this period, Morris & Blunt completed a number of outstanding works and repairs to defects.

As Phase 2 of the redevelopment (full re-configuration of the north end of the building) is on hold and not expected to be carried out in the near term, it was decided to do a more modest, interim refurbishment, making these spaces safe and welcoming. This included:

- Replacing the roof light windows in both upper rooms to resolve long standing leaks that caused damage to the ceilings and walls.
- Decorating and recarpeting the upper rooms and the entrance, stairs and landings.
- Replacing all of the lighting with bright LED fittings throughout the north end and introducing additional emergency lighting.

We still need to replace the doors of both upper rooms with fire resistant glass framed doors, meeting our requirements for safeguarding and fire safety. This is expected to be completed in February 2024.

The fabric team continue to focus on routine maintenance and minor works. A range of improvements that would enhance the building's usability and appearance have been identified and these will be costed and prioritised for implementation during 2024.

Thank you for all your help and support, whatever form that took – prayer, financial, hands-on and encouragement.

Special thanks to the project and fabric team Steve Cantwell, John Blackmore, Benjamin Sproule, Richard Wilson and Rob Sproule for their diligence, tenacity and commitment to serving the Lord and the fellowship in so many ways during this busy and challenging time.

### **ROOM HIRE (Steve & Sue Cantwell)**

One of the aims of refurbishing our building was to make it a more welcoming place, and a resource for the local community. The Covid pandemic meant that hirers who had previously used the premises had ceased their activities, and some did not return, and so it has been a slow return to normality.

During 2023 the number of enquiries and bookings steadily increased. We have regular bookings from Caversham Horticultural Society, and a number of other community organisations and private individuals have rented space. These have included a children's tutoring organisation, birthday parties for members of the church and others, the parish youth group, an art exhibition and concert, a public meeting for local residents and a children's drama school.

The addition of a grand piano in the worship area (main hall) has increased the attractiveness of our building for holding musical events.

We already have a number of bookings for 2024, including another concert and art exhibition and a book festival. Although preference is given to our own church activities, especially those aimed at engaging with the local community, we are delighted to be able to offer high quality space for rental in the heart of Caversham.

Full details of the rooms available is on the Church website at [https://www.cavershambaptistchurch.org.uk/Groups/382636/Book\\_our\\_Venue.aspx](https://www.cavershambaptistchurch.org.uk/Groups/382636/Book_our_Venue.aspx).

## **CHRISTIAN COMMUNITY ACTION CAVERSHAM DROP IN**

(Ministry hosted by Caversham Baptist Church but operated by Christian Community Action, Manager: Myra Fowler)

The CCA Drop In has continued to open every Wednesday between 12.00 and 2.00 p.m. We offer tea, coffee and soup and sandwiches when our visitors arrive and then a lunch menu which varies during each month – sausages, chicken goujons, fish fingers sometimes pizza but always with baked potatoes and baked beans or tinned spaghetti. Garlic bread when we serve it is usually popular. Dessert is usually fruit tart and ice cream sometimes tinned fruit. During the session we also offer fresh fruit – oranges, grapes and bananas, biscuits sometimes cake as well. We recently had our Environmental Health Inspection and we received the highest mark of 5.

Our aim is to provide a friendly, welcoming place with no judgement or questions. Sometimes our visitors will want to have a chat but if they would just like to sit and talk among themselves or just sit that is absolutely fine – we aim to make everyone feel comfortable which means that we do not tolerate bad behaviour of any sort and any problems are sorted out quickly. So many of our visitors come from difficult situations, some are living in tents or uncertain accommodation and so it is important to us to maintain a calm and relaxed atmosphere.

Most of the team have been working together for some years and are very committed to what we do. We have two new members who already feel like old friends. Each session is staffed by 4 volunteers on a weekly basis. Numbers can vary – some people have been coming for a while, some people come for just one or two sessions, but I think it is important that they know they are welcome and we usually have about 20 people – they don't always arrive at the same time though we try to get them to come before 1.30pm. However, if someone comes later there is always something for them to eat!

As ever CCA are very grateful to the Church for the support they give the Drop In in so many ways and to my volunteers who make my job so much easier.

## **WARM WELCOME SPACE**

*“The Warm Welcome campaign exists to turn poverty and isolation into warmth and welcome through the power of local Spaces made by and for the community. By working together, Warm Welcome will ensure everyone has somewhere warm and friendly to go, so no one is ever left to get through winter alone.”* <https://www.warmwelcome.uk/about-us>

Warm Welcome Space was first set up in Caversham Baptist Church from the beginning of 2023. This was particularly as a result of increasing energy costs



and a desire of the members of the church to provide a warm, safe and welcoming environment to people from our local community.

