THE BAPTIST UNION OF GREAT BRITAIN

England & Wales · Charity number 1181392

Details

Other names	BUGB
Status	Registered
Legal form	CIO
Registered	2019-01-02
Register	View on the Charity Commission register

Contact

Address	The Baptist Union of Great Britain PO Box 44 Didcot OX11 8RT
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Activities

Objects: THE OBJECT OF THE UNION IS, FOR THE PUBLIC BENEFIT, THE ADVANCEMENT OF THE CHRISTIAN FAITH AND ITS PRACTICE, ESPECIALLY BY THE MEANS OF AND IN ACCORDANCE WITH THE PRINCIPLES OF THE BAPTIST DENOMINATION IN PARTICULAR, BUT NOT EXCLUSIVELY, THROUGH ANY OR ALL OF THE FOLLOWING MEANS:5.1. TO CULTIVATE AMONG ITS OWN MEMBERS RESPECT AND LOVE FOR ONE ANOTHER, AND TO ALL WHO LOVE THE LORD JESUS CHRIST; 5.2. TO SPREAD THE GOSPEL OF CHRIST BY MINISTERS AND EVANGELISTS, BY ESTABLISHING CHURCHES, FORMING SUNDAY SCHOOLS, DISTRIBUTING THE SCRIPTURES, ISSUING RELIGIOUS PUBLICATIONS AND BY SUCH OTHER METHODS AS THE COUNCIL SHALL DETERMINE; 5.3. TO AFFORD OPPORTUNITIES FOR CONFERENCE AND FOR UNITED ACTION ON QUESTIONS AFFECTING THE WELFARE OF THE CHURCHES, THE SUPPORT OF THE MINISTRY AND THE EXTENSION OF THE CHRISTIAN FAITH, BOTH AT HOME AND ABROAD; 5.4. TO PROMOTE GOOD RELATIONS BETWEEN BAPTISTS IN THIS AND OTHER COUNTRIES; 5.5. TO OBTAIN AND DISSEMINATE ACCURATE INFORMATION RESPECTING THE ORGANISATIONS, LABOURS AND SUFFERINGS OF BAPTISTS THROUGHOUT THE WORLD; AND5.6. TO CONFER AND CO-OPERATE WITH OTHER CHRISTIAN COMMUNITIES AS OCCASION MAY REQUIRE.

Activities: TO PROVIDE ENCOURAGEMENT, ADVICE AND SUPPORT TO MEMBER CHURCHES SO THAT THEY TOO MAY MAXIMISE THEIR ABILITY TO ACHIEVE THEIR OWN CHARITABLE OBJECTIVE

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OF MAKING JESUS CHRIST KNOWN TO INDIVIDUALS AND SOCIETY IN GENERAL.

Classification

- **How:** Makes Grants To Organisations, Provides Services, Acts As An Umbrella Or Resource Body
- **What:** Religious Activities
- **Who:** Other Charities Or Voluntary Bodies

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£14,717,000	£14,016,000	£47,573,000	46
2023-12-31	£11,435,128	£11,647,188	£46,872,664	42
2022-12-31	£8,800,000	£8,637,000	£39,236,000	44
2021-12-31	£9,939,000	£8,256,000	£43,729,000	46
2020-12-31	£8,421,000	£8,442,000	£39,193,000	42

Trustees

Name	Role	Appointed
Jeniya Gwendu		2022-05-03
Mark Spriggs		2019-01-02
Mohan Pandian		2023-09-01
Peter David Spencer King		2021-10-15
REV LYNN MARGARET GREEN BA MST		2019-01-02
Rev PHILIP ANDREW JUMP		2019-01-02
Rev Philip Lutterodt		2019-01-02
Rev Shayla Frances Waugh		2020-09-01
Suzanne Kathryn Leveson		2020-09-01

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THE BAPTIST UNION OF GREAT BRITAIN

England & Wales - Charity number 1181392

Accounts

BAPTISTS TOGETHER

Annual Report

of the Baptist Union of Great Britain

2024

Welcome to the 2024 Annual Report of the Baptist Union of Great Britain

We hope it will be a great encouragement to you as you read about all the varied work God is doing across our Baptist movement.

Objectives, vision and values	*p4-5*
Review of 2024	*p6-7*
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Financial statements	*p28-54*

The Trustees wish to put on record their thanks to the churches, regional associations and colleges that make up Baptists Together and to the staff of the specialist teams based at Baptist House for all their generosity in supporting us to achieve our mission.

THE DECLARATION OF PRINCIPLE

The basis of our Baptist Union is:

That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer his laws.

That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again the third day'.

That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

BAPTISTS TOGETHER

Local Baptist churches supported by regional associations, colleges, and specialist teams together in relationship for God's Mission

Front page and all background images (unless stated) created by Mike Lowe using Midjourney

Our objectives

The principal object of the Union is the advancement of Christian faith and its practice, especially by the means of and in accordance with the principles of the Baptist denomination.

Our Christian faith understands that we can come to know God in Jesus Christ, who is both human and divine and is the person in whom all that is lost and broken can be redeemed and who inspires his followers to work for a world that is a better place for all.

Our Baptist principles mean that within the covenant relationship of Baptists Together we value the freedom of the local church to discern for itself its practices and policies within the broad scope of Baptist belief. We stress the importance of individual response in faith, and we understand that each Christian is to play their part in advancing Christian faith and witness. Because of our emphasis on personal faith and the freedom of the local church we are committed to religious freedom for people of all Christian traditions and other faiths.

The Union's overriding function is to provide encouragement, advice and support to member churches so that they too may maximise their ability to achieve their own charitable objective of making Jesus Christ known to particular individuals and to society in general.

Baptists believe that each Christian has a duty to share their faith with the wider public and recognises that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education, care of God's creation and peace in the world.

Throughout 2024 our Union continued to support its member churches, regional associations and colleges by providing grants, practical support, guidance and expertise and by representing its members in the public arena. Throughout this report further detail and information is to be found about specific initiatives in 2024 and how they relate to the overall strategy of our Union.

Our strategies to achieve success

Whilst the objects of our Union continue much unchanged from year to year, the work of our Union to achieve these is reviewed periodically to ensure there is effective and appropriate provision and support for ministers of religion, other church leaders and the churches, regional associations and colleges.

The 'Futures Review' undertaken in 2012 outlined the main strategic direction, objectives and values of the Union which continue to be implemented. The strategy of our Union arises from this and is encapsulated in the phrase 'Growing healthy churches in relationship for God's mission' To do this, we believe that we must intentionally develop a Union that encourages and builds upon our relationships together as more than 1,800 member churches, 13 member regional associations and five member colleges, ie Baptists Together.

We continue to develop relationships with other Baptist organisations in the UK through the Fellowship of Baptists in Britain and Ireland, in Europe through the European Baptist Federation, and around the world through the Baptist World Alliance.

Our shared vision

‘Growing healthy churches in relationship for God’s mission’

We seek to deliver our vision through...

Baptists Together is committed to intentionally developing a culture where we...

Seek to be a movement of Spirit-led communities

As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life.
(Galatians 5:22-25)

Feel like one team

Celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships – making sure everyone feels included and listened to.
(I Corinthians 12:24b-27)

Embrace adventure

Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things.
(Matthew 28:18-20)

Inspire others

With a generosity of spirit, energise and motivate people to be all that God created them to be (Ephesians 5:1-2).

Share a hunger for God’s coming Kingdom

Nurturing a ‘holy discontent’ that arises from our desire to give practical expression to our vision of God’s purpose for creation – confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union.
(Matthew 6:9-10).

To read the story behind our culture please go to www.baptist.org.uk/culturehistory

Review of the year 2024

A snapshot of our Union through our most clicked pieces in The Baptist Times through 2024. Use the QR code to read more about any story.

Baptist Union Council: March 2024 Most of the March 2024 Council was devoted to answering the question regarding Ministry and Marriage as defined in the Ministerial Recognition (MR) rules

Project Violet findings released Project Violet is a major study into women's experience of ministry, which has sought to understand more fully the theological, missional, and structural obstacles women ministers face in the Baptist community in England and Wales. The findings of the three year research project were released on 2 May

Baptist Union Council: June 2024 Baptist Union Council has agreed a series of proposals that seek to make Baptists Together financially sustainable in the future - for the benefit of local mission and ministry

Dozens sign Baptist Union prayer crosses
Many Assembly delegates signed two wooden crosses over the Baptist Assembly weekend to symbolise our unity in Christ and for our mission

New Firestarters conversations for 2024
Three new Firestarters conversations, which enable congregations to rediscover a passion to help new people become Christians, are taking place in Baptist churches this year

Churches defend integrity over asylum seeker welcome at Select Committee
The Biblical motivations for why Baptist churches are supporting vulnerable asylum seekers – and the difficult ramifications at being featured in the national press for doing so – were shared with MPs

Younger leaders and scripture focus for new President Steve Finamore
Steve outlined the twin focus of his theme as he was inducted as our President for 2024-25, urging Baptists to focus on developing younger leaders, and to think afresh about the place of the Bible in our worship and teaching

'He always insisted on the centrality of God... and his contribution to the life of the Baptists will endure' Tributes have been paid to Brian Haymes, described as 'one of the greatest British Baptist figures of modern times', who has died aged 84

New worship song at Baptist Assembly A new worship song which featured a silent section in British Sign Language was created collaboratively at the Baptist Assembly and then sung (and signed) twice on the Sunday morning**.** 'God clearly spoke to us throughout the weekend in a number of different ways - what a privilege to be able to take a snapshot of that moment and declare the wonders of God as Baptists Together,' said worship leader Simon Gudger

Prepare for Project Violet findings' The Baptist community in Britain is being urged to prepare for the findings of major research on women's experience of ministry - and a new podcast series has launched to help

Three-year mission vision for Baptist Assembly Three-year strategic mission focus will also offer national discussion and resolutions

Mindful formation: a pathway to spiritual liberation When mindfulness is integrated with our contemplative tradition, it helps us become more like Christ, writes Baptist minister Shaun Lambert, whose decade-long exploration of the subject is about to be published

Three-year mission vision for Baptist Assembly Three-year strategic mission focus will also offer national discussion and resolutions

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Praying for our life together - with Jesus at the centre A prayer initiative which seeks to place Jesus at the centre of everything we do as Baptists Together and inspire prayer for one another will be launched at this year's Baptist Assembly

'I beg you, bear with one another in love' The Christian Women of Palestine are calling us to connect with the land from where Jesus came on this year's World Day of Prayer

Launch of St Hild Centre for Baptist Ministry St Hild College has announced the launch of the St Hild Centre for Baptist Ministry, for the training and formation of missional leaders for the Baptist family

Paul Fiddes and Alex Harris'An opportunity for Baptists to engage with some great theology' Paul Fiddes and Alex Harris are the keynote speakers at this year's Baptist Theology North on 7 June, when the theme is Baptist Church: Back to the Future?

George Cadbury and Christian responsibilities George Cadbury is an excellent example of a Christian who faithfully obeyed God in his sphere of responsibility – a chocolate factory. By Mark Roques

'We cannot walk in your shoes, but we can do as Jesus did and wash your feet' Joshua T. Searle reports on the February 2024 Dnipro Hope mission trip to Ukraine

New series highlights biblical reasons for hope Baptist minister and biblical scholar the Revd Dr Helen Paynter hopes viewers can gain a fresh perspective upon the great pains of this world by exploring scriptural themes and truths - and a stronger faith

New initiative to support our next generation of ministers **The Baptist Union now has a partnership with Stewardship to enable individual Baptist ministers-in-training to receive financial support from friends, church members and churches during their period of ministerial formation**

Living Well with God by Jo Acharya 'An excellent and much needed volume for those with learning/ conceptual difficulties - an often neglected yet very important section of our congregations'

Disability awareness focus encouraged Baptist churches have been encouraged to hold a dedicated service or event to celebrate Disability Awareness Week this September

'We meet in a park, on the beach, even out on the water' - the story of Ocean Church It began as a missional community hoping to bring together those looking to reconnect with nature, spirituality, and community. Now Ocean Church has joined the Southern Counties Baptist Association - minister John Good explains more

Bruno and other friends: encounters and reflections Baptist minister Ivan King explains why he has written a book honouring some of the ordinary people who have welcomed him into their world as a pastor

Baptist colleges launch projects exploring science and ministry Cardiff Baptist College and Regent's Park College are among four theological colleges in the UK and Republic of Ireland to have been awarded funding to develop teaching resources incorporating science, ethics, and theology

'The Inter Faith Network is in peril - please support it' The government is withdrawing funding from the Inter Faith Network, leading to its potential closure. Paul Weller, a member of the Baptists Together Inter Faith Working Group, is encouraging Baptists to urgently protest the decision.

Images from top: Baptist Assembly, Cranmor Hall

General Secretary Review

The first two chapters of The Acts of the Apostles provides a good framework to convey significant aspects of 2024 in the Baptist family.

Chapter 1 takes us straight into that challenging transitional time between Jesus' crucifixion and resurrection, and His Ascension and the outpouring of the Holy Spirit. In those disorientating days when expectations had been profoundly dashed and then began to emerge in new and unexpected ways, Jesus told His disciples to wait.

At the beginning of 2024 we were in the midst of our discernment process around marriage and ministry. The Consultation with all churches and ministers had been completed in 2023 and we were in a season where we needed to wait and pray as we prepared for Council in March. Waiting and praying. That was both precious and incredibly hard at the same time. During this period we often experienced feeling uncertain and afraid and frustrated, like I imagine the first disciples would have felt at times. Having lived through the years of grief and challenge of Covid, having been buffeted by global instability and conflict and the cost of living crisis, and having to hold our listening process around marriage and ministry over many months, needing to wait and pray was challenging. Nevertheless, in March Baptist Union Council answered the question they were asked, concluding that our Ministerial Recognition Rules would remain unchanged. This prompted huge relief at the same time as enormous pain and we drew upon the fruit of the Spirit as we processed this decision together. Looking back now we can see that through the whole process we were aware of the Lord's presence in profound ways, our trust in Him was deepened and despite our unity in Christ being tested we held together in love remaining committed to our shared calling to be part of God's mission.

In Acts chapter 2 we read of the outpouring of the Holy Spirit and particularly the part of the prophecy that celebrates God pouring out His spirit on both men and women. This was significant for Baptist Together because 2024 saw the culmination of Project Violet. In 2019 Baptists Together celebrated 100 years of ordaining women. Prompted by that anniversary, we have been reflecting together on what that has meant and still means for us today. That reflection inspired Project Violet, named after Violet Hedger, who was the first woman to enter a Baptist college for ministerial training in 1919 and was ordained in 1921.

It has been a 3-year collaborative research project examining the experiences and place of women in Baptist life, leadership, and ministry. The findings from this project were published in May 2024 and these included 57 requests for change. Baptist Union Council in October received a range of 'commitments to action' that had been pledged across Baptists Together in the wake of the project's requests for change and these were welcomed as offering real hope of systemic change. Alongside receiving these Commitments to Change, Council also called our whole movement to a season of lament in the light of the report's findings.

'Our commitment to seeing women released into their callings, including ordained ministry, is a precious and prophetic part of who we are as Baptists'

Our commitment to seeing women released into their callings, including ordained ministry, is a precious and prophetic part of who we are as Baptists and an expression of our desire to be faithful to Jesus revealed through Scripture. Prophetic because we have been pioneers in this area and continue to be today. I am so proud that others and I are able to represent our Union ecumenically and in global Baptist circles and embody our long-standing history of commitment and vision for women in leadership.

Acts 2 ends with a vision of God's people sharing their resources as an expression of God's Kingdom. Another significant aspect of Baptists Together during 2024 has been our collaborative work aimed at strengthening our financial sustainability so that we can resource mission and ministry effectively now and into the future. Exploring both how we share our financial resources across the Baptist family and also generate additional income to resource our vision for mission has been key. Good progress was made in this area during the year, and we continue to wait on the Lord as we work towards agreeing and implementing plans.

In each of these aspects, and many more, Baptist Together has demonstrated its commitment to faithfully following Christ through the opportunities and challenges of another year.

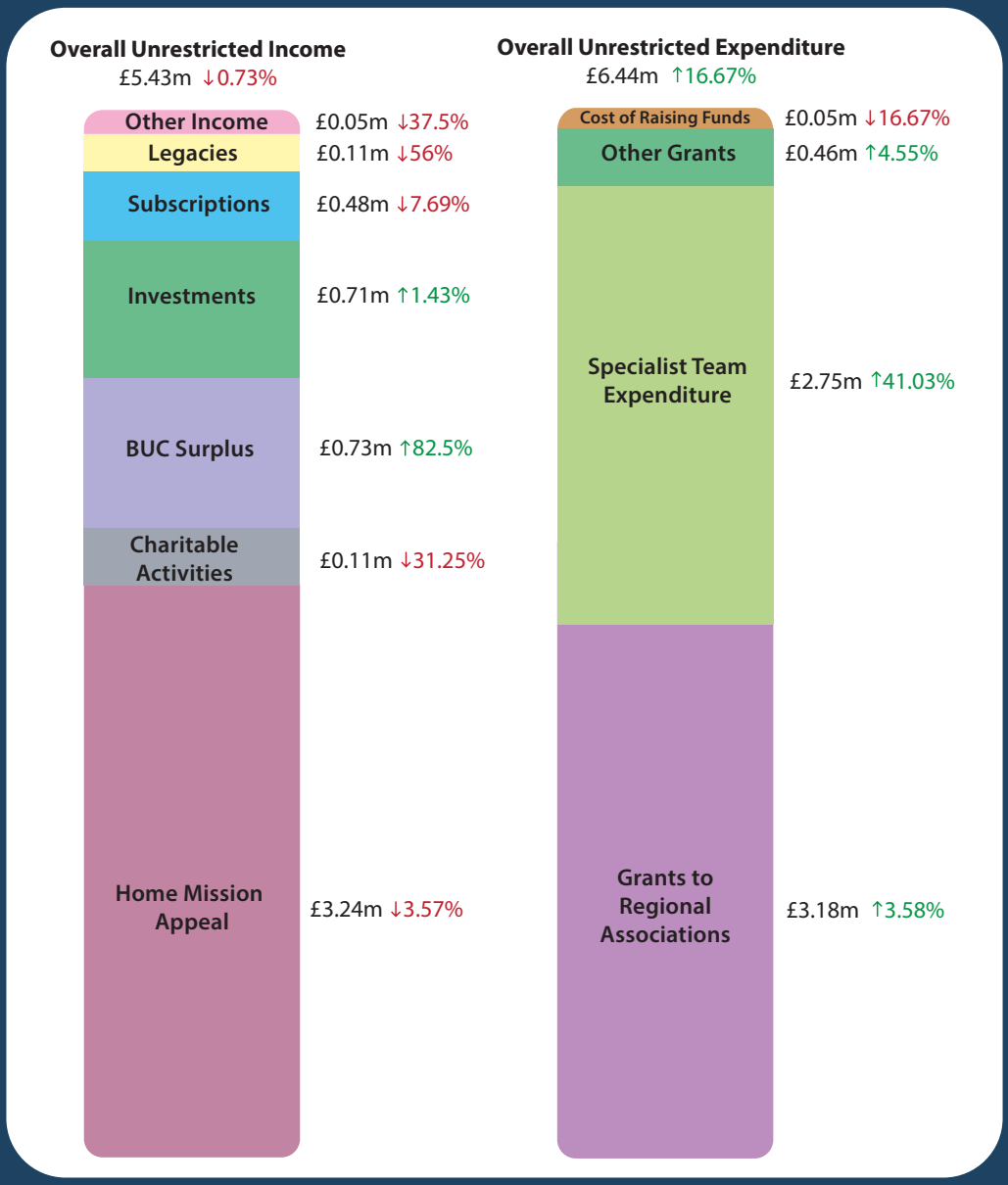
Lynn Green, General Secretary Baptists Together

Fundraising and Home Mission

The Union raises the majority of its income from its member churches on a voluntary basis. The Union requests that every member church give at least 5% of its General Fund Income to the Home Mission Appeal, but it is down to each church to agree their level of giving to the work of the Union. In 2024, the actual amount received was £3.23m (2023: £3.36m). These figures are included within voluntary income in the accounts. The trustees continue to explore options to increase Home Mission income in the coming years through the ongoing Financial Model Review.

BUGB also requests member churches to pay a subscription to support its work. For 2024 the subscription was set at £5.85 per church member (with a discount to £5.60 for Direct Debit payment), compared to £5.40 in 2023, an increase of 8.33%. The total subscription income received during the year amounted to £0.48m, down from £0.52m in 2023. Legacy income into the Home Mission Fund remained low in 2024, with £0.11m received as Unrestricted Income, down from £0.25m in 2023, and significantly below the £1.15m received in 2021, £1.03m in 2020, £0.51m in 2018, and £0.97m in 2017. The Trustees continue to monitor income from this area closely.

The table below shows the charity's unrestricted income and expenditure. It should be noted that £0.55m of the BUC Surplus goes towards paying the interest on the Family Solution Loan relating to the pension scheme.



Designated and Restricted Reserves

The Designated Pension Reserve is a fund held by the Union to support the Baptist family in dealing with the deficit in the Baptist Pension Scheme. The Pension Reserve received total income of £1.65m (2023: £1.79m) comprising: £1.10m (2023: £1.24m) of proceeds from closures of churches where the Union is the beneficiary of the Ultimate Trust, and £0.55m (2023: £0.55m) from Baptist Union Corporation to support the interest costs on the Family Solution Loan from RBMHO to the Union. Expenses totalled £1.67m (2023: £1.54m) including £1.63m (2023: £1.45m) in interest on the Family Solution Loan from RBMHO, £0m (2023: £0.4m) on supporting churches with pension deficits and £0.40m (2023: £0.09m) on legal fees and expenses relating to pensions.

The Designated Pension Reserve had a deficit balance of £16.35m (2023 £16.33m), comprising the £20m liability to RBMHO and £3.65m in cash. Of the cash balance, £3.28m was set aside in an escrow account to support the Defined Benefit Baptist Pension Scheme as it moved to buy-out and wind up. As planned, the DB section moved to buy-out on 31 March 2024, but because of the deficit balance the funds are not practically available for general use. £0.63m relates to the Defined Contribution Scheme in meeting the financial sustainability requirements of its Master Trust authorisation. This is a requirement of the pensions regulator, so these funds are not available for general use. The long-term plan is to repay the £20m loan from RBMHO using anticipated future cash surpluses from RBMHO that will be shared with the Union under a memorandum of understanding between the Union's Trustees and the Trustees of RBMHO, which will resolve the deficit in the Fund. This plan is being reviewed annually, in keeping with the Family Solution Loan agreement.

The Baptist Strategy Building Scheme is a closed scheme which made interest free loans for building works to churches which would typically not qualify for other loans. Repayment plans are only put in place when it is felt that the church is able to afford it. Any loan without an active repayment plan is fully offset by a provision in the accounts as well as any repayments due more than five years into the future. Repayments of £19k (2023: £88k) were received and the review of the provisions held at year end resulted in a reduction in the provision (shown in the accounts as a negative expenditure) of £11k and a balance of £41k (2023: £30k). There were 9 loans (2023: 21) outstanding at year end with a gross value of £0.49m (2022: £0.87m).

The Baptist House Reserve which holds the assets involved in the Union's co-ownership with BMS World Mission of the Baptist House premises. £0.07m (2023: £0.07m) of depreciation was recorded against the fund, leaving a balance of £2.82m (2023: 2.89m)

Fixed Asset Reserve holds the Union's other property assets. This fund recorded £0.02m (2023: £0.2m) of depreciation against the properties, leaving a final balance of £1. 53m (2023: £1.99m) after sales during the year.

Pastoral Funds: The Pastoral Fund and Retired Ministers' Benevolent Fund continued to make grants for pastoral support of members of the Baptist family totalling £0.12m (2023: £0.12m). The Pastoral Fund received investment income of £0.08m (2023: £0.07m) and a gain of £0.07m and had a year-end balance of £2.09m (2023: £2.06m).

Baptist Assembly: The Baptist Assembly is an annual event which reviews the life of the Union over the last 12 months and receives updates on ongoing projects and areas of work. In 2024 the event had costs of £0.07m, offset by income of £0.08m from donations, including £0.01m contributed by BMS, leaving a small positive balance.

Subsidiary and Related Entities

The associated entities of the Union operate according to their own Governing Documents and, where required, report to the Union's Trustee Board. The Trustee Board works in partnership with the relevant officers or Directors of these entities where issues arise that may impact upon the wider life of the Union. The Union is involved in the following related companies and bodies:

1 Baptist Union Corporation Limited (BUC): is a registered Charity (charity number 249635) and a Company Limited by Guarantee (company number 32743) and operates as a subsidiary of the Union. BUC is accounted for as an Unrestricted Fund within the Union's Consolidated Financial Statements. The members of the BUC are the Trustees of the Baptist Union of Great Britain. The organisation's activities include holding, as Custodian Trustee, the property and investments of the Union and Baptist churches in trust with the BUC, together with trust funds in cash. The BUC was able to gift the Union £0.73m (2023: £0.40m). The reserves at year end were £4.39m (2023: £4.39m).

2 The Retired Baptist Ministers' Housing Organisation (RBMHO): is a Charitable Incorporated Organisation registered with the Charity Commission (charity number 1177649), which provides housing for retired Baptist ministers and their spouses. Eight of the 15 Trustees of RBMHO are appointed by the Trustees of the Union. RBMHO is accounted for as a Restricted Fund within the Union's Consolidated Financial Statements. During 2024, including net gain on investments, RBMHO made a surplus of £1.18m (2023: £1.6m) and had total reserves at the year-end of £41.72m (2023: £40.54m). The reserves are largely made up of the RBMHO property portfolio, which is entirely used to house retired Baptist Ministers and their spouses.

4 Baptist House Limited (BHL): BUGB is one of the two members of this Company Limited by Guarantee (company number 2366122), which operates Baptist House on behalf of the Union and BMS World Mission. The Union may appoint up to three of the six Directors of the company. BHL recorded a surplus of £0.02m (2023: £0.004m) and total reserves at the end of the period were £0.27m (2023: £0.25m). The Union's half share of the results for the year to 31 October 2024 are included in the consolidated financial statements.

5 Baptist Pension Trust Limited: This Company Limited by Guarantee (company number 03481942) is responsible for managing the administration and investments of the Baptist Pension Scheme. The Directors are the only members of the company. The Directors appoint Baptist Union-nominated Directors to the Board of the Company and at least one-third of the Board are member-nominated Directors as required by law. The results are not included in the Union's consolidated accounts.

Investment Performance (Cazenove)

The governing documents give the Charity Trustees the power to invest in such securities and on such terms as the Charity may deem fit. The Trustees have delegated the detailed monitoring of the portfolio to the Finance and Audit Committee of the Union.
The investments are managed within ethical guidelines set down by Baptist Union Council. These comprise both positive and negative screening. The positive screening involves investing in companies or sectors which reflect Christian values in areas like environmental protection, supporting sustainable development, health including healthy food, education, employment, human rights including addressing modern day slavery, good corporate social responsibility, good governance, financial transparency, anticorruption controls, safe working practices, natural justice and sensitivity towards the communities in which their business operates.

Our negative screening excludes companies with more than 10% of revenue in any of the following: gambling, pornography, the supply of tobacco products, alcoholic beverages, armaments, high interest rate lending, human embryonic cloning or genetically modified organisms (except where research is absolutely essential), companies involved in human exploitation or injustice and the extraction of coal and tar sands and any other fossil fuels. Where we invest in pooled funds these are screened to ensure that no more than 5% of assets in the fund are in companies that fail to meet the direct investment criteria. This policy was revised by Baptist Union Council in 2021.

Within the investment strategy, Cazenove Plc have been appointed as investment managers with discretion over investments. Details of the investments are set out in note 15 to the financial statements. In 2024, the portfolios transitioned to being invested in the Cazenove Charity Sustainable Multi-Asset Fund. The Fund is a Charity Authorised Investment Fund, with oversight from the FCA and Charity Commission. The long-term target return is to grow the assets in line with CPI +4%, whilst paying a sustainable distribution of 4% per annum to fund charitable expenditure. The Fund meets the screening guidelines of the charity's ethical investment policy

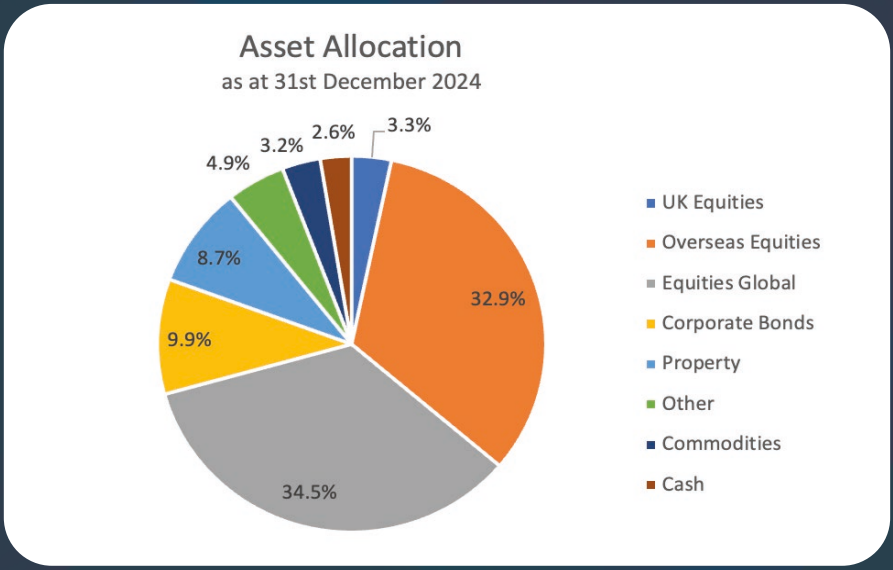
Our investments are managed in two portfolios, a general portfolio and an endowment portfolio. Since the fourth quarter of 2020, both portfolios have the targeted performance on a total return basis of CPI+4% per annum net of fees over the long-term. The Finance and Audit Committee review the performance against the long-term target and against the returns of a peer group, as represented by the ARC Steady Growth Charity Indices (ACI).

A summary of investment performance in the 12 months to 31 December 2024 is presented in the following table:

	2024 Performance	Peer Group Return (ARC Steady Growth ACI index)	Performance vs Peer Group	Long-term target (CPI+4%)	Performance vs long-term target
General Portfolio	10.5%	8.2%	+2.3%	6.6%	+3.9%
Endowment Portfolio	10.7%	8.2%	+2.5%	6.6%	+4.1%
Combined	**10.5%**	8.2%	**+2.3%**	6.6%	+3.9%

During 2024 both portfolios generated positive returns ahead of the inflation target and the peer group. Given the heightened levels of inflation experienced since 2021 the portfolios are behind the long-term inflation target over 3 and 5 years. However, they remain comfortably ahead of the peer group over all periods. The Trustees continue to monitor performance on a quarterly basis. The usual annual meeting with our investment managers took place on 23 April 2024.

During 2024 the Trustees conducted a full review of the management of investments and the investment strategies. Actual consolidated Asset Allocation as at 31 December 2024 is shown below.



Approach to fundraising

The Baptist Union of Great Britain funds most of its work through funds raised from its members, who are churches, regional associations and colleges. The Home Mission Appeal, through which funds are collected from member churches, is organised by our partner regional associations. We also request a subscription from each member church, association, and college, which is requested annually by writing to each organisation's treasurer. We also have a small number of personal members, from whom we also request a subscription on an annual basis. Our main avenue for raising funds from the general public is through legacies.

We offer a will writing scheme in partnership with the National Free Wills Network, which is run by Capacity Marketing, a Division of Ashton Maund Associates. Capacity Marketing is a member of the Institute of Fundraising, which requires all members to sign up to the Code of Fundraising Practice. This scheme is promoted via our member churches and referrals are passed to National Free Wills Network for referral on to their member solicitors, who are regulated by the Solicitors Regulation Authority. Solicitors are required to check that a client is not under duress when making a will, which provides protection from undue pressure.

Capacity Marketing only send at most two standard form letters when contacting individuals referred to the network and no telephone calls are made to potential donors. We also accept direct donations from the public via our website. There are links provided to make a donation from various pages of our website. We do not actively promote the online donation facility through any direct marketing. We do promote our work to our member churches by letter and email to their church leaders and by email to subscribers to our mailing lists. Fundraising complaints are handled through our standard complaints procedure. No complaints relating to fundraising were received in 2024. Complaints are monitored and reviewed for any concerns in relation to fundraising practices, which would then be reported to the Trustee board.

Baptist Pension Scheme (BPS)

The Defined Benefit (DB) section of the Baptist Pension Scheme (BPS) provides benefits for service up to 2011. At the end of June 2022, the scheme signed an agreement with the insurance company Just Group ('Just') to secure the pension benefits of members of the DB section. This agreement is referred to as a 'Buy-in policy'. The combined agreements mean that Just are now providing financial backing for all DB pensions provided through the Scheme's DB Plan. As planned, the DB section moved to buy-out on 31 March 2024 which results in the beneficiaries receiving the benefits they are entitled to directly from Just. A Member Consultation regarding associated changes took place between November 2023 and January 2024. The vast majority of affected members raised no concerns about the proposals, and no serious opposition to the proposals was received, meaning the changes outlined below were made:

- The supplementary lump sums before retirement increased in line with RPI inflation, capped at 5% pa cumulatively. There was no lower 2.5% pa cumulative cap applied for post 2009 benefits.
- Incapacity benefits were updated as proposed, with communications and education work on this developed and provided to employers.

Since 2012 the BPS has provided a Defined Contribution (DC) section for ministers and other staff of churches and other Baptist employers. This allows employers to offer a high-quality pension scheme tailored to Baptist needs. This section holds over £85m of assets on behalf of 1,599 members. After a review of this section in 2023, the current plan is to continue to manage the DC scheme in the way it is currently administered for the next three years. This can be reviewed at any time, if a review is deemed necessary.

Report of the Finance and Audit Committee

The Finance and Audit Committee continues to oversee the finances of the Union. The key elements of work of the Committee in 2024 were:

- Monitoring the finances of the Union, its subsidiaries and Baptists Together as a whole, including the income and expenditure, management of capital and liquidity and the management of assets.
- Setting the interest rate policy on behalf of the Baptist Union Corporation.
- Monitoring the performance of the Union's investment portfolio including overseeing the implementation of the Union's updated ethical investment policy and reviewing the benchmarks used for monitoring performance of the investment managers.
- Monitoring the position of the Baptist Pension Scheme.
- Reviewing the Risk Register, insurance cover and financial controls.
- Overseeing the year-end process for production of the annual report and accounts for BUGB and subsidiary entities, including reviewing the report of the auditors, Moore Kingston Smith, on the 2023 accounts and planning for the 2024 audit.
- Continuing to contribute to the Financial Model Review of Baptists Together.

Key focus areas in 2025 will be the further stages of the Financial Model Review, monitoring the ongoing process for a buyout of the Baptist Pension Scheme and reviewing the investment portfolio and related strategy.

Policy on Reserves

During the year, the Trustees reviewed the reserves policy of the Union. The policy was put in place to ensure that the Union had sufficient free and available funds to cope with unplanned expenditure or an unforeseen drop in income.

BUGB – Funds of Parent Charity	£
Endowment Funds	1.28m
Restricted Funds	0.22m
Designated	(7.21m)
Unrestricted	9.90m
Total Charity Funds	4.19m

Having considered the risks relating to income and expenditure, the Trustees consider that it is appropriate to hold between 6 and 12 month budgeted expenditure, based on the timescales they anticipate it would take to reduce ongoing cost commitments due to notice periods for staff (typically between 3 and 9 months) and suppliers (up to 12 months) and the time it would take grant recipients to adjust to any reduction (estimated at between 6 and 12 months).

This equates to reserves in the range of £2.9m - £5.7m. The Charity's reserves totalled £4.19m at the year end. The Trustees view this as appropriate.

Cognisant of the Charities SORP, BUGB holds several unrestricted (including Designated) income funds which can be spent at the discretion of the Trustees in furtherance of the charity's objects. The Trustees note their obligations to justify the holding of such funds, and the details of these funds are provided in note 22 to the financial statements.

Structure, Governance and Management

The Baptist Union of Great Britain (the Union) is a Charitable Incorporated Organisation (CIO), consisting of the Baptist churches, regional associations of the churches, colleges, other Baptist organisations and a small number of personal members who affirm the Baptist Union Declaration of Principle and are in membership with the Union. The full constitution of the Union can be found at www.baptist.org.uk/constitution.

Baptist Assembly

As a membership organisation, the Union holds an annual Assembly to review the life of the Union. Under the Constitution, Members of Assembly consist of delegates of member churches, associations and colleges alongside ministers, officers of the Union and members of Baptist Union Council.

During the Assembly the President is inducted for the forthcoming year, and some formal business is carried out – the Treasurer elected by Baptist Union Council is affirmed, new General Secretaries are appointed, and any constitutional changes are voted upon.

The 2024 Assembly was held at the Telford International Centre between 17 and 19 May, during which Steve Finamore was inducted as President.

Baptist Union Council

The Baptist Union Council usually meets twice per year to set the broad strategic direction of our Union. The Council also oversees the work of the Ministerial Recognition Committee which administers the accreditation of Baptist ministers and church workers and the national recognition of preachers, pastors and pioneers. The Council also elects the Treasurer.

It has around 80 members consisting of:

- Three members nominated by each regional association
- One member nominated by each college
- The Trustees of the Baptist Union
- The members of the Core Leadership Team
- The President, Ex-President and Vice-President of the Union
- Two representatives each of BMS World Mission, Baptist Union of Scotland, Baptist Union of Wales and a representative of Irish Baptist Networks
- Two ecumenical representatives
- Up to 12 co-opted members

A full list of Council members and a report from each BU Council meeting are available at www.baptist.org.uk/council.

Memberships and Associations

The Union is a member of the following bodies with which it collaborates in pursuit of its charitable objectives.

- Baptist World Alliance
- European Baptist Federation
- Fellowship of Baptists in Britain and Ireland
- Free Churches Group
- Churches Together in England
- Churches Together in Britain and Ireland
- The Conference of European Churches
- World Council of Churches
- Joint Public Issues Team (JPIT)
- The United Board which commends ministers to armed forces chaplaincy
- Church Investors Group
- Christian Aid
- Churches Legislation Advisory Service

Safeguarding Committee has oversight of the Union's National Safeguarding team and safeguarding policies.

Finance and Audit Committee supports the Trustees in overseeing the Union's financial reporting, planning, policy, audit, risk and compliance and investments.

Remuneration Committee makes recommendations to Trustees on pay and reward of staff of the Union.

Trustee Board

The Trustee Board comprises a Moderator (Chair), the General Secretary, the Treasurer and up to nine other persons. The Trustees oversee the Baptist Union charity, in particular the legal, financial and strategic life of the Union, and have regard to the public benefit of the charity. Trustees oversee implementation of the broad strategic direction determined by the Baptist Union Council.

Our Trustees are unpaid, except the General Secretary as detailed in note 11 to the financial statements, where details of Trustees' expenses are also disclosed. To help the Trustee Board with governance of the charity, sub-committees have been put in place by the Trustees.

Following a governance review in 2017 the Trustees agreed to adopt the Charity Governance Code in full and produced a Trustee Board Governance Handbook incorporating this. During 2021 the Governance Handbook was updated to reflect the revised Charity Governance Code published in 2020. The Governance Handbook can be found at www.baptist.org.uk/governancehandbook

Baptist Pension Scheme Employers' Group engages with the Baptist Pension Scheme on behalf of the Union and other employers and advises the Trustees on matters relating to the Scheme.

Core Leadership Team (CLT) is a gathering of national and regional leaders who aim to discern what God is saying to us, build relationships and encourage the flourishing of our Movement.

Recruitment of Trustees

The General Secretary is appointed by the Assembly. All other Trustees are elected by the Council from a list of suitable nominations provided by the Key Roles Nomination Team. Moderator of Trustees (chair) and the Honorary Treasurer are affirmed annually by the Assembly. Applications for Trustee roles are sought via advertising on the Baptists Together website, in email communications to our member churches and other suitable avenues.

The Trustees maintain a skills matrix and share this with the Key Roles Nomination Committee to help them identify any capability gaps. The Key Roles Nomination Committee endeavours to ensure that the Trustee Board reflects the full range of diversity of Baptists Together.

Induction and Training of Trustees

New Trustees are usually familiar with many aspects of the Union's work prior to appointment. All Trustees receive an induction into the work of the Union by meeting senior staff and being advised of the general nature of their work.

They receive financial statements and other relevant documentation including a copy of the Charity Commission's publication CC3, *The Essential Trustee*. Formal training on financial matters is provided as appropriate. Our Governance Handbook is provided to all new Trustees. Trustees also receive training from time to time as a group and individuals to address any skills gaps identified.

Principal Risks and Uncertainties

All significant activities undertaken are subject to a risk review. Risks are identified, recorded in a risk register and ranked in terms of their potential significance and probability and then classified into Red, Amber and Green, with Red being the most severe. The risk register is reviewed by the Finance and Audit Committee and Trustees, with Red Risks reviewed at every meeting and a full review carried out annually.

Red risks and the plans and strategies for managing them are:

(i) Sexuality and diversity issues.There are strongly held and often divergent views across Baptists Together. In 2023 Council responded to a request to remove the explicit mention of marriage being between a man and a woman in the Ministerial Recognition Rules by instigating a consultation process with all members of the Union. This came to Council for a decision in March 2024. Although a decision was made, a degree of risk relating to these issues remains, managed through open, ongoing dialogue.

(ii) Safeguarding of children and adults at risk. Focus on this area continues to ensure that the Baptist denomination provides a framework of best practice for protecting those who attend or encounter our churches and other bodies. A model safeguarding policy and procedures for churches are available, with advice and support from regional and national safeguarding leads. Face to face safeguarding training is now running in all associations at Levels 1, 2 and 3. A three-year safeguarding plan is in place and reviewed annually by Trustees.

(iii) Significant numerical decline. The numerical decline of members of our churches continues to be experienced for Baptists as with other historic denominations in the UK. To mitigate or reverse the decline, we are encouraging effective partnership working and vision casting. This includes pioneering mission, discipleship, younger leaders and embracing adventure through our values, communications, strategic working, and investment of resources. Whilst numbers of churches continue to reduce at a similar rate to previous years, membership reductions have slowed significantly. Furthermore, we have seen growth in attendance of children and young adults and significant growth in the number of baptisms.

(iv) Ineffective operation of collaborative leadership and working across Baptists Together, including lack of a common vision. We continue to work together to make our vision, values, key areas of work and current priority areas more deeply embedded among us. This remains an area of ongoing work which is being led by the Core Leadership Team.

(v) Recruitment of ministers, which may not match demand from churches. We continue to monitor the balance of supply and demand for ministers through the settlement process, overseen by the Ministries Team. Following the pandemic and subsequent cost of living crisis there has been a decrease in the number of churches which can afford either full time or part time ministry. The Ministries Team Co-Leaders are shaping a variety of ways to promote and encourage ministerial formation, and a paper to inform further work in this area was developed in late 2024. Work relating to this paper began in early 2025.

(vi) Affordability of ministerial training if Baptist colleges can no longer sustain training for ministry at affordable cost. This is being considered and analysed as part of the work identified in point (v), above.

(vii) One or more regional associations becomes unviable. If one or more of our regional associations is unable to sustain their operations within the funding available to them, this could compromise the viability of the operating model of Baptists Together. During 2021 we initiated a review of the financial model of Baptists Together. The first phase report went to Baptist Union Council in March 2022. A subsequent report went to Council in March 2023. This process concluded in June 2024 at a specially convened Council meeting which agreed a project plan for the incremental development of a new financial model. A mechanism to sustain Associations in financial difficulty temporarily was agreed as part of this project plan.

(viii) Inability to recruit sufficient suitably skilled Trustees. Overseeing the operation of a complex charity like the Union requires Trustees with considerable skills and expertise. Without suitable Trustees in place there is a significant risk of a failure of governance. The Key Roles Nomination Team continue their work to identify suitable candidates, including by public advertising and we are considering how to make the roles attractive to suitable candidates.

(ix) Inability to obtain adequate insurance for our activities at a viable price. This risk has reduced during the last year but remains a noteworthy concern. We continue to work with our brokers to obtain cost-effective insurance.

(x) Unanticipated significant increase in expenditure. Events related to (i) above, and past performance against budget have shown us that this remains a key risk and uncertainty at this time. The most likely sources of such unplanned costs are unanticipated IT costs and external legal services and. To manage this risk, a review of our IT infrastructure is in process, and a review of external legal services is scheduled for 2026.

(xi) Significant reduction in value of and income from investments. Market uncertainty emanating from the instigation of tariffs has increased the risk in this area. The Finance and Audit Committee regularly review performance, challenges and opportunities in this area. Whilst some investments are held in the form of property, a significant proportion take the form of a multifaceted stocks and shares portfolio. This is managed by an external investment management company, which mitigates risk levels through the application of specialised training and expertise.

(xii) Inability to sustain current expenditure has become a heightened risk due to a budget deficit which has its roots in significant reductions in legacies being left in wills. In 2024, legacies received were around 20% of legacies in 2018, and only 10% of legacies in 2017, 2020, and 2021. Mitigating this level of fall has proven a considerable challenge and adjusting to this level of legacies will remain difficult for the foreseeable future. Unless alternative income sources can be developed, it will not be possible to sustain current levels of expenditure. To manage this risk, as part of the Financial Model Review, analysis of potential new income sources is being made with a view to a pilot project(s) being initiated in June 2025.

BAPTISTS TOGETHER

Grants

The Union makes grants as one of its ways to achieve its charitable objects. The largest grants made are those to fund the 13 Baptist regional associations in their work as part of Baptists Together, which totalled £3.18m in 2024. These grants are given on a formula agreed by the Union's Trustees to enable sharing the income of the Home Mission Fund. The Union also makes other grants as follows:

Strategic Mission Grants: These grants are given to organisations to develop strategic mission projects. The allocation of grants from the budget of up to £0.13m is delegated to the Baptists Together Mission Forum under the supervision of the Union's Trustees.

Supporting other Baptist bodies and ecumenical bodies: We contribute to the running costs of various bodies of which we are members, through a membership subscription that we classify as a grant in our accounts as we receive no services in return for our contribution.

Supporting Ministerial Training: We make grants to individuals to support ministerial training. For 2024, £0.17m (2023: £0.10m) was paid as a student bursary including a book grant of £120 for all ministers in training. Each of the five main training colleges are asked to oversee distribution of a proportion of these funds to students.

Further studies grants: We make grants to individuals to support post-graduate theological studies, including up to one PhD scholarship. The grants are made in response to applications by the Scholarship and Further Studies Committee, which is made up of representatives from each Baptist college and the Ministries Team.

Pastoral grants to individuals who are working in a Baptist church or other Baptist organisation: These grants are usually up to £1,500 and are made in response to an application or nomination that is recommended by a regional minister and approved by two specialist team leaders.

Heritage England: These grants ended in 2024. In 2024 we received £0.01m, prior to the ending of this arrangement.

Volunteers

The Union is grateful for the support of volunteers in carrying out its work. Their main direct contribution is through serving on committees and working parties to support our work. Volunteers also make a significant contribution to our member churches, regional associations, colleges and other bodies within the Baptist family. Due to the wide range of different ways in which volunteers participate in our work, it is impossible to quantify their support.

Funds Held as Custodian Trustee on Behalf of Others

The Baptist Union Corporation holds financial assets as Custodian Trustee for 20 Baptist churches or organisations, all of which have the same objects as the Company for the advancement of the Christian faith and its practice especially by the means of, and in accordance with, the principles of the Baptist denomination. The company acts solely as an Agent and carries no decision-making capacity.

Type of Assets Held	£'000	Organisations
Cash Deposits	15	1
Income Units	751	9
National Savings Income Bonds	13	1
UK Equities	2,438	9
Total	**3,217**	**20**

The Baptist Union Corporation acts as property trustees for 1870 churches and charity organisations. Arrangements are made for the safe custody of deeds and documents, with each set stored in a labelled packet, and included in an index system. For all financial accounts a separate account is kept for each beneficial owner and records are maintained of the beneficial owner of each account.

The names of the churches and other charities for whom the Company acts as a Custodian Trustee are available at: www.baptist.org.uk/custodianlist2024. The organisations are all Baptist organisations and therefore have objects that are compatible with the charitable objects of the Company.

Key Management Personnel Remuneration

Day-to-day management of the Union's business is delegated to a group of employed staff and appointed ministers who operate within the frameworks set by the Trustees; senior staff are detailed in the Who We Are section of this report.

All staff and appointed ministers of the charity are employed by the Baptist Union of Great Britain and the arrangements for setting the pay and remuneration are the responsibility of the Trustee Board. A Remuneration Committee advises and makes recommendations to the Trustees. In line with the Pay and Reward Policy Statement approved by the Trustees, remuneration is benchmarked against information relevant to the sector and affordability to the Union. The aggregate amount paid to key management personnel during the year was £365,114 (2023: £302,271). The increase is largely due to posts being vacant for large parts of 2023. 2023's figure was consequently marginally below the figure for 2022 (£303,597).

Who We Are

The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT.

TRUSTEES
Mr Mohan Pandian (Treasurer)
The Revd Lynn Green (General Secretary)
The Revd Andrew Cowley (as Moderator to 25 March 2025)
The Revd Jeniya Gwendu
The Revd Phil Jump
Mr Peter King (as Moderator from 25 March 2025)
Mrs Suzie Leveson
The Revd Philip Lutterodt
The Revd Prof Philip McCormack (resigned 8 October 2025)
Mr Mark Spriggs
The Revd Shayla Waugh

SENIOR STAFF
The Revd Lynn Green (General Secretary)
The Revd Tim Fergusson (Co-Team Leader, Ministries)
The Revd Lee Johnson (Co-Team Leader, Ministries)
The Revd Diane Watts (Team Leader, Faith and Society)
Mrs Rachel Stone (Team Leader, HR and Safeguarding)
Mr Christopher Jones (Team Leader, Support Services)

CUSTODIAN TRUSTEES
The Baptist Union Corporation Limited
Registered Charity Number 249635
Company Registration Number 32743
Registered office: Baptist House, 129 Broadway, Didcot,
Oxfordshire OX11 8RT

PRINCIPAL BANKERS
HSBC, 186 Broadway, Didcot, Oxfordshire OX11 8RP

AUDITORS
Moore Kingston Smith LLP, 9 Appold Street, London EC2A 2AP

SOLICITORS
Anthony Collins Solicitors LLP, 134 Edmund Street,
Birmingham, B3 2ES

SURVEYORS
Savills Plc 33 Margaret Street, London, W1G 0JD

INVESTMENT MANAGERS
Schroders Investment Management Limited
1 London Wall, Barbican, London EC2Y 5AU
Please note Cazenove are owned by Schroders.

CORE LEADERSHIP TEAM
The Revd Seidel Abel Boanerges
The Revd Dr Nick Allan (from 1 August 2024)
The Revd Adrian Argile
The Revd Phil Barnard
The Revd Dr Anthony Clarke
The Revd Mark Clay
The Revd Andrew Cowley
The Revd Sandra Crawford
The Revd Linda Donaldson
The Revd Graham Ensor
The Revd Mark Fairweather-Tall
The Revd Tim Fergusson
The Revd Dr Steve Finamore (from 18 May 2024)
The Revd Andrew Ginn (to 18 September 2024)
The Revd Lynn Green
The Revd Jane Henderson
The Revd Jonny Hirst (from 1 November 2024)
The Revd Clare Hooper
The Revd Joth Hunt
The Revd Dr Rosa Hunt (to 31 August 2024)
The Revd Lee Johnson
Mr Christopher Jones
The Revd Phil Jump
The Revd Dr Ed Kaneen
The Revd Lisa Kerry
The Revd Nigel Manges
The Revd Glen Marshall
The Revd David Mayne
The Revd Dr Philip McCormack (to 29 June 2025)
The Revd Peter Morden
Mr Mohan Pandian
The Revd Johnny Pozzo
The Revd Tim Presswood (to 18 May 2024)
The Revd Dr Clara Rushbrook
The Revd Carl Smethurst
Mrs Rachel Stone
The Revd Diane Watts
The Revd Gary Woodall (to 31 December 2024)
The Revd Hayley Young

Changes After the Year End
On 31 July 2025 Spurgeon's College who at the year-end were a Council Member went into administration and as a result ceased to trade. Accordingly, the college ceased its membership of Council from that date. The disclosures on pages (3 and 4 and any other references to 6 colleges) have been updated to reflect the post year end change to the college membership of Council.

TRUSTEES' RESPONSIBILITES

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:

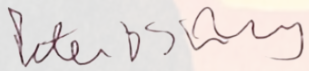
- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material 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 2011. 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.

On behalf of the board



Peter King
Moderator

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BAPTIST UNION OF GREAT BRITAIN

Opinion
We have audited the financial statements of the Baptist Union of Great Britain ("the charity") and its subsidiaries ("the group) for the year ended 31 December 2024 which comprise the Consolidated and Charity Statements of Financial Activities, the Consolidated and Charity Balance Sheets, the Consolidated 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 group's and charity's affairs as at 31 December 2024, and of the group's and charity's 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.