We invited a number of organisations to partner with us – we already had a partnership with the local Co-op stores to collect food that was going out of date and which otherwise would be thrown away. This is called Food Share and we now collect this on two separate days in the week. We also partner with Churches Together in Caversham and Queen Anne's School (QAS) who provide volunteers and some funds to help with running costs. Funding was also received from the Southern Counties Baptist Association when we set up in 2023.

The Warm Welcome Space started running on Monday afternoons from January 2023 and proved popular with a mix of people from the fellowship and a good number of the general public. We chatted and played games while hot drinks and light refreshments were provided.

The initiative continued until the warmer weather arrived when it closed for the summer months. Over this period, we continued to have discussions with QAS about how we might enhance the relationship and it was decided that we re-open for the winter months from the beginning of November on Friday mornings when girls from QAS would volunteer for part of the morning as part of the Duke of Edinburgh Award Scheme.

Initially we opened from 9.30 to 11.30 on Friday mornings from November 2023. There was a slow start as people adjusted to the new day and times so we decided to extend the hours from January 2024 and we now run from 10.00 to 1.30 and include soup and rolls, cake and other snacks, and the usual hot drinks. We are pleased to say that numbers now increase each week and we enjoy spending time with members of the community as they enjoy the warm welcome, refreshments and spare food to take away from the Co-op.

Thank you to all who volunteer including those who collect food from the Co-op the evening before Warm Welcome Space. We also appreciate the regular members of the church who attend and engage with our guests, as we show the heart of Jesus in the heart of Caversham.

## CHURCH FINANCES

Overall, the finances of the church are in good shape and we are grateful to the Lord for his continued provision for our needs.

Overall, the General fund operated at approximately break-even, with an operating surplus of £951, compared to a deficit of £2,828 in 2022. The General fund ended 2023 with a total balance of £44,672, up from £43,722 at the end of 2022. This comprised of fixed assets of £13,173, and cash and other current assets of £31,500.

General fund Freewill offerings and the associated Gift Aid declined to £78,640 from £82,504 in 2022 and total general fund income decreased to £83,251 from £86,228. General fund expenditure decreased to £82,301 from £89,056 in 2022 due to the administrator role being made redundant at the end of 2022, offset in part by increasing energy costs.

We were delighted that members supported the church with £7,572 of gifts to the Fabric fund to support repair and refurbishment of the north end of the building including the room used for our Youth ministry, which is flourishing. These funds were fully spent in 2023 with some further costs funded from the General fund repairs budget.

We were also blessed to receive £16,000 in gifts restricted for Youth and Childrens work and the church are considering how best to invest these funds to serve our young people in 2024.

Overall income fell to £123,534 from £168,988 in 2022, with the majority of this fall being due one-off grants of £37,431 received in 2022 related to the redevelopment project.

The final costs of the recent redevelopment project that were accrued for at the end of 2022 were settled in January 2024 once the final snagging works at the end of the 12-month warranty period were completed. The Restricted Building Redevelopment Fund now holds the interest free member loans that were used to fund the redevelopment project. Regular gifts support repayment of the loans and the deficit balance on the fund was £101,261 at the end of 2023, a reduction from a deficit of £110,630 at the end of 2022. The deficit on the fund is expected to be cleared by the end of 2032.

The manse is valued in the accounts at £326,074 after a depreciation charge of £1,914. The market value of the property is estimated to be over £500,000. The Grand Piano purchased following a specific gift in 2022 is valued at £25,536 after a depreciation charge of £1,064.

## **RESERVES POLICY**

Caversham Baptist Church aims to hold sufficient reserves (including general and uncommitted designated funds) to ensure we can meet our obligations in the event of a deterioration in our finances, or a major cost (e.g., a building repair) arising. Our policy is to hold cash equivalent to three months of general running costs and an additional three month's staffing costs. This policy is reviewed at each Annual General Meeting. The Trustees believe that, as of 31st December 2023, our reserves policy currently requires us to hold approximately £30,948 in unrestricted and designated cash reserves, whilst we actually held approximately £31,313, matching very closely to our policy.

## **FINANCIAL AUTHORISATION POLICY**

In order to maintain appropriate control of expenditure, the Church has adopted the following financial authorisations policy. Spending or spending commitments:

- up to £250 within budget may be authorised by Team Leaders
- up to £1,200 may be authorised by the Treasurer.
- up to £6,000 may be authorised by a vote of the Leadership team.
- in excess of £6,000 may only be authorised by a vote of the Church Meeting.

These limits are reviewed each year at the Annual General Meeting.