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 25, 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 group's and 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 144 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.

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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit and we remain solely responsible for audit report.

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.

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 Charity 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
Statutory auditor

Date: 5/12/2025

9 Appold Street
London
EC2A 2AP

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

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2024 £'000	Total 2023 -as restated £'000
Income							
Donations and legacies	2	3,906	-	270	-	4,176	4,336
Charitable Activities	3	3,016	1,346	743	-	5,105	5,116
Investment income	4	2,703	79	4	47	2,833	2,677
Other income	5	50	75	-	-	125	139
Total Income		**9,675**	1,500	1,017	47	12,239	12,268
Less share of gross income resources from Joint Venture		**-**	(245)	-	-	(245)	(217)
Total Net Income before Joint Arrangement share		**9,675**	1,255	1,017	47	11,994	12,051
Expenditure							
Raising funds	6	53	11	-	8	72	69
Charitable activities	7	10,012	298	3,634	-	13,944	12,194
Total Expenditure	8	**10,065**	**309**	3,634	8	14,016	12,263
Net income before gain/ (loss) on investments, Fixed Asset Sales and Revaluations		(390)	946	(2,617)	39	(2,022)	(212)
Net interest in the results of the year for the joint venture		-	10	-	-	10	2
Net gain/(loss) on investments	13	(538)	70	(1)	85	(384)	813
Net gain on sale of fixed assets		782	-	2,315	-	3,097	2,140
Net income before transfers		(146)	1,026	(303)	124	701	2,743
Transfers between funds	19, 20, 21	(132)	(1,526)	1,697	(39)	-	-
Net income before other recognised gains		(278)	(500)	1,394	85	701	2,743
Actuarial gain on defined benefit pension schemes	18	-	-	-	-	-	4,893
Net movement in funds		(278)	(500)	1,394	85	701	7,636
RECONCILIATION OF FUNDS							
Total funds brought forward		13,557	(8,340)	40,464	1,191	46,872	39,236
Total funds Carried forward		13,279	(8,840)	41,858	1,276	47,573	46,872

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 33 to 54 form an integral part of these financial statements.

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2024 £'000	Total 2023 -as restated £'000
Income							
Donations and legacies	2	4,558	550	202	-	5,310	5,081
Charitable Activities	3	111	1,101	22	-	1,234	1,439
Investment income	4	711	79	-	47	837	816
Other income	5	50	75	-	-	125	139
Total Income		5,430	1,805	224	47	7,506	7,475
Expenditure							
Raising funds	6	53	11	-	8	72	69
Charitable activities	7	6,385	1,927	9	-	8,321	7,429
Total Expenditure	8	6,438	1,938	9	8	8,393	7,498
Net income before gain/ (loss) on investments, Fixed Asset Sales and Revaluations		(1,008)	(133)	215	39	(887)	(23)
Net (loss)/gain on investments	13	(537)	70	-	85	(382)	813
Net gain on sale of fixed assets		790	-	-	-	790	294
Net income before transfers		**(755)**	**(63)**	**215**	**124**	**(479)**	**1,084**
Transfers between funds	19, 20, 21	486	(447)	-	(39)	-	-
Net income before other recognised gains		**(269)**	**(510)**	**215**	**85**	**(479)**	**1,084**
Actuarial gain on defined benefit pension schemes	18	-	-		-	-	4,893
Net movement in funds		**(269)**	**(510)**	**215**	**85**	**(479)**	**5,977**
RECONCILIATION OF FUNDS							
Total funds brought forward		10,170	(6,706)	9	1,191	4,664	(1,313)
Total funds Carried forward		**9,901**	**(7,216)**	**224**	**1,276**	**4,185**	**4,664**

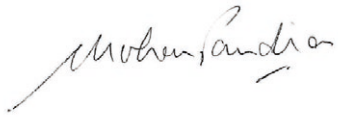
There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 33 to 54 form an integral part of these financial statements.

CONSOLIDATED BALANCE SHEET
AT YEAR ENDED 31 DECEMBER 2024

	Notes	2024	2024	2023 -as restated	2023
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	12	43,123		44,319	
Intangible Assets	12	134		151	
		43,257		44,470	
Investments	13	13,546		13,953	
			56,803		58,423
Current assets					
Debtors	14	14,496		16,841	
Short-term Investment	15	35,789		37,009	
Cash	15	20,323		13,814	
		70,608		67,664	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(79,838)		(79,214)	
Net current liabilities			(9,230)		(11,550)
Total assets less current liabilities			47,573		46,873
Net assets			47,573		46,873
CONSOLIDATED FUNDS					
Endowment funds	19		1,276		1,191
Restricted income funds	20		41,858		40,464
Designated funds	21		(8,840)		(8,340)
Unrestricted income funds			13,279		13,558
Total consolidated funds			47,573		46,873

The financial statements were approved by the Trustees on and signed on their behalf by



Peter King – Moderator

Mohan Pandian – Honorary Treasurer

Date: 5/12/2025

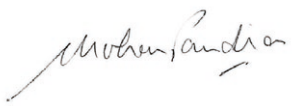
The notes on pages 33 to 54 form an integral part of these financial statements.

BALANCE SHEET
AT YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £'000	2023 – as restated £'000
Fixed assets			
Tangible assets	12	2,916	3,439
Intangible Assets	12	134	151
		3,050	3,590
Investments	13	16,140	16,556
		19,190	20,146
Current assets			
Debtors	14	1,391	1,508
Short-term Investments	15	4,080	10,057
Cash	15	9,331	1,816
		14,802	13,381
Current liabilities			
Creditors:			
Amounts falling due within one year	16	(9,807)	(8,863)
		(9,807)	(8,863)
Net current assets		4,995	4,518
Total assets less current liabilities		24,185	24,664
Long-Term liabilities			
Loan	17	(20,000)	(20,000)
Net assets		4,185	4,664
THE FUNDS OF THE CHARITY			
Endowment funds	19	1,276	1,191
Restricted income funds	20	224	9
Designated funds	21	(7,216)	(6,706)
Unrestricted income funds		9,901	10,170
Total charity funds		4,185	4,664

The financial statements were approved by the Trustees and signed on their behalf by

Peter King – Moderator

Mohan Pandian – Honorary Treasurer 

Date: 5/12/2025

The notes on pages 33 to 54 form an integral part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024	2023 -as restated
		£'000	£'000
Net income for the reporting year		**701**	**2,743**
Adjustments for:			
Net gain on investments	13	(763)	(916)
Net interest in result of Baptist House Limited		(10)	(2)
Net income before gains on investment		**(72)**	**1,825**
Adjustments for:			
Depreciation	10, 12	199	208
Dividends and interest from investments		(2,833)	(2,677)
Revaluation of property investments		1,138	-
Net gain on sale of fixed assets		(3,097)	(2,141)
(Increase)/Decrease in debtors		2,345	1,939
Increase/(Decrease) in creditors and provisions		623	11,181
Movement in defined benefit liability		-	-
Net cash provided by operating activities		**(1,697)**	**10,335**
Cash flows from investing activities			
Amounts invested in short-term deposits		(36,505)	(26,015)
Amounts withdrawn from short-term deposits		37,723	10,421
Dividends and interest from investments		2,833	2,677
Proceeds from sale of fixed assets		5,597	4,523
Purchase of tangible and intangible fixed assets		(1,485)	(3,882)
Proceeds from sales of investments		20,614	1,757
Purchase of investments		(20,911)	(1,992)
Cash withdrawn from investment managers		340	302
Net cash used in investing activities		**8,206**	**(12,209)**
Changes in cash and cash equivalents in the year		**6,509**	**(1,874)**
Cash and cash equivalents brought forward		13,814	15,688
Cash and cash equivalents carried forward	15	**20,323**	**13,814**

The notes on pages 33 to 54 form an integral part of these financial statements.

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

1. ACOUNTING 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. Baptist Union of Great Britain is a registered charity, no. 1181392, 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 £1,000. Following a review of the classification of income and expenditure the 2024 figures have been compiled on a slightly different basis to previous years. Accordingly, 2023 comparatives have been restated on the new basis.

(b) Basis of Consolidation

Where control is exercised by the parent charity over another entity, these entities are consolidated as subsidiaries on a line by line basis in accordance with FRS102 – section 9 and the Charities SORP (FRS102). The charity's interests in a joint arrangement are accounted for using the equity method in accordance with FRS102. The joint arrangement is accounted for by including the charity's share of the income, expenditure, assets and liabilities relating to the activity of the joint arrangement. Details of the entities and interests are given in note 13 to the financial statements. Where an entity's reporting period end differs from that of the parent, the consolidated financial statements include the financial statements of the subsidiary as of its last reporting date before the parent's reporting date, as adjusted for the effects of significant transactions or events that occur between the date of those financial statements and the date of the consolidated financial statements. Details on an entity-by-entity basis are given in note 13.

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

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

In making this assessment the Trustees have considered the effect of the uncertainty in the worldwide economy for the wider membership churches, and the possible impact this might have on the charity, in particular its income streams.

At the balance sheet date the charity had unrestricted funds of £2.7m, net current assets of £5m including cash and short-term investments of £13.4m as well as an equity portfolio of £10.7m. On a group basis, unrestricted funds are £4.4m, net current liabilities are £9.2m, including cash and short terms investments of £56.1m and there is also an equity portfolio of £10.8m.

The trustees have reviewed cash-flow forecasts on a stand-alone charity basis and on a group basis for the period to 31 December 2026and based on this consider that both the charity and the group have adequate resources to settle any liabilities as these fall due for a period of 12 months from the date on which these accounts are signed. The trustees have therefore continued to adopt the going concern basis in preparing its financial statements.

(d) Funds Accounting

- Unrestricted Funds: General unrestricted funds represent funds which are expendable at the discretion of the Union in the furtherance of the objects of the charity and which have not been designated for other purposes. These funds are known as the Home Mission Fund. Such funds may be held to finance both working capital and capital investment.
- Designated Funds: These represent amounts set aside by the Union for specific purposes as set out in note 21. They may be returned to General Funds at the discretion of the Union.
- Restricted Funds: These represent amounts which have been restricted by the donors for use for specific purposes as set out in note 20.
- Endowment Funds: These represent amounts where the income may be used but where the capital is not expendable as set out in note 19.

(e) 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 when the entitlement to the legacy and the probability of receiving the legacy are confirmed and when the legacy is measurable.
- Subscription income is accounted for gross when received.
- Funds received under Ultimate Trusts are accounted for when received.
- Interest receivable from loans is accounted for on an accrual's basis.
- Accommodation fees charged on loans which remain undrawn after 6 months are recognised on an accrual's basis.
- Trading income is accounted for in the period in which the associated event takes place.
- The long-term target for the quoted investment portfolio is to deliver a total return of CPI plus 4% per annum. The investment managers are targeted on overall total return irrespective of whether that return is in the form of dividends, interest or capital growth. The Trustees have agreed to adopt a total return accounting policy, taking an income of 3.5% per annum from the investment portfolio. Investment income is initially accounted for when received or on an accruals basis where the amount can be measured reliably, and entitlement is certain. At the end of each financial year, the difference between the actual investment income received and 3.5% of the portfolio is drawn down from the portfolio as income. This amount is listed note 4 as "Total Return Adjustment".

(f) 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.

- Costs of raising funds represents publicity material and promotion of the Union and the Home Mission Fund, and investment management fees.
- Charitable activities represent expenditure in the furtherance of the objects of the Union.
- Grants payable are agreed on an annual basis and accounted for in the year in which they are committed. Multi-year grants are subject to performance conditions and are only recognised to the extent that conditions under the control of the Charity are met.
- Support costs represent central finance and computer facilities, fixed asset depreciation, storage, insurance and stationery, together with an appropriate allowance for salaries and other office costs.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charity considers that support costs are incurred as part

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

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

(g) Tangible fixed assets

Depreciation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Land	Not depreciated
Non-residential Freehold Buildings	2%
Solar Panels	7%
Furniture and fittings	10% and 25%
Computers and equipment	20% and 33%

Freehold residential buildings are maintained during the period of ownership such that the overall difference between residual values and carrying value are not material and as a result no depreciation is provided. Depreciation is provided on long leasehold properties over the remaining life of the lease. Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment. These reviews involve assessing current property market conditions and their impact on the estimated market values of the Union's properties. Any material deficit between the anticipated recoverable amount of freehold property and its cost is recognised in the statement of financial activities.

(h) Intangible fixed assets

Amortisation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Computers software	20% and 33%

Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment.

(i) 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.

(j) Investment Property

Investment property is property deemed to be held for financial gain and is carried as the Trustees best estimate of valuation. It includes the proportion of a Baptist House (a mixed-use property) that is let out on a commercial basis. The Trustees review the valuation annually and changes in value are reported in the Statement of Financial Activities.

(k) Debtors

Accrued income is recognised in the period to which it relates. Loans are considered concessionary loans made as they are made by the charity 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. Prepayments and other debtors are recognised at the settlement amount due. Debtors are measured at their recoverable amount.

(l) Short-term Investments

Short-term investments are short-term deposits with a maturity in excess of 3 months.

(m) Cash at bank and in hand

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

(n) 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. Trust accounts and

loan fund deposits are recognised where held at the amount received and the carrying amount is adjusted to reflect any interest payable. 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.

(o) 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.

(p) Employee benefits

The charity operates a defined contribution plan for its employees. 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 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 charity in an independently administered fund.

Prior to 2012 pension provision was made through multi-employer defined benefit pension plans. Administration of the closed defined benefit scheme transferred from the pension trustees to the insurance company Just Group in October 2024. At this date all liabilities for the defined benefit pension fund also ceased.

(q) Taxation

Included within the consolidation are charitable companies that are considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore meet the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(r) 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. Estimates based on externally published data are also made for investment properties.

Accounting estimates and assumptions

(i) Multi-employer defined benefit pension scheme: The charity had an obligation to pay a deficit funding arrangement in respect of the Baptist Pension Scheme. This obligation ceased from October 2024 when the liabilities were transferred to the Just Group (see note 24).

(ii) 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 12 for the carrying amount of the fixed assets and note 1(g) for the useful economic lives for each class of assets.

(iii) Bad Debt provisions: The recoverability of loans is assessed annually, and at the balance sheet date provisions for doubtful debts are provided based on prior year experiences.

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

2. DONATIONS AND LEGACIES

Charity	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Donations	3,233	-	-	-	3,233	3,355
Legacies	113	-	202	-	315	254
Subscriptions	480	-	-	-	480	523
Gifts from Other Baptist Constituents	732	550	-	-	1,282	949
Total	**4,558**	**550**	**202**	**-**	**5,310**	**5,081**

In 2023, £550k of charitable activities income was attributed to Designated Funds, and the remaining £4,531k was attributable to Unrestricted Funds.

Consolidated	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Donations	3,232	-	32	-	3,264	3,387
Legacies	194	-	238	-	432	426
Subscriptions	480	-	-	-	480	523
Gifts from other Baptist Constituents	-	-	-	-	-	-
Total	**3,906**	**-**	**270**	**-**	**4,176**	**4,336**

In 2023, £4,132k of charitable activities income was attributed to Unrestricted Funds, and £204k was attributable to Restricted Funds.

3. CHARITABLE ACTIVITIES

Charity	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Publication sales	8	-	-	-	8	9
Rent	64	-	-	-	64	79
Funds received under Ultimate Trusts	-	1,101	-	-	1,101	1,241
Grant Income	-	-	22		22	37
Trading Income	39	-	-	-	39	73
Total	**111**	**1,101**	**22**	**-**	**1,234**	**1,439**

Trustee have agreed to designate monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations to the Pension Reserve Fund.

In 2023, £1,241k was attributable to Designated Funds, £37k was attributed to Restricted Funds, and the remaining £161k was attributable to Unrestricted Funds.

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

3. CHARITABLE ACTIVITIES (Continued)

Consolidated	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Publication sales	8	-	-	-	8	9
Rent	64	-	719	-	783	755
Grant Income	-	-	22	-	22	37
Funds received under Ultimate Trusts	-	1,101	-	-	1,101	1,241
Interest receivable from loans	2,791	-	-	-	2,791	2,666
Expenses receivable on trusts	101	-	-	-	101	108
Fee for operating gift aid scheme	6	-	-	-	6	2
Accommodation fees	7	-	-	-	7	6
Trading Income	39	-	2	-	41	75
Income: Joint Venture	-	245	-	-	245	217
Total	**3,016**	**1,346**	**743**	**-**	**5,105**	**5,116**

The Trustees of the Charity have agreed to designate monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations, to the Pension Reserve Fund which is included in Designated Funds. In 2023, £1,458k of the charitable activities income was attributable to Designated Funds, £715k was attributed to Restricted Funds, and the remaining £2,943k was attributable to Unrestricted Funds.

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

4. INVESTMENT INCOME

Charity	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Quoted Investment Income	244	79	-	47	370	383
Interest Received	467	-	-	-	467	433
Total	**711**	**79**	**-**	**47**	**837**	**816**

In 2023 £697k of the investment income was attributable to Unrestricted income funds, £79k was attributable to Designated income funds, and the remaining £40k was attributable to endowment income funds.

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Income before Total Return Adjustment	654	73	-	34	761	714
Total Return Adjustment	57	6	-	13	76	102
Total	**711**	**79**	**-**	**47**	**837**	**816**

In 2023, £81k was added to actual income of £616k for Unrestricted funds, £9k was added to the actual income of £70k for Designated funds, and £12k was added to actual income of £28k for Endowment funds to reflect the increase in share value in order to give a true picture of Investment Income return.

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

4. INVESTMENT INCOME (Continued)

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2024 £'000	Total 2023 £'000
Quoted Investment Income	244	79	1	47	371	383
Interest Received	2,459	-	3	-	2,462	2,294
Total	**2,703**	**79**	**4**	**47**	**2,833**	**2,677**

In 2023, £1,958k of the investment income was attributable to Unrestricted income funds, £79k was attributable to designated income funds, £600k was attributed to restricted income funds, and the remaining £40k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2024 £'000	Total 2023 £'000
Income before Total Return Adjustment	2,646	73	4	34	2,757	2,575
Total Return Adjustment	57	6	-	13	76	102
Total	**2,703**	**79**	**4**	**47**	**2,833**	**2,677**

In 2023, £81k was added to actual income of £1,877k for Unrestricted funds, £9k was added to the actual income of £70k for Designated funds, and £12k was added to actual income of £28k for Endowment funds to reflect the increase in share value in order to give a true picture of Investment Income return.

5. OTHER INCOME

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2024 £'000	Total 2023 -as restated £'000
Other income	50	75	-	-	125	139
Total	**50**	**75**	**-**	**-**	**125**	**139**

In 2023, £75k of other income was related to Unrestricted funds, and the remaining £64k was related to Designated Funds.

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2024 £'000	Total 2023 £'000
Other income	50	75	-	-	125	139
Total	**50**	**75**	**-**	**-**	**125**	**139**

In 2023, £75k of other income was related to Unrestricted funds, and the remaining £64k was related to Designated Funds.

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

6. RAISING FUNDS

Charity	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Investment	53	7	-	8	68	66
Publication expenses	-	4	-	-	4	3
Total	**53**	**11**	**-**	**8**	**72**	**69**

In 2023, £8k of costs in relation to raising funds was attributable to Endowment funds, £10k was attributable to Designated funds, and the remaining £51k was attributable to Unrestricted funds.

Consolidated	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Investment	53	7	-	8	68	66
Publication expenses	-	4	-	-	4	3
Total	**53**	**11**	**-**	**8**	**72**	**69**

In 2023, £8k of costs in relation to raising funds was attributable to Endowment funds, £10k was attributable to Designated funds, and the remaining £51k was attributable to Unrestricted funds.

7. CHARITABLE ACTIVITIES

Charity	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Regional Association						
- Mission & Operations	3,176	-	-	-	3,176	3,181
Faith & Society						
- Team Costs	1,168	55	-	-	1,222	938
- Baptist Assembly	-	71	-	-	71	80
- Ecumenical	56	-	-	-	56	59
- Other grants	139	-	5	-	144	181
Ministries						
- Team Costs	747	34	-	-	781	560
- Mission Grants	109	60	-	-	169	150
- Student Training	168	-	-	-	168	160
Safeguarding						
- Team Costs	775	36	-	-	811	620
Support Services						
- Advice & Information	47	1	-	-	48	38
- Pension Reserve Costs	-	1,629	-	-	1,629	1,452
- BSBS	-	(11)	-	-	(11)	(83)
- Historic England	-	-	4	-	4	36
- Benevolent Funds	-	52	-	-	52	57
Total	**6,385**	**1,927**	**9**	**-**	**8,321**	**7,429**

In 2023, £111k of costs in relation to charitable activities was attributable to Restricted funds, £1,845k was attributable to Designated funds, and the remaining £5,473k was attributable to Unrestricted funds.

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

7. CHARITABLE ACTIVITIES (continued)

Consolidated

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Regional Association						
- Mission & Operations	3,176	-	-	-	3,176	3,181
Faith & Society						
- Team Costs	1,168	55	-	-	1,223	938
- Baptist Assembly	-	71	-	-	71	80
- Ecumenical	56	-	-	-	56	59
- Other grants	139	-	5	-	144	181
Ministries						
- Team Costs	747	34	-	-	781	560
- Mission Grants	109	60	-	-	169	150
- Student Training	168	-	-	-	168	160
Safeguarding						
- Team Costs	775	36	-	-	811	620
Support Services						
- Advice & Information	47	1	-	-	48	38
- Pension Reserve Costs	-	-	-	-	-	559
- BSBS	-	(11)	-	-	(11)	(83)
- Historic England	-	-	4	-	4	36
- Benevolent Funds	-	52	-	-	52	56
Other						
- Retirement Housing	-	-	3,625	-	3,625	2,628
- BU Corporation	3,627	-	-	-	3,627	3,031
Total	**10,012**	**298**	**3,634**	**-**	**13,944**	**12,194**

In 2023, £2,739k of costs in relation to charitable activities was attributable to Restricted funds, £951k was attributable to Designated funds, and the remaining £8,504k was attributable to Unrestricted funds.

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

8. ALTERNATIVE ANALYSIS OF EXPENDITURE

Charity	Direct Charitable	Grants	Support Costs	TOTAL 2024	TOTAL 2023 -as restated
		(note 24)	(note 9)		
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	3,176	-	3,176	3,180
Faith & Society					
- Team Costs	480	-	743	1,223	938
- Baptist Assembly	71	-	-	71	80
- Ecumenical	-	56	-	56	59
- Other grants	-	144	-	144	181
Ministries					
- Team Costs	298	8	476	782	560
- Mission Grants	-	170	-	170	150
- Student Training	-	167	-	167	160
Safeguarding					
- Team Costs	317	-	493	810	621
Support Services					
- Advice & Information	19	-	30	49	38
- Pension Reserve Costs	1,629	-	-	1,629	1,452
- BSBS	(11)	-	-	(11)	(83)
- Historic England	3	-	-	3	36
- Benevolent Funds	-	52	-	52	57
	2,806	3,773	1,742	8,321	7,429
Cost of raising funds	72	-	-	72	69
Total	**2,878**	**3,773**	**1,742**	**8,393**	**7,498**

In 2023 £2,662k related to Direct Charitable expenditure, £3,796k to Grants and £1,040k to Support Costs

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

8. ALTERNATIVE ANALYSIS OF EXPENDITURE (Continued)

Consolidated	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2024	TOTAL 2023 -as restated
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	3,176	-	3,176	3,181
Faith & Society					
- Team Costs	480	-	743	1,223	938
- Baptist Assembly	71	-	-	71	80
- Ecumenical	-	56	-	56	59
- Other grants	-	144	-	144	181
Ministries					
- Team Costs	297	8	476	782	560
- Mission Grants	-	170	-	170	150
- Student Training	-	167	-	167	160
Safeguarding					
- Team Costs	318	-	493	810	620
Support Services					
- Advice & Information	19	-	30	49	38
- Pension Reserve Costs	-	-	-	-	559
- BSBS	(11)	-	-	(11)	(83)
- Historic England	3	-	-	3	36
- Benevolent Funds	-	52	-	52	56
Other					
- Retirement Housing	3,612	-	14	3,626	2,628
- BU Corporation	3,542	-	84	3,626	3,031
	8,331	3,773	1,840	13,944	12,194
Cost of raising funds	72	-	-	72	69
Total	**8,403**	**3,773**	**1,840**	**14,016**	**12,263**

In 2023 £7,328k related to Direct Charitable expenditure, £3,795k to Grants and £1,140k to Support Costs.

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

9. SUPPORT COSTS

Charity

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Staff	973	-	-	-	973	377
Depreciation	99	83	-	-	182	196
Property	147	-	-	-	147	67
Insurance	61	-	-	-	61	18
Printing and postage	9	-	-	-	9	6
IT	108	-	-	-	108	86
Other Office Costs	16	-	-	-	16	13
Bank charges	10	-	-	-	10	11
Office facilities	7	-	-	-	7	4
Communications	2	-	-	-	2	-
Strategic Projects	8	-	-	-	8	-
Total	1,440	83	-	-	1,523	778
Governance costs						
Council	42	-	-	-	42	32
Committees	41	-	-	-	41	47
Auditors' remuneration	44	-	-	-	44	54
Legal and Professional	50	41	-	-	91	122
Trustee Insurance	1	-	-	-	1	7
Total Governance costs	178	41	-	-	219	262
Total Support costs	**1,618**	**124**	**-**	**-**	**1,742**	**1,040**

In 2023, £186k of support costs were attributable to Designated funds, and the remaining £854k was attributable to Unrestricted funds.

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

9. SUPPORT COSTS (Continued)

Consolidated

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000	£'000
Staff	973	-	-	-	973	377
Depreciation	99	83	-	-	182	196
Property	147	-	-	-	147	67
Insurance	61	-	-	-	61	18
Printing and postage	9	-	-	-	9	6
IT	108	-	-	-	108	86
Other Office Costs	16	-	-	-	16	13
Bank charges	10	-	-	-	10	11
Office facilities	7	-	-	-	7	4
Communication	2	-			2	-
Strategic Projects	8	-	-	-	8	-
Total	1,440	83	-	-	1,523	778
Governance costs						
Council	42	-	-	-	42	32
Committees	41	-	-	-	41	47
Auditors' remuneration (see note 10)	75	-	11	-	86	96
Legal and Professional	82	41	3	-	126	153
Trustee Insurance	22	-	-	-	22	35
Total Governance costs	262	41	14	-	317	363
Total Support costs	**1,702**	**124**	**14**	**-**	**1,840**	**1,141**

In 2023, £21k of support costs were attributable to Restricted funds, £186k were attributable to Designated funds, and the remaining £934k was attributable to Unrestricted funds.

10. NET INCOME FOR THE YEAR

	Charity		Consolidated	
	2024	2023 -as restated	2024	2023 -as restated
	£'000	£'000	£'000	£'000
This is stated after charging/(crediting):				
Depreciation/amortisation	182	196	199	208
Auditors' remuneration:				
Audit work	44	54	86	96

11. EMPLOYEES AND TRUSTEES

	Charity		Consolidated	
	2024	2023 -as restated	2024	2023 -as restated
	£'000	£'000	£'000	£'000
Staff and appointed minister costs:				
Salaries and stipends	1,584	1,515	1,584	1,515
Social security costs	145	145	145	145
Pension costs	144	137	144	137
Other costs		-		
	1,873	**1,797**	**1,873**	**1,797**
Less: Attributable to other Baptist entities	(628)	(605)	(207)	(225)
Total	**1,245**	**1,192**	**1,666**	**1,572**
Average number employees during the year:	34	33	46	43

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

11. EMPLOYEES AND TRUSTEES (continued)

One employee received emoluments greater than £60,000 but less than £70,000 during the year (2023: NIL).

Total aggregate remuneration paid to key management personnel during the year was £365,114 (2023: £302,271).

Trustee emoluments, including pension contributions of £3,311 (2023: £3,131), were paid for one trustee (2023: 1), Rev. Lynn Green, amounting to £50,447 (2023: £49,491). Her appointment as trustee is in accordance with the Union's constitution. No emoluments were paid to any other trustees for their work as Trustees.

A total of £6,632 was paid to 10 Trustees in reimbursement of travelling and subsistence expenses as Trustees (2023: £4,541 to 10 Trustees).

12. TANGIBLE AND INTANGIBLE FIXED ASSETS

Charity	TANGIBLE FIXED ASSETS					TANGIBLE	INTANGIBLE
	Freehold Properti	Leasehold Properties	Computer Equipment	Furniture Fittings	Company Cars	TOTAL	Computer Software
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January	4,001	-	29	111	-	4,141	457
Additions	-	-	4	4	-	8	65
Transfers	(9)	-	-	-		(9)	-
Disposals	(451)	-	(1)	-	-	(452)	-
31 December	**3,541**	**-**	**32**	**115**	**-**	**3,688**	**522**
Depreciation/Amortisation							
1 January	592	-	20	90	-	702	306
Charge for the year	83	-	6	11	-	100	82
Disposals	(29)	-	(1)	-	-	(30)	-
31 December	**646**	**-**	**25**	**101**	**-**	**772**	**388**
Net Book Value							
31 December 2024	**2,895**	**-**	**7**	**14**	**-**	**2,916**	**134**
31 December 2023	3,409	-	9	21	-	3,439	151

During the year the proportion of Baptist House let out to third parties has increased and as a result £9,000 of the cost has been transferred to investment properties.

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

12. TANGIBLE AND INTANGIBLE FIXED ASSETS (continued)

Consolidated	TANGIBLE FIXED ASSETS					TANGIBLE	INTANGIBLE
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	Company Cars	TOTAL	Computer Software
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January	43,223	1,700	29	111	30	45,093	457
Additions	1,385	25	5	5	-	1,420	65
Transfers	276	(285)	-	-	-	(9)	-
Disposals	(2,356)	(200)	(1)	-	-	(2,557)	-
31 December	**42,528**	**1,240**	**33**	**116**	**30**	**43,947**	**522**
Depreciation/Amortisation							
1 January	593	67	20	90	4	774	306
Charge for the year	83	8	7	11	8	117	82
Disposals	(30)	(36)	(1)	-	-	(67)	-
31 December	**646**	**39**	**26**	**101**	**12**	**824**	**388**
Net Book Value							
31 December 2024	**41,882**	**1,201**	**7**	**15**	**18**	**43,123**	**134**
31 December 2023	42,630	1,633	9	21	26	44,319	151

Transfers of fixed assets are the transfer of RBMHO properties between freehold and leasehold to correct historic inaccuracies and £9,000 of the cost of Baptist House has been transferred to investment properties as a result of the increased proportion of Baptist House that is being let to third parties.

13. FIXED ASSET INVESTMENTS

Charity	Unquoted at cost	Quoted at market value	Cash with Managers	Investment in Property	Total 2024	Total 2023 -as restated
	£'000	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Balance at 1 January	2,760	9,825	180	3,791	16,556	15,707
Additions	-	10,431	10,480	-	20,911	1,993
Disposals	-	(10,228)	(10,387)	-	(20,615)	(1,757)
Realised and unrealised gain	-	697	68	-	765	680
Withdrawals	-	-	(339)	-	(339)	(67)
Provision for impairment	-	-	-	(1,147)	(1,147)	-
Transfer from fixed assets (Baptist House)	-	-	-	9	9	-
Balance at 31 December	**2,760**	**10,725**	**2**	**2,653**	**16,140**	**16,556**
Historical cost of investments					10,014	9,392

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

13. FIXED ASSET INVESTMENTS (continued)

Consolidated	Quoted at market value	Cash with Managers	Investment Property	Total 2024	Total 2023 -as restated
	£'000	£'000	£'000	£'000	£'000
Balance at 1 January	9,855	181	3,791	13,827	12,976
Additions	10,431	10,480	-	20,911	1,992
Disposals	(10,228)	(10,386)	-	(20,614)	(1,757)
Realised and unrealised gain	696	67	-	763	916
Withdrawals	-	(340)	-	(340)	(302)
Provision for impairment	-	-	(1,147)	(1,147)	-
Transfer from fixed assets (Baptist House)	-	-	9	9	-
Balance at 31 December	**10,754**	**2**	**2,653**	**13,409**	**13,825**
Add share of net assets of Baptist House Limited				137	127
Total Fixed Asset Investments				**13,546**	**13,952**
Historical Costs of Investments				10,014	9,392

The following investments exceeded 5% of the total portfolio:	**2024 £'000**	**2023 £'000**
Cazenove Charity Sustainable Multi-Asset Fund	10,168	-
Royal London Ethical Bond Fund	-	695
Charities Property Fund	-	537

Unquoted investments at cost	**2024 £'000**	**2023 £'000**
Baptist House Ltd	300	300
Baptist Union Corporation Ltd	2,460	2,460
Total unquoted investment at cost	**2,760**	**2,760**

The unquoted investments represent 50% of share capital of Baptist House Limited and The Union's capital loan to the Baptist Union Corporation Limited which provides the capital for the Baptists Together Loan fund.

A provision for impairment has been brought against one of the investment properties to write it down to net realisable value.

The following entities have been consolidated because of the control exercised by the parent charity:

- Baptist Union Corporation Limited is a company limited by guarantee, registered number 00032743, and a registered charity, number 249635. It has been consolidated on a line-by-line basis. At the year ended of 31 December 2024 the company had capital and reserves of £4,387k (2023: £4,387k).
- Retired Baptist Ministers' Housing Organisation (RBMHO) is a Charitable Incorporated Organisation, registered charity number 1177649. It has been consolidated on a line-by-line basis. During the year ended 31 December 2024 RBMHO made a surplus of £1,179k (2023: £1,657k), before consolidation, and the Company had accumulated capital and reserves of £41,721k (2023: £40,542k).
- Baptist House Limited is a company limited by guarantee, registered number 02366122. The Union's share has been consolidated as a joint arrangement. During the year ended 31 October 2024 Baptist House Limited made a profit of £20k (2023: £4k) and the Company had reserves of £273k (2023: £253k).

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

14. DEBTORS

	Charity		Consolidated	
	2024	2023 -as restated	2024	2023 -as restated
	£'000	£'000	£'000	£'000
Accrued income	164	366	955	1,118
Prepayments and other debtors	94	113	103	293
Amounts owed by group entities	123	32	-	-
	381	**511**	**1,058**	**1,411**
Loans:				
- Baptist Strategy Building Scheme (BSBS) loans	22	31	22	31
- Baptist Union Corporation Ltd	988	966	-	-
- Manse Loans	-	-	4,478	4,269
- Church Loans	-	-	8,403	10,197
- Pension Loans	-	-	186	263
- Baptist Colleges	-	-	349	670
	1,010	**997**	**13,438**	**15,430**
Total	**1,391**	**1,508**	**14,496**	**16,841**

In respect of the outstanding BSBS loans of £22k (2023: £31k), £8k is due to be repaid within 12 months (2023: £9k), and £14k is due to be repaid between two and five years (2023: £22k).

In respect of the other outstanding loans of £13,416k (2023: £15,399k), £2,510k (2023 - restated: £1,170k) is due to be repaid within 12 months, £644k (2023 - restated: £898k) is due to be repaid between one and two years, £1,925k (2023 - restated: £3,076k) is due to be repaid between three and five years, and £8,336k (2023 - restated: £10,256k) is due to be repaid in more than five years.

Loans totalling £1,935k (2023: £4,235k) have been approved but not taken up as at 31 December 2024.

15. ANALYSIS OF CASH AND SHORT-TERM INVESTMENTS

Charity	1 Jan 2024 -as restated	Cash Flow	31 Dec 2024
	£'000	£'000	£'000
Notice Deposits	10,057	(5,977)	4,080
Cash at Bank	1,816	7,515	9,331
Total	**11,873**	**1,538**	**13,411**

Consolidated	1 Jan 2024 -as restated	Cash Flow	31 Dec 2024
	£'000	£'000	£'000
Notice Deposits	37,009	(1,220)	35,789
Cash at Bank	13,814	6,509	20,323
Total	**50,823**	**5,289**	**56,112**

Notice deposits are available between 3 and 12 months, cash at bank is available in less than 3 months.

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

16. CREDITORS

	Charity		Consolidated	
	2024	2023 -as restated	2024	2023 -as restated
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Accruals and other creditors	1,497	365	2,016	816
Trust accounts	-	-	12,104	13,114
Loan fund deposits	-	-	63,389	62,994
Inter-company creditors	8,310	8,498	-	-
Loans	-	-	2,329	2,290
Total	**9,807**	**8,863**	**79,838**	**79,214**

Included in the Loans is £2,329k (2023: £2,290k) of interest free loans which 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 the dates of repayment cannot be determined.

17. LONG-TERM LIABILITY

	Charity		Consolidated	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Loan from Group Entity				
RBMHO	20,000	20,000	-	-
Total	**20,000**	**20,000**	**-**	**-**

The loan from RBMHO is an interest only loan at an interest rate of 3% above the Bank of England base rate. There is no fixed repayment date and it can only be recalled by the lender by giving no less than 12 months notice.

18. PROVISION FOR LIABILITES

	Charity		Consolidated	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Defined Benefit pension scheme liability				
Balance sheet liability at 1st Jan	-	4,893	-	4,893
(Gain)/Loss in funding plan	-	(4,893)	-	(4,893)
Balance sheet liability at 31st Dec	**-**	**-**	**-**	**-**

For more details on pension liabilities, please see note 24.

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

19. ENDOWMENT FUNDS

Consolidated and Charity	1 Jan 2024 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2024 £'000
Sustentation Fund	1,191	47	(8)	85	(39)	1,276
Total	1,191	47	(8)	85	(39)	1,276

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
Sustentation Fund	-	1,276	-	1,276
Total	**-**	**1,276**	**-**	**1,276**

The Sustentation Fund income is available for provision of Ministry and the net income was transferred to unrestricted income to support grants for ministry in accordance with the Trust Deed.

20. RESTRICTED FUNDS

	1 Jan 2024 £'001	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2024 £'001
(a) Retired Ministers' Benevolent Fund	8	-	-	-	-	8
(b) Baptist Union Environment Network	-	8	(5)	-	-	3
(c) Hong Kong Project	-	3	-	-	-	3
(d) Ministry Training	-	202	-	-	-	202
(e) Historic England: Listed Buildings	1	11	(4)	-	-	8
Total Charity	**9**	**224**	**(9)**	**-**	**-**	**224**
(f) RBMHO	40,455	793	(3,625)	2,314	1,697	41,634
Total Consolidated	**40,464**	**1,017**	**(3,634)**	**2,314**	**1,697**	**41,858**

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
(a) Retired Ministers' Benevolent Fund	-	-	8	8
(b) Baptist Union Environment Network	-	-	3	3
(c) Hong Kong Project	-	-	3	3
(d) Ministry Training	-	-	202	202
(e) Historic England: Listed Buildings	-	-	8	8
Total Charity	**-**	**-**	**224**	**224**
(f) RBMHO	40,207	29	1,398	41,634
Total Consolidated	**40,207**	**29**	**1,622**	**41,858**

(a) The Retired Ministers' Benevolent Fund assists retired ministers on the accredited list.
(b) The Baptist Union Environment Network encourages churches to be considering Eco-mission.
(c) Hong Kong Project engages with people from Hong Kong through local Baptist churches.
(d) Ministry Training is a legacy that was given to the Baptist Union for ministerial training.
(e) Historic England is grant funding focussed on protecting Baptist listed buildings.
(f) RBMHO provides housing for retired Baptist ministers and their spouses.

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

21. DESIGNATED FUNDS

	1 Jan 24	Income	Expenditure	Gain/(loss)	Transfer	31 Dec 24
	£'000	£'000	£'000	£'000	£'000	£'000
Loan fund capital	2,460	-	-	-	-	2,460
Baptist Strategy Building Scheme	30	-	11	-	-	41
Pension Reserve	(16,334)	1,651	(1,669)	-	-	(16,352)
Baptist House Reserve	2,885	-	(67)	-	-	2,818
Fixed Asset Reserve	1,992	-	(16)	-	(448)	1,528
Student Loan Fund	200	-	-	-	-	200
Strategic Projects	-	-	(1)	-	1	-
Pastoral Fund	2,061	79	(123)	70	-	2,087
Baptist Assembly	-	75	(73)	-	-	2
Total Charity	**(6,706)**	**1,805**	**(1,938)**	**70**	**(447)**	**(7,216)**
Elimination / Adjust on consolidation						
- Loan Fund Capital	(1,461)	-	-	-	-	(1,461)
- Pension Reserve	-	(550)	1,629	-	(1,079)	-
- Baptist House Reserve	(173)	-	-	10	-	(163)
Total Consolidated	**(8,340)**	**1,255**	**(309)**	**80**	**(1,526)**	**(8,840)**

	Fixed Assets	Investments	Current Assets	Long-Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
(a) Loan fund capital	-	2,460	-	-	2,460
(b) Baptist Strategy Building Scheme	-	-	41	-	41
(c) Pension Reserve	-	-	3,648	(20,000)	(16,352)
(d) Baptist House Reserve	1,522	1,296	-	-	2,818
(e) Fixed Asset Reserve	1,528	-	-	-	1,528
(f) Student Loan Fund	-	-	200	-	200
(g) Strategic Projects	-	-	-	-	-
(h) Pastoral Fund	-	806	1,281		2,087
(i) Baptist Assembly	-	-	2	-	2
Total Charity	**3,050**	**4,562**	**5,172**	**(20,000)**	**(7,216)**
Elimination / Adjust on consolidation					
(i) Loan fund capital	-	(1,461)	-	-	(1,461)
(ii) Pension Reserve	-	-	(20,000)	20,000	-
(iii) Investment in Baptist House Ltd	-	(163)	-	-	(163)
Total Consolidated	**3,050**	**2,938**	**(14,828)**	**-**	**(8,840)**

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

21. DESIGNATED FUNDS (continued)

(a) The Loan Fund Capital is the investment in Baptist Union Corporation to provide capital to the Baptist Union Loan Fund. The loan fund primarily assists churches with finance for new buildings, for extensions and/or refurbishment of church premises, for the purchase of church manses and loans to enable churches to pay off their pension deficits

(b) The Baptist Strategy Building Scheme provided loans to finance to church building. The fund represents balances outstanding and is not open to new applications. Repayments are transferred to Unrestricted funds.

(c) The Pension Reserve has been established by the Baptist Union of Great Britain to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme which was done through the Family Solution loan.

(d) The Baptist House Reserve recognises the investment in Baptist House that is used for operational purposes to provide office accommodation for the Specialist Teams and is not readily a liquid asset.

(e) The Fixed Asset Reserve holds fixed assets used to support the ongoing operations of BUGB. This is not a readily liquid asset.

(f) Student Loan Fund has been created to assist ministerial students who need access to additional financial support in particular if they are unable to access funds from the Government Student Loan scheme. The scheme is administered by Kingdom Bank, a registered FSA organisation, and their bad debt loans are underwritten through this reserve.

(g) The Strategic Projects Fund is to provide funding for projects deemed of strategic importance to The Union.

(h) The Pastoral Fund exists for the relief of need, hardship or distress.

(i) The Baptist Assembly Fund holds the funds available to spend on the Baptist Assembly, a yearly event for all affiliated with Baptists Together to come together to discuss important matters and to be inspired by shared faith and mission.

22. ANALYSIS OF NET ASSETS

Consolidated	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,276	-	-	1,276
Restricted Funds	40,207	29	1,622	-	41,858
Designated Funds	3,050	2,938	(14,828)	-	(8,840)
Unrestricted Funds	-	9,303	3,976	-	13,279
Total	**43,257**	**13,546**	**(9,230)**	**-**	**47,573**

Charity	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,276	-	-	1,276
Restricted Funds	-	-	224	-	224
Designated Funds	3,050	4,562	5,172	(20,000)	(7,216)
Unrestricted Funds	-	10,302	(401)	-	9,901
Total	**3,050**	**16,140**	**4,995**	**(20,000)**	**4,185**

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

23. GRANTS

The Baptist Union of Great Britain makes grants to some of its member churches for the provision of ministers and to other Baptist and ecumenical organisations in the furtherance of the Union's objects as set out in the trustees' report.

Grants of £10k and over made during the year were as follows:

	Regional Association Operational Funding	Other Baptist Partner Institutions	Ecumenical Partners	TOTAL
	£'000	£'000	£'000	£'000
Angus Library	-	10	-	10
Bristol Baptist College	-	35	-	35
Central Baptist Association	268	-	-	268
Churches Together in England	-	-	34	34
CMCS	-	-	60	60
Coastal Expression	-	21	-	21
Digital Revolution/Change Makers	-	31	-	31
East Midlands Baptist Association	245	-	-	245
Eastern Baptist Association	280	-	-	280
European Baptist Federation	-	45	-	45
Heart of England Baptist Association	284	-	-	284
Hong Kong Project	-	10	-	10
London Baptist Association	463	-	-	463
North Western Baptist Association	260	-	-	260
Northern Baptist Association	219	-	-	219
Northern Baptist College	-	17	-	17
Pioneer Ambassadors	-	21	-	21
Small Church Connexion	-	15	-	15
South Eastern Baptist Association	265	-	-	265
South Wales Baptist Association	225	-	-	225
South West Baptist Association	201	-	-	201
Southern Counties Baptist Association	288	-	-	288
Spurgeons College	-	54	-	54
West of England Baptist Association	17	-	-	17
Yorkshire Baptist Association	213	-	-	213
	3,228	**259**	**94**	**3,581**
Total grants under £10k	-	39	44	83
Total Grants excluding Training & Pastoral	**3,228**	**298**	**138**	**3,664**
Training Grants				57
Pastoral Grants				52
Total Grants				**3,773**

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

24. PENSIONS

The Union is an employer participating in 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 Union and the other participating employers.

In October 2024, the insurance company Just Group completed a buy out of the liabilities of the closed defined benefit scheme. From that date any remaining liability of the participating scheme members to the defined benefit scheme ceased and the £1 per month deficit contributions payable by the participating employers which were agreed in the recovery plan approved in August 2022 also ceased from that date. 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 the Scheme is being made through the Defined Contribution (DC) Plan. 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 Union with Aviva Limited. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

Staff members of the Union are eligible to join the Scheme.

Movement in Balance Sheet liability

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The present value of the agreed deficit contributions were immaterial at the beginning of the financial year and were fully extinguished once buy out was completed by Just Group in October 2024.

25. RELATED PARTY TRANSACTIONS

Apart from the disclosures in note 11, there are no other trustee reimbursements. (2023: £NIL)

During the year, £4,583 was paid to the Institute for Children and Youth Mission, a charity with a trustee in common with the Baptist Union of Great Britain, for an online project.

At the year end the Baptist Union of Great Britain owed £8,309,744 (2023: £8,497,806) to the Baptist Union Corporation and £20,000,000 (2023: £20,000,000) as a long-term liability to the Retired Baptist Ministers Housing Organisation. In addition, the Baptist Union of Great Britain was owed £19 (2023: £4,095) from Baptist House Limited, £987,710 (2023: £966,185) from the Baptist Union Corporation and £123,445 (2023: 28,496) from the Retired Baptist Ministers Housing Organisation. The Baptist Union of Great Britain has a controlling interest in the Baptist Union Corporation and the Retired Baptist Ministers Housing Organisation and has a joint controlling interest in Baptist House Limited.

BAPTISTS TOGETHER

www.baptist.org.uk/annualreport

The Baptist Union of Great Britain
Registered charity number 1181392
The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House,
129 Broadway, Didcot, Oxfordshire OX11 8RT.

THE BAPTIST UNION OF GREAT BRITAIN

England & Wales - Charity number 1181392

Accounts

BAPTISTS TOGETHER
Annual Report
of the Baptist Union of Great Britain
2023

Welcome to the 2023 Annual Report of the Baptist Union of Great Britain

We hope it will be a great encouragement to you as you read about all the varied work God is doing across our Baptist movement.

Objectives, vision and values	*p4-5*
Review of 2023	*p6-7*
General Secretary Review	*p8*
Financial Review	*p9-15*
Structure, Governance and Management	*p16-23*
Who We Are	*p24-25*
Independent Auditor's Report	*p26-28*
Financial statements	*p29-57*

The Trustees wish to put on record their thanks to the churches, regional associations and colleges that make up Baptists Together and to the staff of the specialist teams based at Baptist House for all their generosity in supporting us to achieve our mission.

THE DECLARATION OF PRINCIPLE

The basis of our Baptist Union is:

That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer his laws.

That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again the third day'.

That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

BAPTISTS TOGETHER

Local Baptist churches supported by regional associations, colleges, and specialist teams together in relationship for God's Mission

Front page and all background images (unless stated) created by Mike Lowe using Midjourney

Our objectives

The principal object of the Union is the advancement of Christian faith and its practice, especially by the means of and in accordance with the principles of the Baptist denomination.

Our Christian faith understands that we can come to know God in Jesus Christ, who is both human and divine and is the person in whom all that is lost and broken can be redeemed and who inspires his followers to work for a world that is a better place for all.

Our Baptist principles mean that within the covenant relationship of Baptists Together we value the freedom of the local church to discern for itself its practices and policies within the broad scope of Baptist belief. We stress the importance of individual response in faith, and we understand that each Christian is to play their part in advancing Christian faith and witness. Because of our emphasis on personal faith and the freedom of the local church we are committed to religious freedom for people of all Christian traditions and other faiths.

The Union's overriding function is to provide encouragement, advice and support to member churches so that they too may maximise their ability to achieve their own charitable objective of making Jesus Christ known to particular individuals and to society in general.

Baptists believe that each Christian has a duty to share their faith with the wider public and recognises that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education, care of God's creation and peace in the world.

Throughout 2023 our Union continued to support its member churches, regional associations and colleges by providing grants, practical support, guidance and expertise and by representing its members in the public arena. Throughout this report further detail and information is to be found about specific initiatives in 2023 and how they relate to the overall strategy of our Union.

Our strategies to achieve success

Whilst the objects of our Union continue much unchanged from year to year, the work of our Union to achieve these is reviewed periodically to ensure there is effective and appropriate provision and support for ministers of religion, other church leaders and the churches, regional associations and colleges.

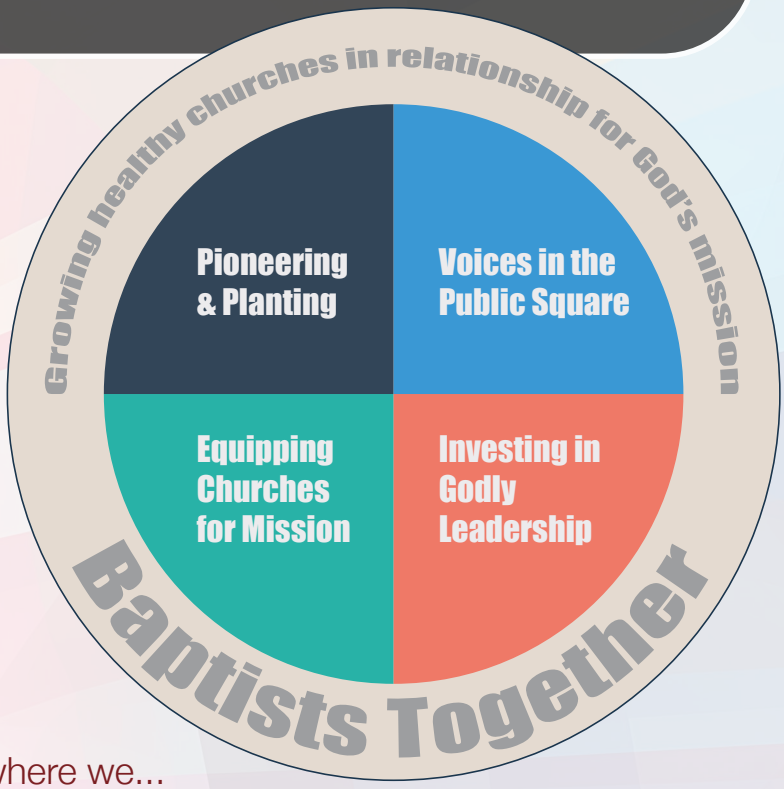
The 'Futures Review' undertaken in 2012 outlined the main strategic direction, objectives and values of the Union which continue to be implemented. The strategy of our Union arises from this and is encapsulated in the phrase 'Growing healthy churches in relationship for God's mission' To do this, we believe that we must intentionally develop a Union that encourages and builds upon our relationships together as more than 1,800 member churches, 13 member regional associations and six member colleges, ie Baptists Together.

We continue to develop relationships with other Baptist organisations in the UK through the Fellowship of Baptists in Britain and Ireland, in Europe through the European Baptist Federation, and around the world through the Baptist World Alliance.

Our shared vision

‘Growing healthy churches in relationship for God’s mission’

We seek to deliver our vision through...



Baptists Together is committed to intentionally developing a culture where we...

Seek to be a movement of Spirit-led communities

As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life.
(Galatians 5:22-25)

Feel like one team

Celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships – making sure everyone feels included and listened to.
(I Corinthians 12:24b-27)

Embrace adventure

Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things.
(Matthew 28:18-20)

Inspire others

With a generosity of spirit, energise and motivate people to be all that God created them to be (Ephesians 5:1-2).