## **TRUSTEES AND LEADERSHIP TEAM**

The following served as trustees and leaders between the start 2023 and the approval of these accounts:

- Colin Baker, Minister
- Sue Cantwell, Secretary (resigned 21 May 2023)
- Mabel Foye, Secretary (appointed 21 May 2023)
- Richard Wilson, Treasurer
- Rebecca Reading (resigned 26 March 2023)
- Robert Sproule
- Allan Roger Horsman
- Rosemarie Bansair-Lemin (appointed 26 March 2023)

## **LEGAL INFORMATION**

Caversham Baptist Church (the Church) is a Charitable Incorporated Organisation, registered with the Charity Commission number: 1181257.

Church Address: South Street, Caversham, Reading, RG4 8HY

Bankers: Barclays Bank UK Plc, 1 Churchill Place, London, E14 5HP

Solicitors: Anthony Collins LLP, 134 Edmund St, Birmingham B3 2ES

Independent Examiner: Kate Andrews

## **POLICY STATEMENT ON CHILDREN, YOUNG PEOPLE AND THE CHURCH**

This statement was agreed at a church meeting held on 27/5/97 and amended at the AGM on 25/3/03. It will be read annually at the AGM where progress in carrying it out will be monitored.

1. As members of this church, we commit ourselves to the nurturing, protection and safekeeping of all, especially children and young people.
2. It is the responsibility of each one of us to prevent the physical, sexual and emotional abuse of children and young people and to report any abuse discovered or suspected.
3. We recognise that work with children and young people is the responsibility of the whole church.
4. We undertake to exercise proper care in the selection and appointment of those working with children and young people, whether paid or volunteer.
5. The Church is committed to supporting, resourcing and training those who work with children and young people and to provide supervision.
6. The Church is committed to following the Home Office Code of Practice: *Safe from Harm* and adopts the guidelines and procedures published by the Baptist Union of Great Britain in its booklet *Safe to Grow*. Each worker with children and young people must know the recommendations and undertake to observe them. Each shall be given a copy of the Church's agreed procedure and good practice guidelines.
7. As part of our commitment to the children and young people, the Church has appointed:
  - A Designated Person to advise the Church on any matters relating to the safeguarding of Children and young people and to take appropriate action when abuse is disclosed, discovered or suspected. Their role will be regularly explained to children and their names, addresses and phone numbers publicly displayed.
8. The Church will appoint a responsible person and administrator to see that this policy is implemented.

Children and young people are a part of—and belong to—church today. They have much to give as well as to receive. We will listen to them.

As we nurture them in worship, learning and community life, we will respect the wishes and feelings of the children and young people.

Designated person: Tamsyn Wilson, 7 Blenheim Road, Caversham, RG4 7RT

## **POLICY STATEMENT ON PHOTOS OF CHILDREN**

*Children and young people are a valued part of our church. In our use of photography, we seek to celebrate and communicate the life and activities of this church and to affirm the importance of all who are part of your church life, young and old. This policy is to ensure that such photography protects the safety of the children and young people in our care. It supplements our existing 'Safe to Grow' policy.*

This policy statement will be read and confirmed at the AGM each year where the process of carrying it out will be monitored.

1. It is the responsibility of each church member to prevent misuse of photographs of children and young people and to report any misuse discovered or suspected.
2. We recognise that written parental/guardian consent must be given for the publication or display of a recognisable photograph of any person under the age of 18. Parents must be aware of which type of publication/display will be used. No consent is needed for photos of people whose faces are not recognisable.
3. Borderline cases will be decided by the designated person.
4. Photos by an individual of activities within or related to our church, which involve children and young people is only allowed with the permission of the leader of the activity.
5. Each leader, publisher and photographer will be given good practice guidelines on taking photos of children and young people, including being made aware of this policy.
6. We will exercise proper care ensuring children and young people will not be identified by name or other personal details in captions and accompanying text.
7. Data protection: Photos are to be stored in a safe and secure way, separated from personal details of the child or young person. Photos, negatives or computer images that are against parental consent must be completely destroyed. Others must be kept securely and, when no longer needed, destroyed.
8. As part of our commitment to children and young people, the Church has appointed a designated person to listen to children, young people and parental concerns.
9. The Church has appointed a responsible person as an administrator to see that the policy is implemented.