Share a hunger for God’s coming Kingdom

Nurturing a ‘holy discontent’ that arises from our desire to give practical expression to our vision of God’s purpose for creation – confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union.
(Matthew 6:9-10).

To read the story behind our culture please go to www.baptist.org.uk/culturehistory

Review of the year 2023

A snapshot of our Union through 30 most clicked pieces in The Baptist Times through 2023. Use the QR code to read more about any story.

Scan me!

Baptist Union Council: March 2023. A report from the March Council

Mission is… The Baptist Assembly 2023. An introduction to the 2023 Assembly, held in Telford

The Church in England and Wales is changing shape - not declining. Is this narrative of decline actually true? Bible Society has found it isn't, for when we ask wider questions, we begin to see things rather differently, explains Mark Woods

Spurgeon's College welcomes Pastor Rick Warren as its first honorary Chancellor. Spurgeon's College has jointly announced with the Revd Dr Rick Warren his installation as its first honorary Chancellor

'Don't forget, there's still a simple, safe, sustainable way to be church in community'. Renew Wellbeing is a Christian charity founded by Baptist pastor Ruth Rice which seeks to end isolation and help facilitate better mental health for all. It works in partnership with churches to offer quiet shared spaces where 'it's ok not be ok.'

Baptist Union Presidency for Steve Finamore. Baptists have discerned that Steve Finamore will serve as our President in 2024-2025

Sharing Christ's Great Banquet - Tim Presswood inducted as President. New President Tim Presswood introduced his theme in the form of a powerful and challenging poem as he was inducted at the Baptist Assembly on Saturday (17 June)

Baptist Union Council: October 2023. A report from the October Council

Repair café opens in Baptist church. The Chiddingfold Repair Café has launched in Chiddingfold Baptist Church in south Surrey. Minister Joao Bolzan explains more

'Wonderfully, consistently, yet quietly encouraging and supporting'. Tributes have been paid to former Baptist Union treasurer David Nixon, who died in January

'So many young leaders... and their passion for Jesus was incredible'. Young Baptist leaders have been reflecting on the impact of participating in a global mission summit organised by the European Baptist Federation

#Digital Pentecost. A series of conversations about shaping an online Baptist missional community. By Simon Goddard and Nathan McGuire

'Unprecedented ecumenical exchange' as a Baptist and Anglican church in Bristol swap buildings. Horfield Baptist Church and B&A Church in Bristol have moved into each other's buildings after discerning they were more suited to their respective missions and ministries

We took our church through the 12 steps of recovery, and here's what happened… With several people joining Life Church in Cuffley from local recovery groups, pastor William Wade wondered if it might be helpful to go through the 12 steps of recovery programme as a discipleship series on Sunday mornings

Big church, little church. Watchet Baptist Church has been on a journey discovering new ways of being missional disciples of Jesus - and this has included an overhaul of Sundays. Minister Mike Sherburn is joined by several members in reflecting on what's happened so far

Image: Spurgeon's College

Discernment focus for Theology Live. Theology Live on 19 January will take the time to reflect on how we discern, so central to our being Baptist, and the theology that gives it meaning and weight, organisers say

Being a young Christian post-Christendom: not just a numbers game. This article is the first in a series sharing perspectives from young Christians about being young Christians. The census results may have been a shock to many experienced Christians, but they were not a surprise to our young people, writes Amanda Higgin

Collaborative leadership for SCBA. The Southern Counties Baptist Association has called Clare Hooper and Hayley Young as its Regional Ministers Co Team Leaders

'This was a very different way of mission for us'. Mairi and Graham McBain are Community Pastors in Hartlepool and in July served as volunteers when the Tall Ships Race visited the town. They explain how this was part of their incarnational 'joining in' ministry there

'None of us left that journey unchanged and unchallenged'. What happened when a group of Baptist ministers walked the Abbot's Way through the Dartmoor National Park. By Michael Shaw

Turning the tables on restaurant ecclesiology. Baptist minister Chris Brockway wants to nurture covenantal commitment in the local church, after realising the church experience for both leaders and congregation can be a consumeristic one - akin to life in a metaphorical restaurant

Churches come together as chaplains at Lowestoft festival. Ten chaplains volunteered their time to host a space where people could encounter the presence of God at the First Light Festival

The place of Pastoral Supervision in ministerial development. Retired Baptist minister Paul Campion highlights the importance of Pastoral Supervision or similar support and accountability, in order to experience life in all its fulness and to keep alive the flame of a calling and gifting in ministry

'Hope out of devastation'. Baptist minister David Hazeldine has survived four strokes and 'locked-in' syndrome. Though retired from full-time ministry on ill-health grounds, he is developing an itinerant ministry in London and the south east, and his miraculous recovery story has just been published

'Christ is with us' - General Secretary's message. 'God is at work in wonderful ways in and through Baptists Together – let's not lose sight of that in the face of our challenges.' So said General Secretary Lynn Green as she shared reflections during the BUGB session on Saturday afternoon at the Baptist Assembly

'Incredibly challenging - but tangibly showing Christ's love'. Baptists at the heart of the Israel-Hamas war have been sharing their anguish and grief at the situation unfolding before them, and how they are helping support those affected

Starting the missional journey. How do we reach our communities for Jesus? William Wade has continued to reflect on this question since last year's Baptist Assembly. He offers this reflection and video

Three new regional ministers for London Baptists. London Baptists have announced the appointments of Lucy Wright, Claire Nicholls and Josh Kane to their regional ministry team

'Praying the Lord will use this musical to impact many people's lives for his Kingdom'. A new evangelistic musical written by a Baptist minister which tells the story behind the enduring hymn 'It is Well with My Soul' is set to premiere in June

'The new church and community centre is all about people and God's care for them'. After years of planning, praying, and perseverance, ground was broken on Evesham Baptist Church's new site in late November

Images from top: Chiddingfold Baptist Church, Renew Wellbeing

Disciple-makers and Kingdom Seekers

We are a movement of Disciple-makers and Kingdom Seekers who want to make Jesus known right across our nations in these days. In this Annual Report you can discover more about some of the fantastic ways that our churches, associations, colleges and specialist teams are playing their part in sharing the good news of Jesus. Here I would like to highlight some significant things that have encouraged me during 2023.

As I travel round meeting churches and ministers across Baptists Together, I am hearing consistently that new people are coming to our churches and that people are finding faith and being baptised – praise the Lord! And what is even more encouraging is the stories I hear of young people turning up at church because they want to find out more about God. This reflects the fantastic, loving, vibrant and varied church communities that belong to our movement and all the faithful and creative ways that you are being a blessing in the places where God has put you.

My heart has always been to see Baptists Together working even more collaboratively and strategically in mission and evangelism so that we can fan into flame the full potential of our movement. So, I have been excited to see through 2023 how many months of prayer, planning and action that began in our Mission Forum have resulted in the Everyone Everywhere initiative that will be launched at Baptist Assembly in 2024. Everyone Everywhere is a grassroots desire to serve our Baptist family to catalyse and create collaboration for two things. Firstly, for ordinary Christians in ordinary ways being able to speak about Jesus. Secondly, for ordinary churches in ordinary places being able to start new Christian communities where they are needed and in the way they are needed. We are all aware that the vast majority of those in our communities are not yet followers of Jesus – as Scripture says, 'The fields are white for harvest…' If we want to really make a difference, I believe that we need to lean into the beauty and strength of being a grassroots movement, whilst also being radically inter-dependent and collaborative. If we truly care about sharing the Gospel above all else, then this will be reflected in the sharing and focussing of our resources towards that goal.

Another thing I am seeing is the Lord stirring up a calling in people towards chaplaincy. There is a desire to minister beyond the walls of our churches and to connect with people in the midst of their everyday life and work. Creating opportunities to see Jesus' presence and point people to him through Spirit-led encounters. And this is not just those called to full-time chaplaincy in healthcare, prisons, military and the workplace. There are also many volunteer chaplains across our movement too, in schools, offices, public services and community projects. What strikes me here is that the Lord is raising up a new cohort of missional leaders who are looking for roles where they can be released and blessed into their calling. Whilst I pray that many more will pursue a vocation in chaplaincy, I am also praying that others will find their role in churches that share their heart from mission.

'We are a movement of Disciple-makers and Kingdom Seekers who want to make Jesus known right across our nations in these days.'

Finally, we spent a significant amount of time in 2023 engaged in a consultation process to enable us to reflect and listen to the Lord and each other about our Ministerial Recognition Rules and Marriage. Corporate discernment is a key part of our Baptist identity, and this was demonstrated extremely clearly in the participation rates we achieved. From churches we achieved a 52% response rate and from active accredited Ministers a superb 93% response. Council was extremely grateful for the contributions from churches and ministers and these served an important role in Council's subsequent discernment.

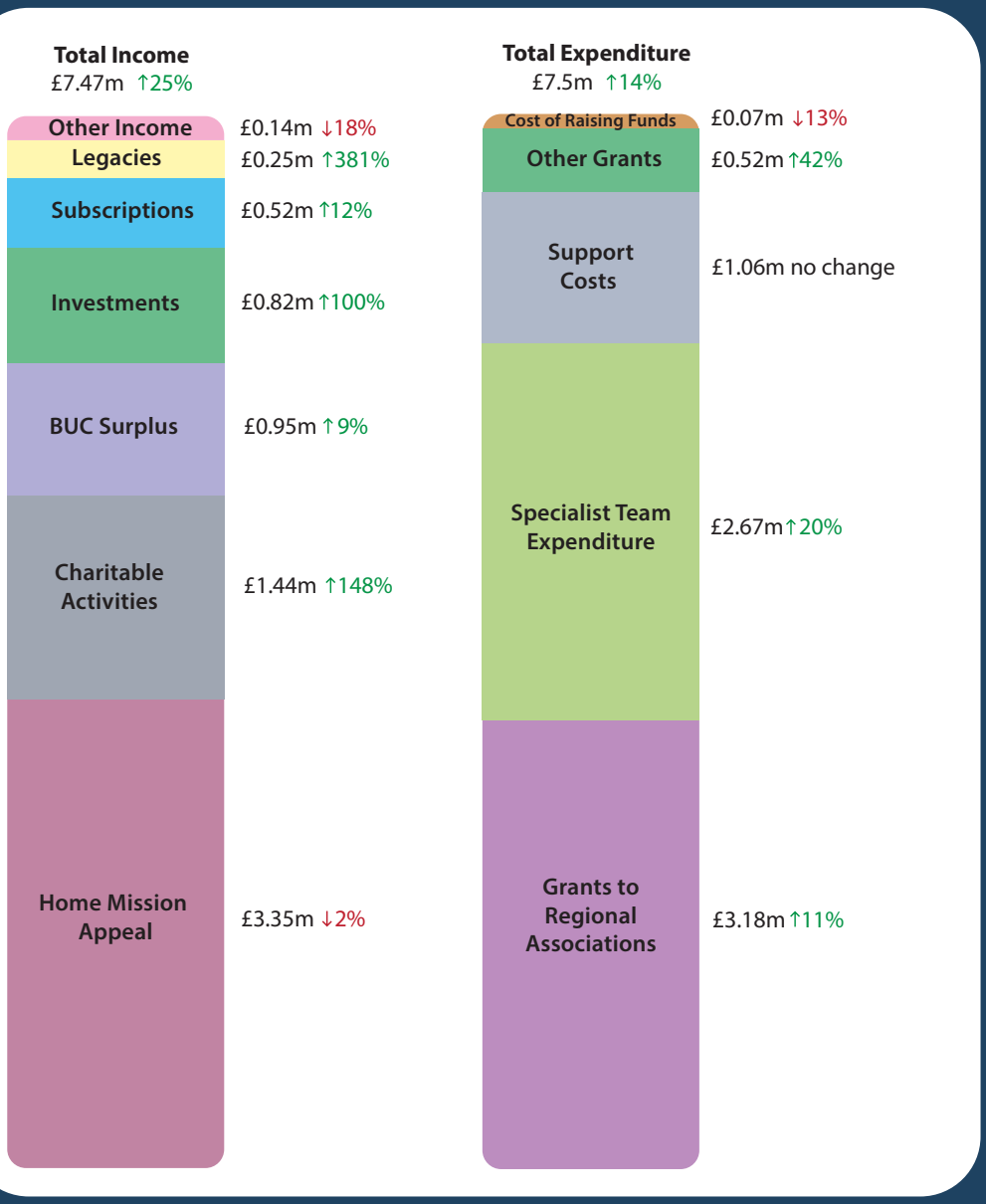
Lynn Green, General Secretary Baptists Together

Fundraising and Home Mission

The Union raises the majority of its income from its member churches on a voluntary basis. The Union (BUGB) requests that every member church give at least 5% of its General Fund Income to the Home Mission Appeal, but it is down to each church to agree their level of giving to the work of the Union. In 2023, in liaison with the regional associations, the Union Trustees set an overall appeal target of £3.443m (2022: £3.640m), whilst the actual amount received was £3.355m (2022: £3.419m) which was 97.44% of target. These figures are included within voluntary income in the accounts. The trustees continue to explore various options to increase Home Mission income in the coming years through the ongoing Financial Model Review.

BUGB also requests member churches to pay a subscription to support its work. For 2023 the subscription was set at £5.40 per church member (with a discount to £5.15 for Direct Debit payment), compared to £4.90 in 2022, an increase of 10.2%. The total subscription income received during the year amounted to £0.523m, up from £0.464m in 2022. Legacy income into the Home Mission Fund remained low in 2023, with £0.25m received, up from £0.052m in 2022, but significantly below the £1.149m in 2021. As a large proportion of this income stream typically comes from a small number of sizeable legacies, this can be a naturally erratic income stream. The Trustees will continue to monitor income from this area closely.

The table below illustrates income and expenditure. It should be noted that £0.55m of the BUC Surplus goes towards paying the interest on the Family Solution Loan relating to the Pension Scheme.



Designated and Restricted Reserves

The Designated Pension Reserve is a fund held by the Union to support the Baptist family in dealing with the deficit in the Baptist Pension Scheme. The Pension Reserve received total income of £1.79m (2022: £0.83m) comprising: £1.24m (2022: £0.28m) of proceeds from closures of churches where the Union is the beneficiary of the Ultimate Trust, and £0.55m (2022: £0.55m) from Baptist Union Corporation to support the interest costs on the loan from RBMHO. Expenses totalled £1.54m (2022: £1.09m) including £0.4m (2022: £0.1m) in interest on the loan from RBMHO, £0.4m (2022: £0.06m) on supporting churches with pension deficits and £0.09m (2022: £0.05m) on legal fees and expenses relating to pensions.

The pension reserve had a deficit balance of £16.33m (2022 £16.59m), comprising the £20m liability to RBMHO and £3.67m in cash. Of the cash balance, £3.60m was set aside in an escrow account to support the Baptist Pension Scheme. £3.00m is short term to assist the Defined Benefit Scheme as it moves to buy-out and wind up. £0.60m relates to the Defined Contribution Scheme in meeting the financial sustainability requirements of its Master Trust authorisation. Both amounts therefore are not available for general use. The long-term plan is to repay the £20m loan from RBMHO using anticipated future cash surpluses from RBMHO that will be shared with the Union under a memorandum of understanding between the Union's Trustees and the Trustees of RBMHO, which will resolve the deficit in the Fund.

The Baptist Strategy Building Scheme is a closed scheme which made interest free loans for building works to churches which would typically not qualify for other loans. Repayment plans are only put in place when it is felt that the church is able to afford it. Any loan without an active repayment plan is fully offset by a provision in the accounts as well as any repayments due more than five years into the future. Repayments of £88k (2022: £70k) were received and the review of the provisions held at year end resulted in a reduction in the provision (shown in the accounts as a negative expenditure) of £4.7k and a balance of £30k (2022: £35k). There were 21 loans (2022: 23) outstanding at year end with a gross value of £0.87m (2022: £0.95m).

The Baptist House Reserve which holds the assets involved in the Union's co-ownership with BMS World Mission of the Baptist House premises. £0.07m (2022: £0.07m) of depreciation was recorded against the fund, leaving a balance of £2.88m (2022: 2.91m).

Fixed Asset Reserve holds the Union's other property assets. This fund recorded £0.1m (2022: £0.09m) of depreciation against the properties, leaving a final balance of £1.99m (2022: £2.25m) after purchases and sales during the year.

Pastoral Funds: The Pastoral Fund and Retired Ministers' Benevolent Fund continued to make grants for pastoral support of members of the Baptist family totalling £0.12m (2022: £0.11m). The Pastoral Fund received investment income of £0.07m (2022: £0.08m) and had a year-end balance of £2.06m (2022: £2.03m).

Strategic Projects Fund: The Fund supports key strategic projects initiated by the Union. This year, £0.03m (2022: £0.03m) was spent investigating options around a future financial model of Baptists Together, leaving a zero balance at the end of 2023 (2022: £0.01m).

Baptist Assembly: The Baptist Assembly is an annual event which reviews the life of the Union over the last 12 months and receives updates on ongoing projects and areas of work. In 2023 the event had costs of £0.082m, offset by income of £0.064m from donations, including £0.01m contributed by BMS.

Subsidiary and Related Entities

The associated entities of the Union operate according to their own Governing Documents and, where required, report to the Union's Trustee Board. The Trustee Board works in partnership with the relevant officers or Directors of these entities where issues arise that impact upon the wider life of the Union. The Union is involved in the following related companies and bodies:

1 Baptist Union Corporation Limited (BUC): is a registered Charity (charity number 249635) and a Company Limited by Guarantee (company number 32743) and operates as a subsidiary of the Union. The members of the BUC are the Trustees of the Baptist Union of Great Britain. The organisation's activities include holding as Custodian Trustee of the property and investments of the Union and Baptist churches in trust with the BUC, together with trust funds in cash. The BUC recorded an operating surplus for 2023 of £0.949m (2022: surplus £0.866m) prior to gifts to the Union of £0.049m (2022: £0.866m). The reserves at year end were £4.39m (2022: £4.39m).

2 The Retired Baptist Ministers' Housing Organisation (RBMHO): is a Charitable Incorporated Organisation registered with the Charity Commission (charity number 1177649), which provides housing for retired Baptist ministers and their spouses. Eight of the 15 Trustees of RBMHO are appointed by the Trustees of the Union. RBMHO is accounted for as a Restricted Fund within the Union's Consolidated Financial Statements. During 2023, including net gain on investments, RBMHO made a surplus of £1.6m (2022: £1.7m) and had total reserves at the year-end of £40.5m (2022: £38.88m).

3 The Retired Baptist Ministers' Housing Society (RBMHS): The Society is a charitable Community Benefit Society registered with the Financial Conduct Authority under number 21462R. The Trustees of Retired Baptist Ministers' Housing Organisation (RBMHO) are the members of the Society. The society is now dormant, having transferred its assets, liabilities and operations to RBMHO on 31 December 2018, which continues its work.

4 Baptist House Limited (BHL): The BUC is one of the two members of this Company Limited by Guarantee (company number 2366122), which operates Baptist House on behalf of The Union and BMS World Mission. The Union may appoint up to three of the six Directors of the company. BHL recorded a surplus of £0.004m (2022: loss of £0.053m) and total reserves at the end of the period were £0.25m (2022: £0.25m). The Union's half share of the results for the year to 31 October 2023 are included in the consolidated financial statements.

5 Baptist Pension Trust Limited: This Company Limited by Guarantee (company number 03481942) is responsible for managing the administration and investments of the Baptist Pension Scheme. The Directors are the only members of the company. The Directors appoint Baptist Union-nominated Directors to the Board of the Company and at least one-third of the Board are member-nominated Directors as required by law. The results are not included in the Union's consolidated accounts.

Investment Performance

The governing documents give the Charity Trustees the power to invest in such securities and on such terms as the Charity may deem fit. The Trustees have delegated the detailed monitoring of the portfolio to the Finance and Audit Committee of the Union.

The investments are managed within ethical guidelines set down by Baptist Union Council. These comprise both positive and negative screening. In summary the positive screening means investing in companies or sectors which reflect Christian values in areas like environmental protection, supporting sustainable development, health including healthy food, education, employment, human rights including addressing modern day slavery, good corporate social responsibility, good governance, financial transparency, anticorruption controls, safe working practices, natural justice and sensitivity towards the communities in which their business operates.

Our negative screening excludes companies with more than 10% of revenue in any of the following: gambling, pornography, the supply of tobacco products, alcoholic beverages, armaments, high interest rate lending, human embryonic cloning or genetically modified organisms (except where research is absolutely essential), companies involved in human exploitation or injustice and the extraction of coal and tar sands and any other fossil fuel extraction. Where we invest in pooled funds these are screened to ensure that no more than 5% of assets in the fund are in companies that fail to meet the direct investment criteria. This policy was revised by Baptist Union Council in 2021.

Within the investment strategy, Cazenove Plc have been appointed as investment managers with discretion over investments. Details of the investments are set out in note 13 to the financial statements.

Our investments are managed in two portfolios, a general portfolio and an endowment portfolio. Since the fourth quarter of 2020, both portfolios have targeted performance on a total return basis of CPI+4% per annum net of fees over the long-term. The Finance and Audit Committee has put in place composite benchmarks for Schroders as follows:

	General Portfolio	Endowment Portfolio
MSCI AC World GBP	65%	65%
FTSE All Share TR	5%	5%
IBOXX UK Non-Gilt TR	5%	5%
IPD Property (UK) Index	10%	10%
UK CPI + 3%	15%	15%

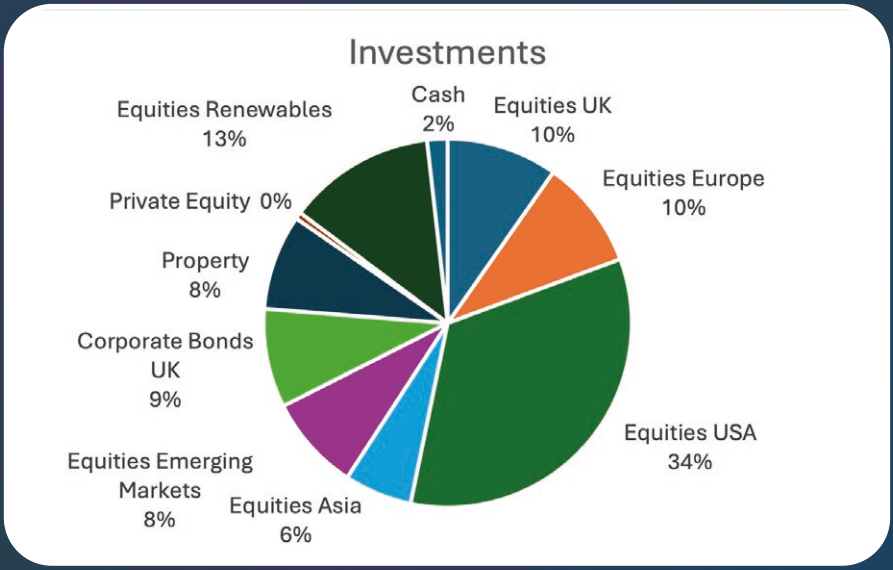
A summary of investment performance in the 12 months to 31 December 2023 is presented in the following table:

	2023 Performance	Composite Benchmark	Performance vs Benchmark	Long-term target (CPI+4%)	Performance vs long-term target
General Portfolio	8.8%	11.6%	-2.8%	8.2%	+0.6%
Endowment Portfolio	9.9%	11.6%	-1.7%	8.2%	+1.7%
Combined	**8.8%**	**11.6%**	**-2.8%**	**8.2%**	+0.6%

During 2023 both portfolios generated positive returns over the quarter. However, over the longer-term, both are lagging their benchmarks, principally due to the inflation element of the composite benchmark. Both funds are outperforming the peer group, ARC Steady Growth PCI, over all periods.

The Trustees continue to monitor performance on a quarterly basis. The usual annual meeting with our investment managers did not take place in 2023. This is being remedied, with the relevant meeting for 2024 taking place on 23 April 2024.

Across 2024 and 2025, the Trustees intend to conduct a full review of the management of investments and the investment strategies. Actual consolidated Asset Allocation as at 31 December 2023 is shown below.



Approach to fundraising

The Baptist Union of Great Britain funds most of its work through funds raised from its members, who are churches, regional associations and colleges. The Home Mission Appeal, through which funds are collected from member churches, is organised by our partner regional associations. We also request a subscription from each member church, association, and college, which is requested annually by writing to each organisation's treasurer. We also have a small number of personal members, from whom we also request a subscription on an annual basis.

Our main avenue for raising funds from the general public is through legacies. We offer a will writing scheme in partnership with the National Free Wills Network, which is run by Capacity Marketing, a Division of Ashton Maund Associates. Capacity Marketing is a member of the Institute of Fundraising, which requires all members to sign up to the Code of Fundraising Practice. This scheme is promoted via our member churches and referrals are passed to National Free Wills Network for referral on to their member solicitors, who are regulated by the Solicitors Regulation Authority. Solicitors are required to check that a client is not under duress when making a will, which provides protection from undue pressure. Capacity Marketing only send at most two standard form letters when contacting individuals referred to the network and no telephone calls are made to potential donors. We also accept direct donations from the public via our website. There are links provided to make a donation from various pages of our website. We do not actively promote the online donation facility through any direct marketing. We do promote our work to our member churches by letter and email to their church leaders and by email to subscribers to our mailing lists.

Fundraising complaints are handled through our standard complaints procedure. No complaints relating to fundraising were received in 2023. Complaints are monitored and reviewed for any concerns in relation to fundraising practices, which would then be reported to the Trustee board.

Baptist Pension Scheme (BPS)

The Defined Benefit (DB) section of the Baptist Pension Scheme (BPS) provides benefits for service up to 2011. At the end of June 2022, the scheme signed an agreement with the insurance company Just Group ('Just') to secure the pension benefits of members of the DB section. This agreement is referred to as a 'Buy-in policy'. The combined agreements mean that Just are now providing financial backing for all DB pensions provided through the Scheme's DB Plan.

As planned, the DB section moved to buy-out on 31 March 2024 which will, in due course, result in the beneficiaries receiving the benefits they are entitled to directly from Just. A Member Consultation regarding associated changes took place between November 2023 and January 2024. The vast majority of affected members raised no concerns about the proposals, and no serious opposition to the proposals was received, meaning the proposed changes outlined below will be made to the initial proposal:

- The supplementary lump sums will increase before retirement in line with RPI inflation capped at 5% pa cumulatively. There will be no lower 2.5% pa cumulative cap applied for post 2009 benefits.
- Incapacity benefits will be updated as proposed, with communications and education work on this developed and provided to employers.

Since 2012 the BPS has provided a Defined Contribution (DC) section for ministers and other staff of churches and other Baptist employers. This allows employers to offer a high-quality pension scheme tailored to Baptist needs. This section holds over £60m of assets on behalf of more than 2,100 members. After a review of this section in 2023, the current plan is to continue to manage the DC scheme in the way it is currently administered for the next three years. This can be reviewed at any time, if a review is deemed necessary.