# STATEMENT OF FINANCIAL ACTIVITIES

For the period 1st January 2023 to 31st December 2023

		Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2023	Total 2022
<b>Incoming Resources</b>	Note	£	£	£	£	£	£
Donations and Legacies	2	78,640	7,572	31,056	-	117,268	127,833
Income from charitable activities	3	1,808	1,655	-	-	3,463	40,549
Other Trading Activities	4	2,752	-	-	-	2,752	580
Investment income	5	51	-	-	-	51	26
Other income		-	-	-	-	-	-
<b>Total incoming resources</b>		<b>83,251</b>	<b>9,226</b>	<b>31,056</b>	<b>-</b>	<b>123,534</b>	<b>168,988</b>
<b>Resources Expended</b>		-	-	-	-	-	-
Raising funds	6	-	-	-	-	-	-
Charitable Activities	7	82,301	9,486	8,406	-	100,192	405,227
Other Expenditure		-	-	-	-	-	-
<b>Total Resources Expended</b>		<b>82,301</b>	<b>9,486</b>	<b>8,406</b>	<b>-</b>	<b>100,192</b>	<b>405,227</b>
<b>Net Incoming Resources before Transfers</b>		<b>951</b>	<b>(259)</b>	<b>22,650</b>	<b>-</b>	<b>23,341</b>	<b>(236,239)</b>
Incoming fund transfers	12	-	-	1,655	-	1,655	60,013
Outgoing fund transfers		-	(1,655)	-	-	(1,655)	(60,013)
<b>Net Incoming Resources before other gains/losses</b>		<b>951</b>	<b>(1,914)</b>	<b>24,305</b>	<b>-</b>	<b>23,341</b>	<b>(236,239)</b>
Gains and losses on revaluation of fixed assets	13	-	-	-	-	-	-
Actuarial (losses)/gains on defined benefit pension schemes	23	-	-	-	-	-	15,626
<b>Net Movements in Funds</b>		<b>951</b>	<b>(1,914)</b>	<b>24,305</b>	<b>-</b>	<b>23,341</b>	<b>(220,614)</b>
<b>Funds brought forward</b>		<b>43,722</b>	<b>327,988</b>	<b>(83,212)</b>	<b>1,250,000</b>	<b>1,538,497</b>	<b>1,759,111</b>
<b>Funds carried forward</b>		<b>44,672</b>	<b>326,074</b>	<b>(58,907)</b>	<b>1,250,000</b>	<b>1,561,839</b>	<b>1,538,497</b>

Please note figures are rounded to the nearest pound and therefore totals may not always match exactly.



# BALANCE SHEET

As of 31st December 2023

	Note	As at 31/12/2023		As at 31/12/2022	
		£	£	£	£
<b>Tangible Fixed Assets</b>	14		<b>1,614,782</b>		<b>1,620,138</b>
Debtors	15	7,788		8,201	
Bank and Cash	16	57,588		40,323	
<b>Current Assets</b>		<b>65,189</b>		<b>48,524</b>	
<b>Current Liabilities</b>					
Creditors: Amounts falling due within one year	17	(25,562)		(28,305)	
<b>Net Current Assets</b>			<b>39,813</b>		<b>20,219</b>
Member Loans	18	(92,727)		(101,818)	
Defined benefit pension scheme liability	23	(30)		(42)	
<b>Long Term Liabilities</b>			<b>(92,757)</b>		<b>(101,860)</b>
<b>Net Assets</b>			<b>1,561,839</b>		<b>1,538,497</b>
<b>Charitable Funds</b>					
Endowment	19		1,250,000		1,250,000
Restricted	20		(58,907)		(83,212)
Designated	21		326,074		327,988
Unrestricted			44,672		43,722
<b>Total</b>			<b>1,561,839</b>		<b>1,538,497</b>

Please note figures are rounded to the nearest pound and therefore totals may not always match exactly.

Notes 1 – 24 on the following pages form an integral part of these accounts.

These accounts were approved by the Trustees on 5 March 2024 and signed on their behalf by

Treasurer



Secretary



# NOTES TO THE ACCOUNTS

## 1 ACCOUNTING POLICIES

### **a Basis of preparation**

The accounts are prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP 2019), FRS102 and with the Charities Act 2011. Caversham Baptist Church is a registered charity, no. 1181257 and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognized at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

### **b Income recognition**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

### **c Donations**

Donations are accounted for gross when received.

### **d Legacies**

Legacies are accounted for when their receipt is certain and can be properly quantified.

### **e Investment Income**

Investment income is included in the accounts in the year in which it is receivable.

### **f Expenditure recognition**

All expenditure is accounted for on an accruals basis. Expenditure is recognized where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

### **g Cost of raising funds**

The Church does not make formal appeals for funds, and expenditure on these items is therefore not material.

### **h Grants payable**

The Church makes grants to other organisations whose charitable objects complement its work. They are accounted for when the recipient has been notified of the grant and payment is unconditional.

### **i Support costs**

Support costs are those that assist the work of the Church but do not directly represent charitable activities and include office costs and governance cost. Where support costs cannot be directly attributed to particular headings, they have been allocated to the cost of raising funds and expenditure on charitable activities on a basis consistent with the use of resources. This represents direct expenditure on the governance of the Church. Most of the management is carried out without charge by volunteers. This intangible cost is not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

### **j Fixed Assets**

Tangible fixed assets are capitalised if they can be used for more than one year and cost at least £1,000. They are initially recognised at cost, or for donated assets, at a reasonable estimate of their value on receipt. The church premises are included in the balance sheet using a market valuation from a qualified surveyor. The Manse premises are initially recognised at cost.