Report of the Finance and Audit Committee

The Finance and Audit Committee continues to oversee the finances of the Union. The key elements of work of the Committee in 2023 were:

- Monitoring the finances of the Union, its subsidiaries and Baptists Together as a whole, including the income and expenditure, management of capital and liquidity and the management of assets.
- Setting the interest rate policy on behalf of the Baptist Union Corporation.
- Monitoring the performance of the Union's investment portfolio including overseeing the implementation of the Union's updated ethical investment policy and reviewing the benchmarks used for monitoring performance of the investment managers.
- Monitoring the position of the Baptist Pension Scheme and the potential strategies for
- managing the remaining liability in the Defined Benefit scheme.
- Reviewing the Risk Register, insurance cover and financial controls.
- Overseeing the year-end process for production of the annual report and accounts for BUGB and subsidiary entities, including reviewing the report of the auditors, Moore Kingston Smith, on the 2022 accounts and planning for the 2023 audit.
- Continuing to contribute to the Financial Model Review of Baptists Together.

Key focus areas in 2024 will be the further stages of the Financial Model Review, monitoring the ongoing process for a buyout of the Baptist Pension Scheme and reviewing the investment portfolio and related strategy.

Policy on Reserves

During the year, the Trustees reviewed the reserves policy of the Union. The policy was put in place to ensure that the Union had sufficient free and available funds to cope with unplanned expenditure or an unforeseen drop in income.

BUGB – Funds of Parent Charity	£
Endowment Funds	1,190,645
Restricted Funds	8,757
Designated	(6,705,818)
Unrestricted	10,170,982
Total Charity Funds	4,664,566

Having considered the risks relating to income and expenditure, the Trustees consider that it is appropriate to hold between 6 and 12 month budgeted expenditure, based on the timescales they anticipate it would take to reduce ongoing cost commitments due to notice periods for staff (typically between 3 and 9 months) and suppliers (up to 12 months) and the time it would take grant recipients to adjust to any reduction (estimated at between 6 and 12 months).

This equates to reserves in the range of £3.6m - £7.3m. The unrestricted free reserves, excluding Designated Income Funds, capital assets and escrow accounts, totalled £4.6m at the year end. The Trustees view this as appropriate.

The Union holds a number of Designated Income Funds which can be spent at the discretion of the Trustees in furtherance of the Union's objects. The Trustees note their obligations to justify the holding of such funds and the details of these funds are provided in note 22 to the financial statements.

Cognisant of the Charities SORP, BUGB holds several unrestricted (including Designated) income funds which can be spent at the discretion of the Trustees in furtherance of the charity's objects.

Structure, Governance and Management

The Baptist Union of Great Britain (the Union) is a Charitable Incorporated Organisation (CIO), consisting of the Baptist churches, regional associations of the churches, colleges, other Baptist organisations and a small number of personal members who affirm the Baptist Union Declaration of Principle and are in membership with the Union. The full constitution of the Union can be found at www.baptist.org.uk/constitution.

Baptist Assembly

As a membership organisation, the Union holds an annual Assembly to review the life of the Union. Under the Constitution, Members of Assembly consist of delegates of member churches, associations and colleges alongside ministers, officers of the Union and members of Baptist Union Council.

During the Assembly the President is inducted for the forthcoming year, and some formal business is carried out – the Treasurer elected by Baptist Union Council is affirmed, new General Secretaries are appointed, and any constitutional changes are voted upon.

The 2023 Assembly was held at the Telford International Centre between 16 and 18 June, during which Tim Presswood was inducted as President.

Baptist Union Council

The Baptist Union Council usually meets twice per year to set the broad strategic direction of our Union. The Council also oversees the work of the Ministerial Recognition Committee which administers the accreditation of Baptist ministers and church workers and the national recognition of preachers, pastors and pioneers. The Council also elects the Treasurer.

It has around 80 members consisting of:

- Three members nominated by each regional association
- One member nominated by each college
- The Trustees of the Baptist Union
- The members of the Core Leadership Team
- The President, Ex-President and Vice-President of the Union
- Two representatives each of BMS World Mission, Baptist Union of Scotland, Baptist Union of Wales and a representative of Irish Baptist Networks
- Two ecumenical representatives
- Up to 12 co-opted members

A full list of Council members and a report from each BU Council meeting are available at www.baptist.org.uk/council.

Memberships and Associations

The Union is a member of the following bodies with which it collaborates in pursuit of its charitable objectives.

- Baptist World Alliance
- European Baptist Federation
- Fellowship of Baptists in Britain and Ireland
- Free Churches Group
- Churches Together in England
- Churches Together in Britain and Ireland
- The Conference of European Churches
- World Council of Churches
- Joint Public Issues Team (JPIT)
- The United Board which commends ministers to armed forces chaplaincy
- Church Investors Group
- Christian Aid
- Churches Legislation Advisory Service

Safeguarding Committee has oversight of the Union's National Safeguarding team and safeguarding policies.

Finance and Audit Committee supports the Trustees in overseeing the Union's financial reporting, planning, policy, audit, risk and compliance and investments.

Remuneration Committee makes recommendations to Trustees on pay and reward of staff of the Union.

Trustee Board

The Trustee Board comprises a Moderator (Chair), the General Secretary, the Treasurer and up to nine other persons. The Trustees oversee the Baptist Union charity, in particular the legal, financial and strategic life of the Union, and have regard to the public benefit of the charity. Trustees oversee implementation of the broad strategic direction determined by the Baptist Union Council.

Our Trustees are unpaid, except the General Secretary as detailed in note 11 to the financial statements, where details of Trustees' expenses are also disclosed. To help the Trustee Board with governance of the charity, sub-committees have been put in place by the Trustees.

Following a governance review in 2017 the Trustees agreed to adopt the Charity Governance Code in full and produced a Trustee Board Governance Handbook incorporating this. During 2021 the Governance Handbook was updated to reflect the revised Charity Governance Code published in 2020. The Governance Handbook can be found at www.baptist.org.uk/governancehandbook

Baptist Pension Scheme Employers' Group engages with the Baptist Pension Scheme on behalf of the Union and other employers and advises the Trustees on matters relating to the Scheme.

Core Leadership Team (CLT) is a gathering of national and regional leaders who aim to discern what God is saying to us, build relationships and encourage the flourishing of our Movement.

Recruitment of Trustees

The General Secretary is appointed by the Assembly. All other Trustees are elected by the Council from a list of suitable nominations provided by the Key Roles Nomination Team. Moderator of Trustees (chair) and the Honorary Treasurer are affirmed annually by the Assembly. Applications for Trustee roles are sought via advertising on the Baptists Together website, in email communications to our member churches and other suitable avenues.

The Trustees maintain a skills matrix and share this with the Key Roles Nomination Committee to help them identify any capability gaps. The Key Roles Nomination Committee endeavours to ensure that the Trustee Board reflects the full range of diversity of Baptists Together.

Induction and Training of Trustees

New Trustees are usually familiar with many aspects of the Union's work prior to appointment. All Trustees receive an induction into the work of the Union by meeting senior staff and being advised of the general nature of their work.

They receive financial statements and other relevant documentation including a copy of the Charity Commission's publication CC3, *The Essential Trustee*. Formal training on financial matters is provided as appropriate. Our Governance Handbook is provided to all new Trustees. Trustees also receive training from time to time as a group and individuals to address any skills gaps identified.

Principal Risks and Uncertainties

All significant activities undertaken are subject to a risk review. Risks are identified, recorded in a risk register and ranked in terms of their potential significance and probability and then classified into Red, Amber and Green, with Red being the most severe. The risk register is reviewed by the Finance and Audit Committee and Trustees, with Red Risks reviewed at every meeting and a full review carried out annually.

Red risks and the plans and strategies for managing them are:

(i) Sexuality and diversity issues. There are strongly held and often divergent views across Baptists Together. In 2023 this focussed on the Ministerial Recognition Rules in relation to the definition of marriage. Council responded to a request to remove the explicit mention of marriage being between a man and a woman in the Ministerial Recognition Rules by instigating a consultation process with members of the Union, plus all Ministers. This took place during 2023 and came to Council for a decision in March 2024. Although a decision has now been made, a degree of risk and uncertainty emanating from these issues remains.

(ii) Safeguarding of children and adults at risk. Focus on this area continues to ensure that the Baptist denomination provides a framework of best practice for protecting those who attend or encounter our churches and other bodies. A model safeguarding policy and procedures for churches are available, with advice and support from regional and national safeguarding leads. Face to face safeguarding training is now running in all associations at Levels 1, 2 and 3. A three-year safeguarding plan is in place and reviewed annually by Trustees.

(iii) Significant numerical decline. The numerical decline of members of our churches continues to be experienced for Baptists as with other historic denominations in the UK. To mitigate or reverse the decline, we are encouraging effective partnership working and vision casting. This includes pioneering mission, discipleship, younger leaders and embracing adventure through our values, communications, strategic working, and investment of resources.

(iv) Ineffective operation of collaborative leadership and working across Baptists Together, including lack of a common vision. We continue to work together to make our vision, values, key areas of work and current priority areas more deeply embedded among us. This remains an area of ongoing work which is being led by the Core Leadership Team. The issues identified in (i) have deepened the need for continued focus and ongoing efforts in this area.

(v) Recruitment of ministers, which may not match demand from churches. We continue to monitor the balance of supply and demand for ministers through the settlement process, overseen by the Ministries Team. Following the pandemic and subsequent cost of living crisis there has been a decrease in the number of churches which can afford either full time or part time ministry. The Ministries Team Co-Leaders are shaping a variety of ways to promote and encourage ministerial formation, following a discussion at Core Leadership Team in January 2023. The appointment of a Younger Leaders' Development Coordinator in March 2022 has increased our connection with interns and young leaders and provides an opportunity to encourage younger adults to consider accredited ministry.

(vi) Affordability of ministerial training if Baptist colleges can no longer sustain training for ministry at affordable cost. Following a review of funding for training in October 2021 Baptist Union Council approved a set of new measures to provide financial support to ministers in training. The pilot scheme, launched in 2022, to offer loans at a favourable rate for college fees, has now been extended so that anyone training for Baptist ministry may apply.

(vii) One or more regional associations becomes unviable. If one or more of our regional associations is unable to sustain their operations within the funding available to them, this could compromise the viability of the operating model of Baptists Together. During 2021 we initiated a review of the financial model of Baptists Together. The first phase report went to Baptist Union Council in March 2022. A subsequent report went to Council in March 2023. It is anticipated that this process will conclude in June 2024.

(viii) Inability to recruit sufficient suitably skilled Trustees. Overseeing the operation of a complex charity like the Union requires Trustees with considerable skills and expertise. Without suitable Trustees in place there is a significant risk of a failure of governance. The Key Roles Nomination Team continues its work to identify suitable candidates, including by public advertising and we are considering how to make the roles attractive to suitable candidates.

(ix) Inability to obtain adequate insurance for our activities at a viable price. In recent years we have experienced increasing challenges in obtaining professional indemnity insurance with premiums increasing substantially. We continue to work with our brokers to obtain cost-effective insurance and have amended our renewal dates to a time of year when we believe the insurance industry will have more capacity.

(x) Unanticipated significant increase in expenditure. Events related to (i), and past performance against budget have shown us that this remains a key risk and uncertainty at this time. The most likely sources of such unplanned costs are external legal services and unanticipated IT costs.

BAPTISTS TOGETHER

Grants

The Union makes grants as one of its ways to achieve its charitable objects. The largest grants made are those to fund the 13 Baptist regional associations in their work as part of Baptists Together, which totalled £3.07m in 2023. These grants are given on a formula agreed by the Union's Trustees to enable sharing the income of the Home Mission Fund.
The Union also makes other grants as follows:

Strategic Mission Grants: These grants are given to organisations to develop strategic mission projects. The allocation of grants from the budget of £0.131m is delegated to the Baptists Together Mission Forum under the supervision of the Union's Trustees.

Supporting other Baptist bodies and ecumenical bodies: We contribute to the running costs of various bodies of which we are members, through a membership subscription that we classify as a grant in our accounts as we receive no services in return for our contribution.

Supporting Ministerial Training: We make grants to individuals to support ministerial training. For 2023, £0.130m (2022: £0.127m) was paid as a student bursary including a book grant of £120 for all ministers in training. Each of the five main training colleges are asked to oversee distribution of a proportion of these funds to students.

Further studies grants: We make grants to individuals to support post-graduate theological studies, including up to one PhD scholarship. The grants are made in response to applications by the Scholarship and Further Studies Committee, which is made up of representatives from each Baptist college and the Ministries Team.

Pastoral grants to individuals who are working in a Baptist church or other Baptist organisation: These grants are usually up to £1,500 and are made in response to an application or nomination that is recommended by a regional minister and approved by two specialist team leaders.

Heritage England Grants
Under the partnership scheme with Historic England where we received £37k in grant income (2022: £47k), grants were paid to 15 churches to assist them in their listed buildings obligations.

Volunteers

The Union is grateful for the support of volunteers in carrying out its work. Their main direct contribution is through serving on committees and working parties to support our work. Volunteers also make a significant contribution to our member churches, regional associations, colleges and other bodies within the Baptist family. Due to the wide range of different ways in which volunteers participate in our work, it is impossible to quantify their support.

Funds Held as Custodian Trustee on Behalf of Others

The Baptist Union Corporation holds financial assets as Custodian Trustee for 24 Baptist churches or organisations, all of which have the same objects as the Company for the advancement of the Christian faith and its practice especially by the means of, and in accordance with, the principles of the Baptist denomination. The company acts solely as an Agent and carries no decision-making capacity.

The Baptist Union Corporation acts as property trustees for 2010 churches and charity organisations. Arrangements are made for the safe custody of deeds and documents, with each set stored in a labelled packet, and included in an index system. For all financial accounts a separate account is kept for each beneficial owner and records are maintained of the beneficial owner of each account.

Type of Assets Held	£'000	Organisations
Cash Deposits	24	12
Income Units	585	10
National Savings Income Bonds	18	2
UK Equities	2,457	2
Total	**3,084**	**24***

**Two organisations have Assets of two different types, hence the total being 24, not 26.*

The names of the churches and other charities for whom the Company acts as a Custodian Trustee are available at: www.baptist.org.uk/custodianlist2023. The organisations are all Baptist organisations and therefore have objects that are compatible with the charitable objects of the Company.

Key Management Personnel Remuneration

Day-to-day management of the Union's business is delegated to a group of employed staff and appointed ministers who operate within the frameworks set by the Trustees; senior staff are detailed in the Who We Are section of this report.

All staff and appointed ministers of the charity are employed by the Baptist Union of Great Britain and the arrangements for setting the pay and remuneration are the responsibility of the Trustee Board. A Remuneration Committee advises and makes recommendations to the Trustees. In line with the Pay and Reward Policy Statement approved by the Trustees, remuneration is benchmarked against information relevant to the sector and affordability to the Union. The aggregate amount paid to key management personnel during the year was £289,941 (2022: £303,597). Please note that the figure entered last year was erroneous.

Who We Are

The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT.

TRUSTEES
Mr Mohan Pandian (Treasurer) (from 1 September 2023)
Mr John Levick (Treasurer) (to 31 August 2023)
The Revd Lynn Green (General Secretary)
The Revd Andrew Cowley
The Revd Jeniya Gwendu
The Revd Phil Jump
Mr Peter King
Mrs Suzie Leveson
The Revd Philip Lutterodt
The Revd Prof Philip McCormack
Mr Mark Spriggs
The Revd Shayla Waugh

SENIOR STAFF
The Revd Lynn Green (General Secretary)
The Revd Tim Fergusson (Interim Team Leader from 1 November 2022 to 15 January 2023, Co-Team Leader, Ministries, from 16 January 2023)
The Revd Lee Johnson (Co-Team Leader, Ministries, from 16 January 2023)
The Revd Diane Watts (Team Leader, Faith and Society)
Mrs Rachel Stone (Team Leader, HR and Safeguarding)
Mr Christopher Jones (Team Leader, Support Services from 30 August 2023)
Mr Richard Wilson (Team Leader, Support Services to 3 February 2023)

CUSTODIAN TRUSTEES
The Baptist Union Corporation Limited
Registered Charity Number 249635
Company Registration Number 32743
Registered office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT

PRINCIPAL BANKERS
HSBC, 186 Broadway, Didcot, Oxfordshire OX11 8RP

AUDITORS
Moore Kingston Smith LLP, 9 Appold Street, London EC2A 2AP

SOLICITORS
Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, B3 2ES

SURVEYORS
Savills Plc 33 Margaret Street, London, W1G 0JD

INVESTMENT MANAGERS
Schroders Investment Management Limited
1 London Wall, Barbican, London EC2Y 5AU

CORE LEADERSHIP TEAM
The Revd Seidel Abel Boanerges
The Revd Adrian Argile
The Revd Phil Barnard
The Revd Ken Benjamin (to 21 June 2023)
Ms Amie Buhari (to 22 September 2023)
The Revd Dr Anthony Clarke
The Revd Mark Clay
The Revd Andrew Cowley
The Revd Sandra Crawford
The Revd Linda Donaldson (from 1 September 2023)
The Revd Graham Ensor
The Revd Mark Fairweather-Tall
The Revd Tim Fergusson
The Revd Andrew Ginn
The Revd Lynn Green
The Revd Jane Henderson (from 1 January 2023)
The Revd Clare Hooper
The Revd Joth Hunt
The Revd Dr Rosa Hunt
The Revd Lee Johnson (from 16 January 2023)
Mr Christopher Jones (from 30 August 2023)
The Revd Dr Ed Kaneen
The Revd Lisa Kerry
Mr John Levick (to 31 August 2023)
The Revd Nigel Manges
The Revd Glen Marshall
The Revd David Mayne (from 1 November 2023)
The Revd Dr Philip McCormack
Mrs Judith Miller (to 17 November 2023)
The Revd Peter Morden (from 1July 2023)
The Revd Colin Norris (to 23 January 2023)
The Revd Yinka Oyekan (to 8 June 2023)
Mr Mohan Pandian (from 1 September 2023)
The Revd Beth Powney (to 20 April 2023)
The Revd Johnny Pozzo (from 1 July 2023)
The Revd Tim Presswood (from 17 June 2023)
The Revd Gale Richards (to 8 June 2023)
The Revd Dr Clara Rushbrook
The Revd Carl Smethurst
Mrs Rachel Stone
The Revd Diane Watts
Mr Richard Wilson (to 3 February 2023)
The Revd Gary Woodall
The Revd Hayley Young

TRUSTEES' RESPONSIBILITES

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 2019 (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 2011. 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.

On behalf of the board

Peter King
Acting Moderator

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BAPTIST UNION OF GREAT BRITAIN

Opinion
We have audited the financial statements of the Baptist Union of Great Britain ('the charity') and its subsidiaries ("the group) for the year ended 31 December 2023 which comprise the Consolidated and Charity Statements of Financial Activities, the Consolidated and Charity Balance Sheets, the Consolidated 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 group's and charity's affairs as at 31 December 2023, and of the group's and charity's 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.

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 charity's 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 25, 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 group's and 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 144 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.

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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit we remain solely responsible for audit report.

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.

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 Charity 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.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BAPTIST UNION OF GREAT BRITAIN (continued)

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.

Date: 5 July 2024

Moore Kingston Smith LLP
Statutory auditor

9 Appold Street
London
EC2A 2AP

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

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Income							
Donations and legacies	2	4,531	550	-	-	5,081	4,805
Charitable Activities	3	161	1,241	37	-	1,439	575
Investment income	4	697	79	-	40	816	407
Other income	5	75	64	-	-	139	169
Total Income		5,464	1,934	37	40	7,475	5,956
Expenditure							
Raising funds	6	56	10	-	8	74	76
Charitable activities	7	5,467	1,845	111	-	7,423	6,532
Total Expenditure	8	5,523	1,855	111	8	7,497	6,608
Net income before gain/ (loss) on investments, Fixed Asset Sales and Revaluations		(59)	79	(74)	32	(22)	(652)
Net (loss)/gain on investments		664	69	-	80	813	(771)
Net gain on sale of fixed assets		295	-	-	-	295	-
Net income before transfers		**900**	**148**	**(74)**	**112**	**1,086**	**(1,423)**
Transfers between funds	20, 21, 22	234	(202)	-	(32)	-	-
Net income before other recognised gains		**1,134**	**(54)**	**(74)**	**80**	**1,086**	**(1,423)**
Actuarial gain on defined benefit pension schemes	18	4,893	-	-	-	4,893	(4,740)
Net movement in funds		**6,027**	**(54)**	**(74)**	**80**	**5,979**	**(6,163)**
RECONCILIATION OF FUNDS							
Total funds brought forward		4,144	(6,652)	83	1,111	(1,314)	4,849
Total funds Carried forward		**10,171**	**(6,706)**	**9**	**1,191**	**4,665**	**(1,314)**

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 34 to 57 form an integral part of these financial statements.

BALANCE SHEET
AT YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £'000	2022 – as restated £'000
Fixed assets			
Tangible assets	12	3,439	3,725
Intangible Assets	12	151	186
		3,590	3,911
Investments	13	16,556	15,707
		20,146	19,618
Current assets			
Debtors	14	1,508	1,545
Short-term Investments	15	10,058	2,000
Cash	15	1,816	5,664
		13,382	9,209
Current liabilities			
Creditors:			
Amounts falling due within one year	16	(8,863)	(5,248)
		(8,863)	(5,248)
Net current assets		4,519	3,961
Total assets less current liabilities		24,665	23,579
Long-Term liabilities			
Loan	17	(20,000)	(20,000)
Provision for liabilities			
Defined Benefit pension scheme liability	18, 25	-	(4,893)
Net assets		4,665	(1,314)
THE FUNDS OF THE CHARITY			
Endowment funds	20	1,191	1,111
Restricted income funds	21	9	83
Designated funds	22	(6,706)	(6,651)
Unrestricted income funds		10,171	4,143
Total charity funds		4,665	(1,314)

The financial statements were approved by the Trustees and signed on their behalf by

Peter King – Acting Moderator

Mohan Pandian – Honorary Treasurer

Date: 3 July 2024

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Income							
Donations and legacies	2	4,132	-	204	-	4,336	4,368
Charitable Activities	3	2,943	1,458	715	-	5,116	3,536
Investment income	4	1,958	79	600	40	2,677	728
Other income	5	75	64	-	-	139	168
Total Income		**9,108**	1,601	1,519	40	12,268	8,800
Less share of gross income resources from Joint Venture		**-**	(217)	-	-	(217)	(366)
Total Net Income before Joint Arrangement share		**9,108**	1,384	1,519	40	12,051	8,434
Expenditure							
Raising funds	6	56	10	-	8	74	78
Charitable activities	7	8,499	951	2,739	-	12,189	8,559
Total Expenditure	8	**8,555**	**961**	2,739	8	12,263	8,637
Net income before gain/ (loss) on investments, Fixed Asset Sales and Revaluations		553	423	(1,220)	32	(212)	(203)
Net interest in the results of the year for the joint venture		-	2	-	-	2	(27)
Net gain/(loss) on investments	13	664	68	1	80	813	(774)
Net gain on sale of fixed assets		295	-	1,846	-	2,141	1,250
Net income before transfers		1,512	493	**627**	112	2,744	246
Transfers between funds	20, 21, 22	(379)	(545)	956	(32)	-	-
Net income before other recognised gains		1,133	(52)	1,583	80	2,744	246
Actuarial gain on defined benefit pension schemes	18	4,893	-	-	-	4,893	(4,739)
Net movement in funds		6,026	(52)	1,583	80	7,637	(4,493)
RECONCILIATION OF FUNDS							
Total funds brought forward		7,531	(8,287)	38,881	1,111	39,236	43,729
Total funds Carried forward		13,557	(8,339)	40,464	1,191	46,873	39,236

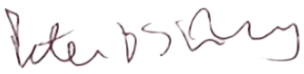
There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

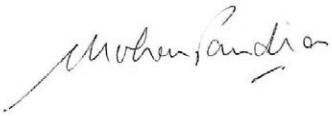
The notes on pages 34 to 57 form an integral part of these financial statements.

CONSOLIDATED BALANCE SHEET AT YEAR ENDED 31 DECEMBER 2023

	Notes	2023	2023	2022 -as restated	2022
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	12	44,320		42,994	
Intangible Assets	12	151		186	
		44,471		43,180	
Investments	13	13,952		13,101	
			58,423		56,281
Current assets					
Debtors	14	16,841		18,780	
Short-term Investment	15	37,009		21,658	
Cash	15	13,814		15,444	
		67,664		55,882	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(79,214)		(68,034)	
Net current liabilities			(11,550)		(12,152)
Total assets less current liabilities			46,873		44,129
Long-Term liabilities					
Loan	17		-		-
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		-		(4,893)
Net Assets			46,873		39,236
CONSOLIDATED FUNDS					
Endowment funds	20		1,191		1,111
Restricted income funds	21		40,464		38,881
Designated funds	22		(8,340)		(8,287)
Unrestricted income funds			13,558		7,531
Total consolidated funds			46,873		39,236

The financial statements were approved by the Trustees on and signed on their behalf by





Peter King – Acting Moderator

Mohan Pandian – Honorary Treasurer

Date: 3 July 2024

The notes on pages 34 to 57 form an integral part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023	2022 -as restated
		£'000	£'000
Net income for the reporting year		**2,744**	**246**
Adjustments for:			
Net (loss)/gain on investments	13	(916)	672
Net interest in result of Baptist House Limited		(2)	27
Net income after gains on investment		**1,826**	**945**
Adjustments for:			
Depreciation	10, 12	208	168
Dividends and interest from investments		(2,677)	(728)
Net gain on sale of fixed assets		(2,141)	(1,248)
(Increase)/Decrease in debtors		1,939	697
Increase/(Decrease) in creditors and provisions		11,179	8,766
Movement in defined benefit liability		-	(22)
Net cash provided by operating activities		**10,336**	**8,577**
Cash flows from investing activities			
Amounts invested in short-term deposits		(23,029)	(15,955)
Amounts withdrawn from short-term deposits		7,679	6,662
Dividends and interest from investments		2,677	728
Proceeds from sale of fixed assets		4,523	2,596
Purchase of tangible fixed assets		(3,882)	(3,236)
Proceeds from sales of investments		1,757	1,482
Purchase of investments		(1,992)	(1,719)
Cash withdrawn from investment managers		302	274
Net cash used in investing activities		**(11,965)**	**(9,168)**
Changes in cash and cash equivalents in the year		**(1,630)**	**(590)**
Cash and cash equivalents brought forward		15,444	16,034
Cash and cash equivalents carried forward	15	**13,814**	**15,444**

The notes on pages 34 to 57 form an integral part of these financial statements.