### **k Depreciation**

Depreciation has not been charged on the Church premises as they are revalued each year on the basis of the insured value. The Church manse has been depreciated based on 50% of the initial purchase value being land and 50% buildings. The land is retained at cost and the building depreciated on a straight-line basis at 1% of acquisition cost per annum. Depreciation on other fixed assets is on a straight-line basis over their expected useful life:

- Office, IT and audio-visual equipment at 20% of acquisition cost per annum.
- The chairs at 10% of acquisition cost per annum
- The noticeboard at 10% of acquisition cost per annum
- The piano is depreciated at 4% of acquisition cost per annum.

No depreciation is charged in the year of acquisition and a full year in the year of disposal.

### **l Funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes.

The aim and use of each designated fund is set out in the notes to the financial statements. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Endowment funds represent those assets which must be held permanently by the charity, principally the Church Building Reserve. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and legal advice relating to the fund are charged against the fund.

### **m Employee benefits**

The charity operates a defined contribution pension plan for its staff. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments 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 charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost.

## 2 DONATIONS AND LEGACIES

	Unrestricted	Designated	Restricted	Endowment	2023	2022
Freewill Offerings	64,835	7,194	27,445	-	99,474	106,649
Gift Aid	13,805	378	3,611	-	17,794	20,934
Legacies	-	-	-	-	-	250
<b>Total</b>	<b>78,640</b>	<b>7,572</b>	<b>31,056</b>	<b>-</b>	<b>117,268</b>	<b>127,833</b>

## 3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Designated	Restricted	Endowment	2023	2022
Listed Places of Worship Grants	-	1,655	-	-	1,655	37,431
Friday Lunches	-	-	-	-	-	345
Insurance pay-out	-	-	-	-	-	1,975
Sale of assets	909	-	-	-	909	557
Other Activities	899	-	-	-	899	240
<b>Total</b>	<b>1,808</b>	<b>1,655</b>	<b>-</b>	<b>-</b>	<b>3,463</b>	<b>40,549</b>

## 4 OTHER TRADING ACTIVITIES

	Unrestricted	Designated	Restricted	Endowment	2023	2022
Use of Premises	2,752	-	-	-	2,752	580
<b>Total</b>	<b>2,752</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,752</b>	<b>580</b>

## 5 INVESTMENT INCOME

	Unrestricted	Designated	Restricted	Endowment	2023	2022
Interest on cash	51	-	-	-	51	26
<b>Total</b>	<b>51</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>51</b>	<b>26</b>

## 6 RAISING FUNDS

	Unrestricted	Designated	Restricted	Endowment	2023	2022
Credit card fees	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 7 CHARITABLE ACTIVITIES

	Unrestricted	Designated	Restricted	Endowment	2023	2022
Ministry	38,223	-	-	-	38,223	48,148
Mission	9,792	-	-	-	9,792	11,682
Premises	34,286	9,486	8,406	-	52,178	345,397
<b>Total</b>	<b>82,301</b>	<b>9,486</b>	<b>8,406</b>	<b>-</b>	<b>100,192</b>	<b>405,227</b>

## 8 TOTAL RESOURCES EXPENDED

The following table summarises expenditure in line with our reporting categories.

	Charitable Activities	Grant Funding	Support Costs	2023	2022
Ministry	38,058	-	165	38,223	48,148
Mission	-	9,490	302	9,792	11,682
Premises	51,121	-	1,056	52,178	345,397
Cost of Generating Funds	-	-	-	-	-
<b>Total</b>	<b>89,180</b>	<b>9,490</b>	<b>1,523</b>	<b>100,192</b>	<b>405,227</b>

## 9 GRANTS MADE TO OTHER CHARITIES

	Unrestricted	Designated	Restricted	Endowment	2023	2022
BMS World Mission	3,722	-	-	-	3,722	3,640
Baptist Home Mission	3,990	-	-	-	3,990	4,200
CCA Caversham	300	-	-	-	300	150
Churches Together in Caversham	878	-	-	-	878	833
Zimbabwe Victims Support Fund	600	-	-	-	600	600
<b>Total</b>	<b>9,490</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9,490</b>	<b>9,423</b>

## 10 SUPPORT COSTS

	Unrestricted	Designated	Restricted	Endowment	2023	2022
Church Administrator	-	-	-	-	-	11,113
Bank Charges	8	-	-	-	8	5
Church Office Expenses	1,036	-	-	-	1,036	2,964
Subscriptions	416	-	-	-	416	461
Magazine & Publicity	62	-	-	-	62	-
Other Sundry Expenses	-	-	-	-	-	2,677
<b>Total</b>	<b>1,523</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,523</b>	<b>17,221</b>