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

1. ACOUNTING 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. Baptist Union of Great Britain is a registered charity, no. 1181392, 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.

(b) Basis of Consolidation

Where control is exercised by the parent charity over another entity, these entities are consolidated as subsidiaries on a line by line basis in accordance with FRS102 – section 9 and the Charities SORP (FRS102). The charity's interests in a joint arrangement are accounted for using the equity method in accordance with FRS102. The joint arrangement is accounted for by including the charity's share of the income, expenditure, assets and liabilities relating to the activity of the joint arrangement. Details of the entities and interests are given in note 13 to the financial statements. Where an entity's reporting period end differs from that of the parent, the consolidated financial statements include the financial statements of the subsidiary as of its last reporting date before the parent's reporting date, as adjusted for the effects of significant transactions or events that occur between the date of those financial statements and the date of the consolidated financial statements. Details on an entity-by-entity basis are given in note 13.

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

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

In making this assessment the Trustees have considered the effect of the downturn of the UK economy with the cost-of-living crisis for the wider membership churches, and the possible impact this might have on the charity, in particular its income streams.

The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity accounts have therefore continued to adopt the going concern basis in preparing its financial statements.

(d) Funds Accounting

- Unrestricted Funds: General unrestricted funds represent funds which are expendable at the discretion of the Union in the furtherance of the objects of the charity and which have not been designated for other purposes. These funds are known as the Home Mission Fund. Such funds may be held to finance both working capital and capital investment.
- Designated Funds: These represent amounts set aside by the Union for specific purposes as set out in note 22. They may be returned to General Funds at the discretion of the Union.
- Restricted Funds: These represent amounts which have been restricted by the donors for use for specific purposes as set out in note 21.
- Endowment Funds: These represent amounts where the income may be used but where the capital is not expendable as set out in note 20.

(e) 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.
- Subscription income is accounted for gross when received.
- Funds received under Ultimate Trusts are accounted for when received.
- Interest receivable from loans is accounted for on an accrual's basis.
- Accommodation fees charged on loans which remain undrawn after 6 months are recognised on an accrual's basis.
- Trading income is accounted for in the period in which the associated event takes place.
- The long-term target for the quoted investment portfolio is to deliver a total return of CPI plus 4% per annum. After a change in investment strategy made in September 2020 the investment managers are targeted on overall total return irrespective of whether that return is in the form of dividends, interest or capital growth. As a result, from 2021 the Trustees have agreed to adopt a total return accounting policy, taking an income of 3.5% per annum from the investment portfolio. Investment income is initially accounted for when received or on an accruals basis where the amount can be measured reliably, and entitlement is certain. At the end of each financial year, the difference between the actual investment income received and 3.5% of the portfolio is drawn down from the portfolio as income. This amount is listed note 4 as "Total Return Adjustment".

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

(f) 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.

- Costs of raising funds represents publicity material and promotion of the Union and the Home Mission Fund, and investment management fees.
- Charitable activities represent expenditure in the furtherance of the object of the Union.
- Grants payable are agreed on an annual basis and accounted for in the year in which they are committed. Multi-year grants are subject to performance conditions and are only recognised to the extent that conditions under the control of the Charity are met.
- Support costs represent central finance and computer facilities, fixed asset depreciation, storage, insurance and stationery, together with an appropriate allowance for salaries and other office costs.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charity considers that support costs are incurred as part of the delivery of that activity. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(g) Tangible fixed assets

Depreciation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Land	Not depreciated
Non-residential Freehold Buildings	2%
Solar Panels	7%
Furniture and fittings	10% and 25%
Computers and equipment	20% and 33%

Freehold residential buildings are maintained during the period of ownership such that the overall difference between residual values and carrying value are not material and as a result no depreciation is provided. Depreciation is provided on long leasehold properties over the remaining life of the lease. Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment. These reviews involve assessing current property market conditions and their impact on the estimated market values of the Union's properties. Any material deficit between the anticipated recoverable amount of freehold property and its cost is recognised in the statement of financial activities.

(h) Intangible fixed assets

Amortisation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Computers software	20% and 33%

Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment.

(i) 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.

(j) Investment Property

Investment property is property deemed to be held for financial gain and is carried as the Trustees best estimate of valuation. It includes the proportion of a Baptist House (a mixed-use property) that is let out on a commercial basis. The Trustees review the valuation annually and changes in value are reported in the Statement of Financial Activities.

(k) Debtors

Accrued income is recognised in the period to which it relates. Loans are considered concessionary loans made as they are made by the charity 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. Prepayments and other debtors are recognised at the settlement amount due. Debtors are measured at their recoverable amount.

(l) Short-term Investments

Short-term investments are short-term deposits with a maturity in excess of 3 months. Comparisons for 2022 have been restated to show their balance separately from cash at bank.

(m) Cash at bank and in hand

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

(n) 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. Trust accounts and loan fund deposits are recognised where held at the amount received and the carrying amount is adjusted to reflect any interest payable. 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.

(o) 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.

(p) Employee benefits

The charity operates a defined contribution plan for its employees. 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 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 charity in 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. A liability for the agreed pension scheme deficit plan of the Baptist Pension Scheme has been included, in accordance with the Schedule of Contributions dated 13 December 2023.

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

(q) Taxation

Included within the consolidation are charitable companies that are considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore meet the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(r)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. Estimates based on externally published data are also made for investment properties.

(a) Judgements in applying the entity's accounting policies

(i) Multi-employer defined benefit pension schemes: Certain employees participate in multi-employer defined benefit pension schemes with other organisations. In the judgement of the Trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes: see note 25 for further details.

(b) Accounting estimates and assumptions

(i) Multi-employer defined benefit pension scheme: The charity has an obligation to pay a deficit funding arrangement in respect of the Baptist Pension Scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management estimates these factors in determining the new pension obligation in the balance sheet.

(ii) 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 12 for the carrying amount of the fixed assets and note 1(g) for the useful economic lives for each class of assets.

(iii) Bad Debt provisions: The recoverability of loans is assessed annually, and at the balance sheet date provisions for doubtful debts are provided based on prior year experiences.

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

2. DONATIONS AND LEGACIES

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Donations	3,355	-	-	-	3,355	3,423
Legacies	254	-	-	-	254	52
Subscriptions	523	-	-	-	523	464
Gifts from Other Baptist Constituents	399	550	-	-	949	866
Total	**4,531**	**550**	**-**	**-**	**5,081**	**4,805**

In 2022, £552k of charitable activities income was attributed to Designated Funds, £5k was attributed to Restricted Funds, and the remaining £4,248k was attributable to Unrestricted Funds.

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Donations	3,355	-	31	-	3,386	3,471
Legacies	254	-	173	-	427	435
Subscriptions	523	-	-	-	523	464
Gifts from other Baptist Constituents	-	-	-	-	-	(2)
Total	**4,132**	**-**	**204**	**-**	**4,336**	**4,368**

In 2022, £3,965k of charitable activities income was attributed to Unrestricted Funds, and £403k was attributable to Restricted Funds.

3. CHARITABLE ACTIVITIES

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Publication sales	9	-	-	-	9	9
Rent	79	-	-	-	79	106
Funds received under Ultimate Trusts	-	1,241	-	-	1,241	246
Grant Income	-	-	37		37	123
Trading Income	73	-	-	-	73	91
Debt Recovery	-	-	-	-	-	-
Total	**161**	**1,241**	**37**	**-**	**1,439**	**575**

Monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations. The Trustees of the Charity have agreed to designate such receipts to the Pension Reserve Fund.

In 2022, £246k was attributable to Designated Funds, £123k was attributed to Restricted Funds, and the remaining £206k was attributable to Unrestricted Funds.

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

3. CHARITABLE ACTIVITIES (Continued)

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Publication sales	9	-	-	-	9	8
Rent	79	-	676	-	755	774
Grant Income	-	-	37	-	37	123
Funds received under Ultimate Trusts	-	1,241	-	-	1,241	246
Interest receivable from loans	2,666	-	-	-	2,666	1,831
Expenses receivable on trusts	108	-	-	-	108	66
Fee for operating gift aid scheme	2	-	-	-	2	3
Accommodation fees	6	-	-	-	6	6
Trading Income	73	-	2	-	75	92
Debt Recovered – BSBS	-	-	-	-	-	-
Other Income	-	-	-	-	-	21
Income: Joint Venture	-	217	-	-	217	366
Total	**2,943**	**1,458**	**715**	**-**	**5,116**	**3,536**

The Trustees of the Charity have agreed to designate monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations, to the Pension Reserve Fund. In 2022, £612k of the charitable activities income was attributable to Designated Funds, £792k was attributed to Restricted Funds, and the remaining £2,132k was attributable to Unrestricted Funds.

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

4. INVESTMENT INCOME

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Quoted Investments:						
UK listed Bonds	33	4	-	5	42	44
UK listed Equities	117	15	-	16	148	90
Overseas listed Equities	71	9	-	10	90	153
Overseas listed Bonds	-	-	-	-	-	-
UK Property Unit Trusts	43	6	-	9	58	54
Other:						
Interest on Cash Deposits	433	-	-	-	433	21
UK Property	-	45	-	-	45	45
Total	**697**	**79**	**-**	**40**	**816**	**407**

In 2022 £289k of the investment income was attributable to Unrestricted income funds, £78k was attributable to Designated income funds, and the remaining £40k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Income before Total Return Adjustment	616	70	-	28	714	278
Total Return Adjustment	81	9	-	12	102	129
Total	**697**	**79**	**-**	**40**	**816**	**407**

In 2022, £102k was added to actual income of £187k for Unrestricted funds, £12k was added to the actual income of £66k for Designated funds, and £15k was added to actual income of £25k for Endowment funds to reflect the increase in share value in order to give a true picture of Investment Income return.

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

4. INVESTMENT INCOME (Continued)

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Quoted Investments:						
UK listed Bonds	33	4	1	5	43	46
UK listed Equities	117	15	-	16	148	90
Overseas listed Equities	71	9	-	10	90	153
Overseas listed Bonds	-	-	-	-	-	-
UK Property Unit Trusts	43	6	-	9	58	54
Other:						
Interest on Cash Deposits	1,694	-	599	-	2,293	340
UK Property	-	45	-	-	45	45
Total	**1,958**	**79**	**600**	**40**	**2,677**	**728**

In 2022, £586k of the investment income was attributable to Unrestricted income funds, £78k was attributable to designated income funds, £24k was attributed to restricted income funds, and the remaining £40k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Income before Total Return Adjustment	1,877	70	600	28	2,575	599
Total Return Adjustment	81	9	-	12	102	129
Total	**1,958**	**79**	**600**	**40**	**2,677**	**728**

In 2022, £102k was added to actual income of £484k for Unrestricted funds, £12k was added to the actual income of £66k for Designated funds, and £15k was added to actual income of £25k for Endowment funds to reflect the increase in share value in order to give a true picture of Investment Income return.

5. OTHER INCOME

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Other income	75	64	-	-	139	169
Total	**75**	**64**	**-**	**-**	**139**	**169**

In 2022, £77k of other income was related to Unrestricted funds, and the remaining £92k was related to Designated Funds.

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Other income	75	64	-	-	139	168
Total	**75**	**64**	**-**	**-**	**139**	**168**

In 2022, £77k of other income was related to Unrestricted funds, and the remaining £91k was related to Designated Funds.

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

6. RAISING FUNDS

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Investment	56	7	-	8	71	72
Publication expenses	-	3	-	-	3	4
Total	**56**	**10**	**-**	**8**	**74**	**76**

In 2022, £8k of costs in relation to raising funds was attributable to Endowment funds, £10k was attributable to Designated funds, and the remaining £58k was attributable to Unrestricted funds.

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Investment	56	7	-	8	71	72
Publication expenses	-	3	-	-	3	4
Total	**56**	**10**	**-**	**8**	**74**	**76**

In 2022, £8k of costs in relation to raising funds was attributable to Endowment funds, £10k was attributable to Designated funds, and the remaining £58k was attributable to Unrestricted funds.

7. CHARITABLE ACTIVITIES

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Regional Association						
- Mission & Operations	3,180	-	-	-	3,180	2,870
Faith & Society						
- Team Costs	842	88	-	-	930	863
- Baptist Assembly	-	80	-	-	80	165
- Ecumenical	59	-	-	-	59	58
- Other grants	110	-	75	-	185	93
Ministries						
- Team Costs	498	53	-	-	551	523
- Mission Grants	98	52	-	-	150	181
- Student Training	160	-	-	-	160	147
Safeguarding						
- Team Costs	564	59	-	-	623	569
Support Services						
- Advice & Information	39	4	-	-	43	40
- Pension Costs	-	1,452	-	-	1,452	981
- BSBS	(83)	-	-	-	(83)	(59)
- Historic England	-	-	36		36	47
- Benevolent Funds	-	57	-	-	57	54
Total	**5,467**	**1,845**	**111**	**-**	**7,423**	**6,532**

In 2022, £58k of costs in relation to charitable activities was attributable to Restricted funds, £1,439k was attributable to Designated funds, and the remaining £5,035k was attributable to Unrestricted funds.

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

7. CHARITABLE ACTIVITIES (continued)

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Regional Association						
- Mission & Operations	3,180	-	-	-	3,180	2,870
Faith & Society						
- Team Costs	842	88	-	-	930	863
- Baptist Assembly	-	80	-	-	80	165
- Ecumenical	59	-	-	-	59	58
- Other grants	110	-	75	-	185	92
Ministries						
- Team Costs	498	52	-	-	550	523
- Mission Grants	99	52	-	-	151	181
- Student Training	160	-	-	-	160	148
Safeguarding						
- Team Costs	564	59	-	-	623	569
Support Services						
- Advice & Information	39	4	-	-	43	39
- Pension Cost	-	559	-	-	559	88
- BSBS	(83)	-	-	-	(83)	(60)
- Historic England	-	-	36	-	36	47
- Benevolent Funds	-	57	-	-	57	54
Other						
- Retirement Housing	-	-	2,628	-	2,628	1,537
- BU Corporation	3,031	-	-	-	3,031	1,385
Total	**8,499**	**951**	**2,739**	**-**	**12,189**	**8,559**

In 2022, £1,594k of costs in relation to charitable activities was attributable to Restricted funds, £546k was attributable to Designated funds, and the remaining £6,419k was attributable to Unrestricted funds.

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

8. ALTERNATIVE ANALYSIS OF EXPENDITURE

Charity	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2023	TOTAL 2022
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	3,180	-	3,180	2,870
Faith & Society					
- Team Costs	472	-	458	930	863
- Baptist Assembly	80	-	-	80	165
- Ecumenical	-	59	-	59	58
- Other grants	-	185	-	185	93
Ministries					
- Team Costs	272	7	271	550	523
- Mission Grants	98	52	-	150	181
- Student Training	-	160	-	160	148
Safeguarding					
- Team Costs	316	-	308	624	569
Support Services					
- Advice & Information	22	-	21	43	40
- Pension Costs	1,452	-	-	1,452	982
- BSBS	(83)	-	-	(83)	(59)
- Historic England	36	-	-	36	47
- Benevolent Funds	-	57	-	57	54
	2,665	3,700	1,058	7,423	6,532
Cost of raising funds	74	-	-	74	76
Total	**2,739**	**3,700**	**1,058**	**7,497**	**6,608**

In 2022 £2,399k related to Direct Charitable expenditure, £3,237k to Grants and £972k to Support Costs

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

8. ALTERNATIVE ANALYSIS OF EXPENDITURE (Continued)

Consolidated	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2023	TOTAL 2022
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	3,180	-	3,180	2,870
Faith & Society					
- Team Costs	472	-	458	930	863
- Baptist Assembly	80	-	-	80	165
- Ecumenical	-	59	-	59	58
- Other grants	-	185	-	185	92
Ministries					
- Team Costs	272	8	271	551	523
- Mission Grants	98	52	-	150	181
- Student Training	-	160	-	160	148
Safeguarding					
- Team Costs	316	-	308	624	569
Support Services					
- Advice & Information	22	-	21	43	39
- Pension Costs	559	-	-	559	88
- BSBS	(83)	-	-	(83)	(60)
- Historic England	36	-	-	36	47
- Benevolent Funds	-	56	-	56	54
Other					
- Retirement Housing	2,607	-	21	2,628	1,537
- BU Corporation	2,951	-	80	3,031	1,385
	7,330	3,700	1,159	12,189	8,559
Cost of raising funds	74	-	-	74	78
Total	**7,404**	**3,700**	**1,159**	**12,263**	**8,637**

In 2022 £4,337k related to Direct Charitable expenditure, £3,237k to Grants and £1,063k to Support Costs.

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

9. SUPPORT COSTS

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Staff	387	2	-	-	389	320
Depreciation	108	87	-	-	195	162
Property	52	-	-	-	52	122
Insurance	18	-	-	-	18	27
Printing and postage	6	-	-	-	6	6
IT	87	-	-	-	87	76
Other Office Costs	15	-	-	-	15	16
Bank charges	11	-	-	-	11	11
Office facilities	4	-	-	-	4	4
Strategic Projects	-	16	-	-	16	42
Pension Costs	-	-	-	-	-	-
Total	688	105	-	-	793	786
Governance costs						
Annual Assembly	-	-	-	-	-	-
Council	33	-	-	-	33	30
Committees	49	-	-	-	49	21
Auditors' remuneration	54	-	-	-	54	35
Legal and Professional	23	99	-	-	122	100
Trustee Insurance	7	-	-	-	7	-
Total Governance costs	166	99	-	-	265	186
Total Support costs	**854**	**204**	**-**	**-**	**1,058**	**972**

In 2022, £174k of support costs were attributable to Designated funds, and the remaining £798k was attributable to Unrestricted funds.

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

9. SUPPORT COSTS (Continued)

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2023 £'000	Total 2022 £'000
Staff	387	2	-	-	389	320
Depreciation	108	87	-	-	195	161
Property	52	-	-	-	52	-
Insurance	18	-	-	-	18	122
Printing and postage	6	-	-	-	6	27
IT	87	-	-	-	87	6
Other Office Costs	14	-	-	-	14	77
Bank charges	11	-	-	-	11	16
Office facilities	-	-	-	-	-	11
Strategic Projects	1	16	-	-	17	4
Pension Costs	-	-	-	-	-	42
Total	684	105	-	-	789	786
Governance costs						
Annual Assembly	-	-	-	-	-	-
Council	32	-	-	-	32	30
Committees	49	-	-	-	49	21
Auditors' remuneration (see note 10)	83	-	13	-	96	65
Legal and Professional	46	99	8	-	153	142
Trustee Insurance	35	-	-	-	35	19
Total Governance costs	245	99	21	-	365	277
Total Support costs	**929**	**204**	**21**	**-**	**1,154**	**1,063**

In 2022, £16k of support costs were attributable to Restricted funds £174k were attributable to Designated funds, and the remaining £873k was attributable to Unrestricted funds.

10. NET INCOME FOR THE YEAR

	Charity		Consolidated	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
This is stated after charging/(crediting):				
Depreciation/amortisation	195	162	208	161
Auditors' remuneration:				
Audit work	54	35	96	65
Audit work - previous year	-	-	-	-
Non-audit work	-	-		-

11. EMPLOYEES AND TRUSTEES

	Note	Charity 2023 £'000	Charity 2022 -as restated £'000	Consolidated 2023 £'000	Consolidated 2022 -as restated £'000
Staff and appointed minister costs:					
Salaries and stipends		1,273	1,277	1,273	1,277
Social security costs		139	123	139	123
Pension costs	**25**	135	120	135	120
Other costs			-		
		1,547	**1,520**	**1,547**	**1,520**
Less: Attributable to other Baptist entities		(253)	(393)	(215)	(191)
Total		**1,294**	**1,127**	**1,332**	**1,329**
Average number employees during the year:		30	34	33	44

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

11. EMPLOYEES AND TRUSTEES (continued)

No employees received emoluments greater than £60,000 during the year (2022: NIL).

Total aggregate remuneration paid to key management personnel during the year was £302,271 (2022 – as restated: £328,984).

Trustee emoluments, including pension contributions of £3,131 (2022 – as restated: £2,506), were paid for one trustee (2022: 1), Rev. Lynn Green, amounting to £49,491 (2022 – as restated: £45,101). Her appointment as trustee is in accordance with the Union's constitution. No emoluments were paid to any other trustees for their work as Trustees.

A total of £4,541 was paid to 10 Trustees in reimbursement of travelling and subsistence expenses as Trustees (2022: £3,508 to 11 Trustees).

12. TANGIBLE AND INTANGIBLE FIXED ASSETS

Charity	TANGIBLE FIXED ASSETS					TANGIBLE	INTANGIBLE
	Freehold Properti	Leasehold Properties	Computer Equipment	Furniture Fittings	Company Cars	TOTAL	Computer Software
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January	4,249	-	78	82	-	4,409	399
Additions	233	-	10	29	-	272	58
Disposals	(481)	-	(60)	-	-	(541)	-
31 December	**4,001**	**-**	**28**	**111**	**-**	**4,140**	**457**
Depreciation/Amortisation							
1 January	531	-	72	80	-	683	213
Charge for the year	87	-	6	10	-	103	93
Disposals	(26)	-	(59)	-	-	(85)	-
31 December	**592**	**-**	**19**	**90**	**-**	**701**	**306**
Net Book Value							
31 December 2023	**3,409**	**-**	**9**	**21**	**-**	**3,439**	**151**
31 December 2022	3,717	-	6	2	-	3,725	186

Consolidated	TANGIBLE FIXED ASSETS					TANGIBLE	INTANGIBLE
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	Company Cars	TOTAL	Computer Software
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January	41,965	1,615	78	81	-	43,739	399
Additions	3,536	217	10	30	30	3,823	58
Disposals	(2,279)	(132)	(60)	-	-	(2,471)	-
31 December	**43,222**	**1,700**	**28**	**111**	**30**	**45,091**	**457**
Depreciation/Amortisation							
1 January	531	62	72	80	-	745	213
Charge for the year	87	8	6	10	4	115	93
Disposals	(26)	(3)	(59)	-	-	(88)	-
31 December	**592**	**67**	**19**	**90**	**4**	**772**	**306**
Net Book Value							
31 December 2023	**42,630**	**1,633**	**9**	**21**	**27**	**44,320**	**151**
31 December 2022	41,434	1,553	6	1	-	42,994	186

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

13. FIXED ASSET INVESTMENTS

Charity	Unquoted at cost £'000	Quoted at market value £'000	Cash with Managers £'000	Investment in Property £'000	Total 2023 £'000	Total 2022 £'000
Balance at 1 January	2,760	9,183	209	3,555	15,707	16,413
Additions	-	869	1,124	-	1,993	1,720
Disposals	-	(889)	(868)	-	(1,757)	(1,482)
Realised and unrealised gain/(loss)	-	662	18	235	915	(670)
Withdrawals	-	-	(302)	-	(302)	(274)
Balance at 31 December	**2,760**	**9,825**	**181**	**3,790**	**16,556**	**15,707**
Historical cost of investments					8,530	9,427

Consolidated	Quoted at market value £'000	Cash with Managers £'000	Investment Property £'000	Total 2023 £'000	Total 2022 £'000
Balance at 1 January	9,212	209	3,555	12,976	13,684
Additions	868	1,124	-	1,992	1,720
Disposals	(889)	(868)	-	(1,757)	(1,482)
Realised and unrealised gain/(loss)	663	18	235	916	(672)
Withdrawals	-	(302)	-	(302)	(274)
Balance at 31 December	**9,854**	**181**	**3,790**	**13,825**	**12,976**
Add / (deduct) share of net assets of Baptist House Limited				127	125
Total Fixed Asset Investments				**13,952**	**13,101**
Historical Costs of Investments				8,530	8,309

The following investments exceeded 5% of the total portfolio:	**2023 £'000**	**2022 £'000**
Royal London Ethical Bond Fund	695	856
Charities Property Fund	537	621

Unquoted investments at cost	**2023 £'000**	**2022 £'000**
Baptist House Ltd	300	300
Baptist Union Corporation Ltd	2,460	2,460
Total unquoted investment at cost	**2,760**	**2,760**

The unquoted investments represent 50% of share capital of Baptist House Limited and The Union's capital loan to the Baptist Union Corporation Limited which provides the capital for the Baptists Together Loan fund.

The following entities have been consolidated because of the control exercised by the parent charity:

- Baptist Union Corporation Limited is a company limited by guarantee, registered number 00032743, and a registered charity, number 249635. It has been consolidated on a line-by-line basis. At the year ended of 31 December 2023 the company had capital and reserves of £4,387k (2022: £4,387k).
- Retired Baptist Ministers' Housing Organisation (RBMHO) is a Charitable Incorporated Organisation, registered charity number 1177649. It has been consolidated on a line-by-line basis. During the year ended 31 December 2023. RBMHO made a surplus of £1,657k (2022: £1,695k), before consolidation, and the Company had accumulated capital and reserves of £40,542k (2022: £38,885k).
- Baptist House Limited is a company limited by guarantee, registered number 02366122. The Union's share has been consolidated as a joint arrangement. During the year ended 31 October 2023 Baptist House Limited made a profit of £2k (2022: loss of £27k) and the Company had reserves of £127k (2022: £125k).

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

14. DEBTORS

	Charity		Consolidated	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Accrued income	366	56	1,118	371
Prepayments and other debtors	113	557	293	857
Loans to staff	-	-	-	-
Amounts owed by group entities	32	22	-	-
	511	**635**	**1,411**	**1,228**
Loans:				
- Baptist Strategy Building Scheme (BSBS) loans	31	35	31	35
- Baptist Union Corporation Ltd	966	875	-	-
- Manse Loans	-	-	4,269	4,544
- Church Loans	-	-	10,534	12,203
- Pension Loans	-	-	263	331
- Baptist Colleges	-	-	333	328
- Secured advances to churches	-	-	-	111
- Provision for Doubtful Debts	-	-	-	-
	997	**910**	**15,430**	**17,552**
Total	**1,508**	**1,545**	**16,841**	**18,780**

In respect of the outstanding BSBS loans of £31k, £9k is due to be repaid within 12 months (2022: £9k), and £22k is due to be repaid between two and five years (2022: £26k).

In respect of the outstanding loans of £15,399k (2022: £17,552k), £1,170k (2022: £627k) is due to be repaid within 12 months, £898k (2022: £4,790k) is due to be repaid between one and two years, £3,076k (2022: £1,281k) is due to be repaid between three and five years, and £10,256k (2022: £15,129k) is due to be repaid in more than five years.

Loans totalling £4,235k (2022: £1,103k) have been approved but not taken up as at 31 December 2023.