Support Costs have been allocated to the Charitable activities in the general fund of the Church in proportion with their other expenses (included in note 8 above) as follows:

	2023	2022
Ministry	165	9,241
Mission	302	2,259
Premises	1,056	5,721
<b>Total</b>	<b>1,523</b>	<b>17,221</b>

## 11 STAFF COSTS AND TRUSTEE EXPENSES

		2023	2022
Salaries	Gross Salary	27,825	34,429
Termination Payments	Redundancy Pay	-	2,672
Social Security Costs	Employer's National Insurance	-	-
Pension Costs	Employer's Pension Contributions	3,496	3,247
Other Costs	Council tax, water, phone, expenses	8,062	7,599
<b>Total</b>		<b>39,383</b>	<b>47,946</b>

The average number of staff in the year was 1 (2022: 2). No employee received emoluments in excess of £60,000 during the year (2022: none).

Revd Colin Baker as Minister acted as one of the church's trustees in accordance with the church constitution from 1st April 2018 and received a stipend in 2023 of £27,825 (2022: £25,988). He was also reimbursed out of pocket expenses and mileage (at the HMRC approved rate) of £624 (2022: £438). Contributions of £3,496 (2022: £3,247) were made on to the defined contribution section of the Baptist Pension Scheme.

The Church pays deficit contributions in relation to the service of past Ministers of the Church to the Baptist Pension Trust Limited, which is a final salary defined benefit scheme, which is not contracted out of the State second pension. These amounted to £12 in 2023 (2022: £2,182). The scheme is a multi-employer scheme and it is not currently possible to identify the assets and liabilities of the scheme which are attributable to the Church. In accordance with FRS17 therefore, the scheme is accounted for as a defined contribution scheme. Further details can be found in note 23.

## 12 TRANSFERS BETWEEN FUNDS

The following transfers were made in 2023:

From Fund	To Fund	Amount	Purpose
Building Redevelopment (Designated)	Building Redevelopment (Restricted)	1,655	Transfer of DCMS grant to cover VAT costs of redevelopment project

## 13 GAINS AND LOSSES ON REVALUATIONS OF FIXED ASSETS FOR THE CHARITY'S OWN USE

The Church premises at South Street are recorded using a market valuation conducted by Haslam's Surveyors as of 31 December 2021. The valuation was not revised during 2023.

## 14 TANGIBLE FIXED ASSETS

	South Street Premises	Manse	Chairs	AV Equipment	Notice- board	Piano	Total
<b>Cost</b>							
As at 01 Jan 2023	1,026,300	358,908	10,282	5,143	3,210	26,600	<b>1,430,443</b>
Additions in year	-	-	-	-	-	-	-
Disposals in year	-	-	-	-	-	-	-
As of 31 Dec 2023	<b>1,026,300</b>	<b>358,908</b>	<b>10,282</b>	<b>5,143</b>	<b>3,210</b>	<b>26,600</b>	<b>1,430,443</b>
<b>Accumulated Depreciation</b>							
As at 01 Jan 2023	-	30,920	3,085	-	-	-	<b>34,005</b>
Charge for the year	-	1,914	1,028	1,029	321	1,064	<b>5,356</b>
As of 31 Dec 2023	-	<b>32,834</b>	<b>4,113</b>	<b>1,029</b>	<b>321</b>	<b>1,064</b>	<b>39,361</b>
<b>Gain/Loss on revaluation</b>							
As at 01 Jan 2023	223,700	-	-	-	-	-	<b>223,700</b>
Charge for the year	-	-	-	-	-	-	-
As of 31 Dec 2023	<b>223,700</b>	-	-	-	-	-	<b>223,700</b>
<b>Net Book Value</b>							
As at 01 Jan 2023	<b>1,250,000</b>	<b>327,988</b>	<b>7,197</b>	<b>5,143</b>	<b>3,210</b>	<b>26,600</b>	<b>1,620,138</b>
As of 31 Dec 2023	<b>1,250,000</b>	<b>326,074</b>	<b>6,169</b>	<b>4,115</b>	<b>2,889</b>	<b>25,536</b>	<b>1,614,782</b>

The Church is the beneficial owner (subject to the relevant trusts) of two premises, the legal titles to which are held by the Church's custodian trustee the Baptist Union Corporation Ltd. These are the South Street Premises at South Street, Caversham and the Church Manse at 2a Rotherfield Way, Caversham. As per the Church's accounting policy stated in paragraph j of note 1, the value stated on 31 December 2021 for the South Street Premises is a valuation conducted by Haslam's Chartered Surveyors on 23 March 2022 estimating their market value. The cost for the Church Manse is the price paid when it was acquired plus the cost of subsequent capital improvements.

## 15 DEBTORS

	As at 31/12/2023	As at 31/12/2022
Accounts Receivable	5,358	5,710
Prepaid Expenditure	2,430	2,491
<b>Total Debtors</b>	<b>7,788</b>	<b>8,201</b>

## 16 BANK AND CASH

	As at 31/12/2023	As at 31/12/2022
Cash in hand	411	602
SumUp Card Account	10	20
Current Account	54,524	37,075
Baptist Union Deposit Accounts	1,760	1,709
Cash Pre-payment card balance	883	917
<b>Total</b>	<b>57,588</b>	<b>40,323</b>



## 17 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	As at 31/12/2023	As at 31/12/2022
Accounts Payable	14,296	1,228
Accrued Expenditure	2,175	13,441
Loan Repayments due within 1 year	9,091	13,636
<b>Total Creditors</b>	<b>25,562</b>	<b>28,305</b>

## 18 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

In 2021 and 2022 the church received four interest free loans of £120,000 from members.

Loan	Loan Amount	Balance at 31/12/2023	Repayments due in 2024	Due after 2024	Terms
A	10,000	10,000	0	10,000	Due for repayment by the end of 2032 with no repayments due prior to that date
B	10,000	10,000	0	10,000	
C	50,000	40,909	4,545	36,364	Repayable over an 11-year period in equal payments every 6 months from June 2022
D	50,000	40,909	4,545	36,364	
<b>Total</b>	<b>120,000</b>	<b>101,818</b>	<b>9,091</b>	<b>92,727</b>	

The church received the benefit of not paying interest on any of these loans. This benefit has not been recognised in the accounts. The repayment due in 2024 is recognised as an amount falling due within one year (see note 17) with the remainder recognised as falling due after one year.

## 19 ENDOWMENT FUNDS

	Balance at 1 Jan 2023	Incoming Resources	Outgoing Resources	Transfers	Gains & Losses	Balance at 31 Dec 2023
Church Building Res.	1,250,000	-	-	-	-	1,250,000

The Church Building Reserve Fund represents the value attributed to the South Street premises.

## 20 RESTRICTED FUNDS

	Balance at 1 Jan 2023	Incoming Resources	Outgoing Resources	Transfers	Gains & Losses	Balance at 31 Dec 2023
Fellowship Fund	530	-	-	-	-	530
Window Repair	288	-	-	-	-	288
Piano	26,600	-	(1,064)	-	-	25,536
Children & Youth Work	-	16,000	-	-	-	16,000
Redevelopment Fund	(110,630)	15,056	(7,342)	1,655	-	(101,261)
<b>Total</b>	<b>(83,212)</b>	<b>31,056</b>	<b>(8,406)</b>	<b>1,655</b>	<b>-</b>	<b>(58,907)</b>

The Fellowship Fund represents funds given to support church members suffering financial hardship.

The Window Repair fund has been initiated to gather resources to fund the long-term maintenance of the stained-glass windows in the South Street premises.

The Children & Youth Work fund has been established to support work with under-18s in the church.

The Piano fund was created following a gift from a member in 2022 of the funds to purchase a grand piano. This piano is the only asset within the fund.

The Restricted Building Redevelopment Fund represents the funds related to the redevelopment of the South Street Premises in 2021-2. This fund holds the interest free loans used to fund the project and the ongoing giving that funds the repayment of these loans.

## 21 DESIGNATED FUNDS

	Balance at 1 Jan 2023	Incoming Resources	Outgoing Resources	Transfers	Gains & Losses	Balance at 31 Dec 2023
Redevelopment Fund	-	1,655	-	(1,655)	-	-
Fabric Fund	-	7,572	(7,572)	-	-	-
Manse Reserve	327,988	-	(1,914)	-	-	326,074
Pension Reserve	-	-	-	-	-	-
<b>Total</b>	<b>327,988</b>	<b>9,226</b>	<b>(9,486)</b>	<b>(1,655)</b>	<b>-</b>	<b>326,074</b>

The Designated Building Redevelopment fund represents funds that had been set aside towards redevelopment and improvement of the South Street Premises. This fund was closed in 2023.

The Fabric Fund represents funds set aside for major repairs to the South Street Premises.

The Manse Reserve Fund represents the value attributed to the manse.

The Pension Reserve fund holds the church's liability to the Baptist Pension Scheme and sufficient cash to cover the liability. A transfer to or from the general fund is made each year to ensure that the liability is covered.

## 22 ANALYSIS OF NET ASSETS AND LIABILITIES BY FUND

		Fixed Assets	Net Current Assets	Long-term Liabilities	2023 Total	2022 Total
Endowment Funds	Per note 19	1,250,000	-	-	1,250,000	1,250,000
Restricted Funds	Per note 20	25,536	8,284	(92,727)	(58,907)	(83,212)
Designated Funds	Per note 21	326,074	30	(30)	326,074	327,988
Unrestricted Funds		13,173	31,500	-	44,672	43,722
<b>Total</b>		<b>1,614,782</b>	<b>39,813</b>	<b>(92,757)</b>	<b>1,561,839</b>	<b>1,538,497</b>

## 23 PENSIONS

The Church is a participating employer in the Baptist Pension Scheme ("the Scheme"), which is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The assets of the Scheme are held separately from those of the Employer and the other participating employers. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011. Prior to this date the main benefit provided through the Defined Benefit (DB) Plan was a pension of one eightieth of final minimum pensionable income for each year of pensionable service together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members if they are unable to work due to long-

term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva Limited.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS102. Because it is not possible to attribute the Scheme's assets and liabilities to specific employers, the scheme is accounted for as if the Scheme were a defined contribution scheme.

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

The financial assumptions underlying the valuation were as follows:

RPI price inflation assumption	3.20% p.a.
CPI price inflation assumption	2.70% p.a.
Minimum Pensionable Income increases above CPI	0.50% p.a.
Minimum Pensionable Income increases (CPI plus 0.5%)	3.20% p.a.
Assumed investment returns	
- Pre-retirement (gilt yield plus 1.75% pa)	2.95% p.a.
- Post retirement (including benefits matched by the insurance policy) (gilt yield plus 0.5% pa)	1.70% p.a.
Deferred pension increases	
- Pre April 2009	3.20% p.a.
- Post April 2009	2.50% p.a.
Pension increases	
- Based on CPI with an annual floor of 0% and annual cap of 5%	2.70% p.a.

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

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as of 31 December 2022

In addition to the contributions to the DC Plan set out above, where a valuation of the DB Plan reveals a deficit the Trustee and the Baptist Union Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan.

On 30th June 2022, the Baptist Pension Scheme signed an agreement with the insurance company Just Group (“Just”) to secure DB Plan members’ pension benefits. Just are now providing financial backing for all pensions provided through the Scheme’s DB Plan and following this transaction, the Scheme no longer has a shortfall. Following this agreement a Recovery plan was signed in August 2022 under which recovery contributions from each participating employer in the DB Plan are £1 per month from August 2022.

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

<b>Accounting date (year ending):</b>	<b>31/12/2023</b>	<b>31/12/2022</b>
Balance sheet liability at year start	42	17,500
Minus deficiency contributions paid	(12)	(2,182)
Interest cost (recognised in SoFA)	-	350
Actuarial (gains)/losses on re-measurement of liability	-	(15,626)
<b>Balance sheet liability at year end</b>	<b>30</b>	<b>42</b>

The liability in the balance sheet represents the present value of deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

<b>Accounting date</b>	<b>31/12/2023</b>	<b>31/12/2022</b>	<b>31/12/2021</b>
Discount rate	0%	0%	2.00%
Future increases to Minimum Pensionable Income	n/a	n/a	4.06%

The Church has been advised that the cost for the Church to buyout the Pension Scheme liabilities on 31 December 2023 was approximately £1,000 (31 December 2022: £1,000).

## 24 RELATED PARTIES

The custodian Trustee of the Church is the Baptist Union Corporation Limited which is charity number 249635, and which is controlled by the Baptist Union Council. The Church is also a member of the Baptist Union of Great Britain, and the Southern Counties Baptist Association. The Church donated to the Baptist Union Home Mission Scheme via the Southern Counties Baptist Association as set out in note 9.

The Church has received interest-free loans of £50,000 each from Susan Cantwell, who served as a trustee for part of the year and her husband Stephen Cantwell. The loans were provided to fund the refurbishment of the church premises and are repayable in equal 6-monthly instalments over a period of 11 years. Repayments of £6,818 were made on each loan and the outstanding balance on each of these loans at the end of 2023 was £40,909.

The total of all other donations received from Trustees and their spouses in 2023 was £38,844. None of these donations came with conditions which might require the Church to alter its activities.



Section A

Independent Examiner's Report

Report to the trustees

Charity Name  
Caversham Baptist Church

On accounts for the year  
ended

31 December 2023

Charity no  
(if any)

1181257

Set out on pages

20 to 33

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2023.

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 gives 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.

Signed:

Date: 5 March 2024

Name:

Kate Andrews

Relevant professional  
qualification(s) or body  
(if any):

ACA

Address:

41 Wantage Road, Didcot, Oxfordshire





Caversham Baptist Church

Registered charity number: 1181257

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