15. ANALYSIS OF CASH AND SHORT-TERM INVESTMENTS

Charity	1 Jan 2023 -as restated £'000	Cash Flow £'000	31 Dec 2023 £'000
Notice Deposits	2,000	8,058	10,058
Cash at Bank	5,664	(3,848)	1,816
Total	**7,664**	**4,210**	**11,874**

Consolidated	1 Jan 2023 -as restated £'000	Cash Flow £'000	31 Dec 2023 £'000
Notice Deposits	21,658	15,351	37,009
Cash at Bank	15,444	(1,630)	13,814
Total	**37,102**	**13,721**	**50,823**

Notice deposits are available between 3 and 12 months, cash at bank is available in less than 3 months.

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

16. CREDITORS

	Charity		Consolidated	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Amounts falling due within one year:				
Accruals and other creditors	365	139	816	269
Staff Loans	-	-	-	-
Trust accounts	-	-	13,114	14,168
Covenant Trust accounts	-	-	-	-
Loan fund deposits	-	-	62,994	51,370
Inter-company creditors	-	-	-	-
Bank Overdraft	-	1	-	-
Loans	8,498	5,108	2,290	2,227
Total	**8,863**	**5,248**	**79,214**	**68,034**

Included in the Loans is £2,290k (2022: £2,227k) of interest free loans which 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 the dates of repayment cannot be determined.

17. LONG-TERM LIABILITY

	Charity		Consolidated	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Loan from Group Entity				
RBMHO	20,000	20,000	-	-
Total	**20,000**	**20,000**	**-**	**-**

The loan from RBMHO is an interest only loan at an interest rate of 3% above the Bank of England base rate. There is no fixed repayment date and it can only be recalled by the lender by giving no less than 12 months notice.

18. PROVISION FOR LIABILITES

	Charity		Consolidated	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Defined Benefit pension scheme liability				
Balance sheet liability at 1st Jan	4,893	172	4,893	172
Deficiency contributions paid	-	(22)	-	(22)
Interest losses (recognised in Sofa)	-	3	-	4
Actuarial (Gains)/losses	-	(18)	-	(19)
(Gain)/Loss in funding plan	(4,893)	4,758	(4,893)	4,758
Balance sheet liability at 31st Dec	**-**	**4,893**	**-**	**4,893**

For more details on pension liabilities, please see note 25.

19. CONTINGENT ASSET

There were no contingent assets for the year ended 31st December 2023 or for the year ended 31st December 2022.

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

20. ENDOWMENT FUNDS

Consolidated and Charity	1 Jan 2023 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2023 £'000
Sustentation Fund	1,111	40	(8)	80	(32)	1,191
Total	1,111	40	(8)	80	(32)	1,191

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
Sustentation Fund	-	1,111	80	1,191
Total	**-**	**1,111**	**80**	**1,191**

The Sustentation Fund income is available for provision of Ministry and the net income was transferred to unrestricted income to support grants for ministry in accordance with the Trust Deed.

21. RESTRICTED FUNDS

	1 Jan 2023 £'001	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2023 £'001
a) Retired Ministers' Benevolent Fund	8	-	-	-	-	8
b) Baptist Union Network	10	-	(10)	-	-	-
c) Online World Project	65	-	(65)			-
d) Historic England: Listed Buildings	-	37	(36)	-	-	1
Total Charity	**83**	**37**	**(111)**	**-**	**-**	**9**
e) RBMHO	38,798	1,482	(2,628)	1,847	956	40,455
Total Consolidated	**38,881**	**1,519**	**(2,739)**	**1,847**	**956**	**40,464**

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
(a) Retired Ministers' Benevolent Fund	-	-	8	8
(b) Baptist Union Environment Network	-	-	-	-
(c) Online World Project	-	-	-	-
(d) Historic England: Listed Buildings	-	-	1	1
Total Charity	**-**	**-**	**9**	**9**
(e) RBMHO	40,881	30	(456)	40,455
Total Consolidated	**40,881**	**30**	**(447)**	**40,464**

(a) The Retired Ministers' Benevolent Fund assists retired ministers on the accredited list.
(b) The Baptist Union Environment Network encourages churches to be considering Eco-mission.
(c) Online World Project is a grant funding provided through Porticus for an ecumenical online safety project aimed at 11-16 year olds. The Baptist Union, as one of the project partners, has agreed to hold and manage the project budget.
(d) Historic England is grant funding for a quinquennial inspection project focused on protecting Baptist listed buildings.
(e) RBMHO provides housing for retired Baptist ministers and their spouses.

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

22. DESIGNATED FUNDS	1 Jan 23	Income	Expenditure	Gain/(loss)	Transfer	31 Dec 23
	£'000	£'000	£'000	£'000	£'000	£'000
Loan fund capital	2,461	-	-	-	-	2,461
Baptist Strategy Building Scheme	35	-	-	-	(5)	30
Pension Reserve	(16,588)	1,791	(1,538)	-	-	(16,335)
Baptist House Reserve	2,952	-	(67)	-	-	2,885
Fixed Asset Reserve	2,246	-	(20)	-	(234)	1,992
Pastoral Fund	2,032	79	(118)	68	-	2,061
Student Loan Fund	200	-	-	-	-	200
Strategic Projects	10	-	(29)	-	19	-
Baptist Assembly	-	64	(82)	-	18	-
Total Charity	**(6,652)**	**1,934**	**(1,854)**	**68**	**(202)**	**(6,706)**
Elimination / Adjust on consolidation						
- Loan Fund Capital	(1,460)	-	-	-	-	(1,461)
- Pension Reserve	-	(550)	893	-	(343)	-
- Baptist House Reserve	(175)	-	-	2	-	(173)
Total Consolidated	**(8,287)**	**1,384**	**(961)**	**70**	**(545)**	**(8,340)**

	Fixed Assets	Investments	Current Assets	Long-Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
(a) Loan fund capital	-	2,460	-	-	2,460
(b) Baptist Strategy Building Scheme	-	-	31	-	31
(c) Pension Reserve	-	-	3,665	(20,000)	(16,335)
(d) Baptist House Reserve	1,598	1,287	-	-	2,885
(e) Fixed Asset Reserve	1,992	-	-	-	1,992
(f) Pastoral Fund	-	805	1,256	-	2,061
(g) Student Loan Fund	-	-	200	-	200
(h) Strategic Projects	-	-	-	-	-
Total Charity	**3,590**	**4,552**	**5,152**	**(20,000)**	**(6,706)**
Elimination / Adjust on consolidation					
(a) Loan fund capital	-	(1,460)	-	-	(1,460)
(c) Pension Reserve	-	-	(20,000)	20,000	-
(d) Investment in Baptist House Ltd	-	(173)	-		(173)
Total Consolidated	**3,590**	**2,919**	**(14,848)**	**-**	**(8,339)**

(a) The Loan Fund Capital is the investment in Baptist Union Corporation to provide capital to the Baptist Union Loan Fund. The loan fund primarily assists churches with finance for new buildings, for extensions and/or refurbishment of church premises, for the purchase of church manses and loans to enable churches to pay off their pension deficits

(b) The Baptist Strategy Building Scheme provided loans to finance to church building. The fund represents balances outstanding and is not open to new applications. Repayments are transferred to Unrestricted funds.

(c) The Pension Reserve has been established by the Baptist Union of Great Britain to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to (1) clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme.

(d) The Baptist House Reserve recognises the investment in Baptist House that is used for operational purposes to provide office accommodation for the Specialist Teams and is not readily a liquid asset.

(e) The Fixed Asset Reserve holds fixed assets used to support the ongoing operations of BUGB. This is not a readily liquid asset.

(f) The Pastoral Fund exists for the relief of need, hardship or distress.

(g) Student Loan Fund has been created to assist ministerial students who need access to additional financial support in particular if they are unable to access funds from the Government Student Loan scheme. The scheme is administered by Kingdom Bank, a registered FSA organisation, and their bad debt loans are underwritten through this reserve.

(h) The Strategic Projects Fund is to provide funding for projects deemed of strategic importance to The Union.

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

23. ANALYSIS OF NET ASSETS

Consolidated	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,111	80	-	1,191
Restricted Funds	40,881	30	(447)	-	40,464
Designated Funds	3,590	2,919	(14,849)	-	(8,340)
Unrestricted Funds	-	9,892	3,666	-	13,558
Total	**44,471**	**13,952**	**(11,550)**	**-**	**46,873**

Charity	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,111	80	-	1,191
Restricted Funds	-	-	9	-	9
Designated Funds	3,591	4,552	5,151	(20,000)	(6,706)
Unrestricted Funds	-	10,892	(721)	-	10,171
Total	**3,591**	**16,555**	**4,519**	**(20,000)**	**4,665**

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

24. GRANTS

The Baptist Union of Great Britain makes grants to some of its member churches for the provision of ministers and to other Baptist and ecumenical organisations in the furtherance of the Union's objects as set out in the trustees' report.

Grants of £10k and over made during the year were as follows:

	Regional Association Operational Funding	Other Baptist Partner Institutions	Ecumenical Partners	TOTAL
	£'000	£'000	£'000	£'000
Angus Library	-	10	-	10
Baptist World Alliance	-	10	-	10
Bristol Baptist College	-	32	-	32
Central Baptist Association	253	-	-	253
Churches Together in England	-	-	24	24
Churches Together in Ireland	-	-	10	10
CMCS	-	-	52	52
East Midlands Baptist Association	231	-	-	231
Eastern Baptist Association	268	-	-	268
European Baptist Federation	-	65	-	65
Heart of England Baptist Association	274	-	-	274
London Baptist Association	409	-	-	409
North Western Baptist Association	244	-	-	244
Northern Baptist Association	158	-	-	158
Northern Baptist College	-	29	-	29
Mission Forum	-	22	-	22
Porticus	-	65	-	65
South Eastern Baptist Association	262	-	-	262
South Wales Baptist Association	215	-	-	215
South West Baptist Association	187	-	-	187
Southern Counties Baptist Association	271	-	-	271
Spurgeons College	-	52	-	52
West of England Baptist Association	211	-	-	211
Yorkshire Baptist Association	198	-	-	198
	3,181	**285**	**86**	**3,552**
Total grants under £10k	-	19	32	51
Total Grants excluding Training & Pastoral	**3,181**	**304**	**118**	**3,603**
Training Grants				42
Pastoral Grants				56
Total Grants				**3,701**

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

25. PENSIONS

The Union is an employer participating in the Baptist Pension Scheme ("the BPS"). The BPS is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited).

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. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the BPS. The main benefits in the BPS were a defined benefit 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.

The BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925 and was closed to future accrual of defined benefits on 31 December 2011. The scheme is not contracted out of the State Second Pension. The table below summarises the main results of the most recent actuarial valuations of the Defined Benefit (DB) Plan in the BPS, which was completed in 2020. This valuation was performed by a professionally qualified Actuary using the Projected Unit Method.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. 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.

Actuarial valuation as at 31 December 2019

A formal valuation of the DB Plan as at 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 key financial assumptions underlying the valuation were as follows

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

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

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 femaleswith the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

Recovery Plan

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 Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan. Following the 2019 valuation a Recovery Plan was signed in September 2020 under which deficiency contributions are payable until June 2026. These contributions were broadly based on each employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

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. An updated Recovery plan was then signed in August 2022 under which recovery contributions from each participating employer in the DB Plan, other than the Union, reduced to £1 per month from August 2022. For the union the recovery plan included a final payment of £6m in 2026 which was recognised in the prior year's financial statements on a discounted basis of £4.7m. A revised schedule of contributions was signed on 13 December 2023 which reduced contributions for all employees including the union to £1 per month. Accordingly, the provision made last year of £4.7m has been reversed.

To provide the Trustee of the Baptist Pension Scheme with security of funding, £3m was placed into an escrow account in September 2022, which can be drawn on by the scheme should it be able to demonstrate the need for additional funding.

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

Movement in Balance Sheet liability

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.

	2023 £k	2022 £k
Balance sheet liability at year start	4,893	172
Minus normal deficiency contributions paid	-	-21
Interest cost (recognised in SoFA)	-	3
Loss/(Gain) on actuarial re-measurement	-	-19
Loss/(gain) on change of funding plan	-4,893	4,758
Balance sheet liability at year end	-	4,893

This liability represents the present value of the 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:

	31 Dec 2023	31 Dec 2022	31 Dec 2021
Discount Rate	5.19%	5.66%	2.00%
Future increases to Minimum Pensionable Income	3.43%	3.26%	4.06%

26. RELATED PARTY TRANSACTIONS

Apart from the disclosures in note 11, there are no other trustee reimbursements. (2022: £NIL)

BAPTISTS TOGETHER

www.baptist.org.uk/annualreport

The Baptist Union of Great Britain
Registered charity number 1181392
The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House,
129 Broadway, Didcot, Oxfordshire OX11 8RT.

THE BAPTIST UNION OF GREAT BRITAIN

England & Wales - Charity number 1181392

Accounts

BAPTISTS TOGETHER

Annual Report

of the Baptist Union of Great Britain

2022

Welcome to the 2022 Annual Report of the Baptist Union of Great Britain

We hope it will be a great encouragement to you as you read about all the varied work God is doing across our Baptist movement.

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President and General Secretary	*p6-7*
Areas of Work	
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The Trustees wish to put on record their thanks to the churches, regional associations and colleges that make up Baptists Together and to the staff of the specialist teams based at Baptist House for all their generosity in supporting us to achieve our mission.

THE DECLARATION OF PRINCIPLE

The basis of our Baptist Union is:

That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer his laws.

That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again the third day'.

That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

BAPTISTS TOGETHER

Local Baptist churches supported by regional associations, colleges, and specialist teams together in relationship for God's mission

Front page and all background images (unless stated) created by Mike Lowe using Midjourney

Our objectives

The principal object of the Union is the advancement of Christian faith and its practice, especially by the means of and in accordance with the principles of the Baptist denomination.

Our Christian faith understands that we can come to know God in Jesus Christ, who is both human and divine and is the person in whom all that is lost and broken can be redeemed and who inspires his followers to work for a world that is a better place for all.

Our Baptist principles mean that within the covenant relationship of Baptists Together we value the freedom of the local church to discern for itself its practices and policies within the broad scope of Baptist belief. We stress the importance of individual response in faith, and we understand that each Christian is to play their part in advancing Christian faith and witness. Because of our emphasis on personal faith and the freedom of the local church we are committed to religious freedom for people of all Christian traditions and other faiths.

The Union's overriding function is to provide encouragement, advice and support to member churches so that they too may maximise their ability to achieve their own charitable objective of making Jesus Christ known to particular individuals and to society in general.

Baptists believe that each Christian has a duty to share their faith with the wider public and recognises that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education, care of God's creation and peace in the world.

Throughout 2022 our Union continued to support its member churches, regional associations and colleges by providing grants, practical support, guidance and expertise and by representing its members in the public arena. Throughout this report further detail and information is to be found about specific initiatives in 2022 and how they relate to the overall strategy of our Union.

Our strategies to achieve success

Whilst the objects of our Union continue much unchanged from year to year, the work of our Union to achieve these is reviewed periodically to ensure there is effective and appropriate provision and support for ministers of religion, other church leaders and the churches, regional associations and colleges.

The 'Futures Review' undertaken in 2012 outlined the main strategic direction, objectives and values of the Union which continue to be implemented. The strategy of our Union arises from this and is encapsulated in the phrase 'Growing healthy churches in relationship for God's mission.' To do this, we believe that we must intentionally develop a Union that encourages and builds upon our relationships together as more than 1,850 member churches, 13 member regional associations and five member colleges, ie Baptists Together.

We continue to develop relationships with other Baptist organisations in the UK through the Fellowship of Baptists in Britain and Ireland, in Europe through the European Baptist Federation, and around the world through the Baptist World Alliance.

Our shared vision

‘Growing healthy churches in relationship for God’s mission’

We seek to deliver our vision through...

Baptists Together is committed to intentionally developing a culture where we...

Seek to be a movement of Spirit-led communities

As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life.
(Galatians 5:22-25)

Feel like one team

Celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships – making sure everyone feels included and listened to.
(I Corinthians 12:24b-27)

Embrace adventure

Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things.
(Matthew 28:18-20)

Inspire others

With a generosity of spirit, energise and motivate people to be all that God created them to be.
(Ephesians 5:1-2)

Share a hunger for God’s coming Kingdom

Nurturing a ‘holy discontent’ that arises from our desire to give practical expression to our vision of God’s purpose for creation – confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union.
(Matthew 6:9-10).

To read the story behind our culture please go to www.baptist.org.uk/culturehistory

Building a Bigger Table

It has been an amazing privilege to be the President of Baptists Together for this season. The theme of Building a Bigger Table has provided us all with the opportunity to think about putting hospitality at the centre of our mission and life together as a movement.

When I began to serve as President I said at the Assembly: 'I accept that you may not want to hear from me because of my age, gender, or perceived theology; but I would like you to know sisters, brothers: even if you don't want to hear from me, I would love to listen to you.' And I invited us to connect over the year and to join in conversation.

Over the course of the year, I have connected with 49 different expressions of churches and missional communities. I have had the honour of spending time with some of our NHS Chaplains; I have spent time with pioneers in different associations as they seek to put Jesus at the centre of the communities they live in and serve. I have attended prayer meetings of churches online and onsite; I have attended Forest church followed by a communion service in the back room of a pub.

I have been invited to share on the theme with seven of our thirteen associations; I have engaged with three of our Baptist colleges and have spent time online with the Small Churches Network. I have sought to raise money for Home Mission by gathering some people together to walk the Yorkshire Three Peaks and, although I was unable to complete the challenge, I am so proud of the team that came together from across our movement to walk for Home Mission.

I have sought to pray for our movement regularly; it has been an honour to hold some of your direct requests and you as family in prayer.

As I have listened across the movement I have heard:

- The need to be seen in your context
- The strain and toil ministry and mission is taking on people
- The desire to put ministers', chaplains' and pioneers' wellbeing at the heart of association life
- The hope in a future for the Church that is authentic and caring for its communities.

I have seen how many are serving their local communities through new and traditional forms of church which is creating a depth of relationship and bringing people to know Jesus.

'The theme of Building a Bigger Table has provided us all with the opportunity to think about putting hospitality at the centre of our mission and life together as a movement.'

In all the joys of the year there have been times when I have felt defeated and disrespected by a few. It can be painful to be on the receiving end of the comments some people make it the name of 'correct theology'. However, I have attempted to continue to serve the movement in the places where I have not always been welcomed and I remain determined that it will not distract me or others from building a bigger table and to keep making space for those who we do not regularly hear from.

Although this year has brought challenges, the joys of meeting the different people and visiting the amazing places means it has been an awesome privilege to serve the Baptist Movement and to have had the honour of walking with you in this role as we grow healthy churches in relationship for God's mission.

Hayley Young, President Baptists Together 2022-23

Creativity, flexibility and innovation

Looking back on 2022 I would say that it can best be described as a year of lament and hope.

During 2022 we experienced the continued impact of the pandemic across Baptists Together. Whilst it was encouraging to see churches adapt and respond to the opportunities of the new landscape we found ourselves in, others remain exhausted and facing issues such as the loss of children, young people and young adults, a dearth of volunteers which is affecting trustee roles and CYF / community roles and financial challenges that are affecting staff roles. In the light of this, it is appropriate that we lament the huge losses that we have experienced over recent years as individuals, churches and a movement.

We also lament the impact of the pandemic on our relationships across Baptists Together. Despite a swift pivot to embrace online ways of meeting and connecting, two years of missed opportunities for face-to-face meeting and collaborating have been keenly felt. As a complex, relational movement being able to meet together for prayer, worship and to deepen relationships is essential in these challenging transitional times. Furthermore, it strengthens our capacity to love one another whilst respecting our differences.

One of the key challenges for Baptists Together in this year has been considering a question that was raised from some of our members relating to marriage and accredited ministry. In different ways through the year we have been taking time to listen carefully to each other as we have been sharing our convictions and reflecting on Scripture together. I am very aware that this has not been easy, yet we continue to reflect together biblically, pastorally and missionally around these and other issues.

We have experienced lament, but we also see tremendously hopeful signs of God at work in and through us.

From this perspective of hope we are beginning to tell a new story; not a story of decline, but a story of where we see God at work now and our trust that he is doing new things among us. You can read more stories of hope in this Annual Report and in our magazine and articles online. Again and again we see our churches engaging with their communities in beautiful ways, holding out the love of Jesus in these uncertain times. *Alpha* courses, open-air witness, foodbanks and community fridges, Renew Wellbeing cafés, schools' work, youth clubs and mentoring projects. I have visited new church buildings with excellent accessibility, with a heart to be a place of welcome for all. It has been so encouraging to see the many Baptists who have offered hospitality as part of the Homes for Ukraine scheme and local churches have hosted all sorts of welcome initiatives for those from Ukraine, Hong Kong and other parts of the world.

'we are beginning to tell a new story; not a story of decline, but a story of where we see God at work now and our trust that he is doing new things among us'

So, yes, in this period of ongoing uncertainty and challenge we have continued to experience lament. Yet we also have hope, because the risen Lord Jesus Christ is in us and the purposes of God continue working themselves out in the midst of everything.

May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.

Lynn Green, General Secretary Baptists Together

Areas of Work

Pioneering and Planting

As a grassroots movement of local churches, we are also passionate about planting more churches and pioneering new things in new ways. This is part of the continuing, urgent mandate we have been given by Jesus in the Great Commission. With more than 95 per cent of the population of the UK not yet following Jesus, this is no time to be barricading ourselves within our churches! This is a time for courage, innovation, risk-taking and the embracing of adventure.

Pioneering adventure on a new housing development

Barnwell Baptist Church has been exploring and praying about its response to the Marleigh development for a decade, with members united in a desire to grow a Jesus-worshipping community there.

Marleigh is a short drive from church's location in the east of Cambridge which will eventually grow to 1300 homes. Currently around 160 homes are occupied.

In 2021 the church appointed Catrin Horrex as pioneer minister-in-training to lead this missional opportunity, thanks to the support of an Eastern Baptist Association Home Mission grant and the Baptist Insurance Company. In 2022 the church was also raising funds to buy a house there.

It has been encouraging for the church to connect with other pioneers and practitioners up and down the country who have shared their experiences and helped shape its local response. Catrin says, "It's still very early days, but it's so interesting watching the community grow.

"Currently there's no community space, apart from the primary school, but there is a hunger for community. When we surveyed them, residents said they simply wanted a place to meet and get to know each other. We've been building relationships, doing a walking club each week, gathering a small community of young families via whatsapp and growing links with the new primary school.

"But we can't wait to live onsite. The vision for the house is that it will be a place of hospitality and stories. We want to welcome and host people, but we also want to listen to their stories and to see what God grows.

"So the house is key - this will be a home and a place of welcome."

Minister Stuart Wood says, "We want to encourage other churches – new builds are a great way for churches to grow.

"But more than that, this a story of audaciously asking for God's provision. Barnwell is one of the poorest parts of the city and we are not a big church – around 50 members. Historically Baptist churches don't plant when they're this small, but this is what's happening here.

"God has called us to this and we trust him to provide. People here really have a heart for planting and growing.

"It's about God and vision and stepping out in faith. It's very much a kingdom story, and we want to share that."

The vision for the house is that it will be a place of hospitality and stories. We want to welcome and host people, but we also want to listen to their stories and to see what God grows

Embodying the Good News in marginalised coastal communities

Barney Barron introduces Coastal Expression, a response to the often-unrecognised deprivation and spiritual needs of many coastal neighbourhoods

When I was commissioned by Urban Expression to carry out some research into coastal towns, I discovered they are among some of our most deprived communities in the UK, and places where local churches are often in terminal decline.

In fact, the most deprived ward in England is a seaside village called Jaywick, in Essex. The next eight slots in the top ten list of deprivation statistics are all wards in Blackpool.

Following the research, I relocated to Cornwall, famous for its long sandy beaches and picturesque fishing villages, but actually one of the poorest regions in Britain and northern Europe.

Having benefitted from the connections and support of Urban Expression for 16 years, I discovered there was no such agency supporting coastal pioneers. As I connected with other pioneers in coastal communities, I discovered that there was a general isolation and lack of connection with others who could resonate with the unique challenges and opportunities of incarnational ministry in coastal areas.

Thanks to generous funding from Mission Forum and a private sponsor, Jon Timms and I have now been released as Coordinators for a day a week each. Our aim is to develop Coastal Expression as a mission agency that will connect and support those seeking to embody the good news incarnationally, in under-churched and marginalised coastal communities.

We have begun to share experiences, resources and support through a regular newsletter, an online gathering and a Facebook page and group. We had our first physical gathering late in 2022, supported by a grant from Baptist Insurance.

We will seek to gather and share the stories of how God is at work in these coastal communities and what we are learning as we journey together, in the hope we will encourage others to consider relocating to a coastal neighbourhood and discover the opportunities for joining in with God's mission there.

'Our aim is to develop Coastal Expression as a mission agency that will connect and support those seeking to embody the good news incarnationally, in under-churched and marginalised coastal communities'

All photos belong to each respective church, individual or organisation

#Digital Pentecost

A series of conversations about shaping an online Baptist missional community are being held in early 2023. Simon Goddard and Nathan McGuire explain more.

Many Baptist churches discovered the online space out of necessity during the pandemic. Some decided to stream their services, and others discovered that community to be just as real in the digital space. After the lockdowns, several churches explored what being a hybrid church would look like, whilst many returned to onsite only gatherings as soon as they could.

In February 2021, however, a different conversation began – one that asked the question 'what might a Baptist expression of church planted in the digital space look like?' Since then, a small group has been working in partnership with the Baptists Together specialist teams to create the constitutional framework of transform.church, which was recently registered with the Charity Commission and welcomed into membership of Baptists Together.

A series of conversations have been taking place in early 2023 with individuals within our Baptist movement who have the skills and passion to help shape a national Baptist digital expression of the church. The conversation is not an exercise in simply working out how to 'do church' online – but rather an exploration of what it means to 'be church' in the 21st century. Asking questions, for example, about:

'The conversation is not an exercise in simply working out how to 'do church' online – but rather an exploration of what it means to 'be church' in the 21st century'

How a digital expression of church could equip, empower and release a generation of missional disciples committed to kingdom transformation? How we might help individuals to connect widely in the digital space but dwell deeply in the communities and networks in which they live, work and play?

How we might provide a community for the growing number of 'churchless faithful', who are called to live as authentic followers of Jesus, but who struggle to do this within inherited expressions of church?

In 2023 we are seeking to broaden the trustee body, and grow a wider team of supporters, advisors and start-up funders. We hope that this will enable a formal launch of transform.church later in the year.

We're praying that as we invite God's Spirit to use us in the online space, we'll be part of a new #digitalpentecost. If you're interested in being part of this, or want to know more, please get in touch.

Simon Goddard is a former regional minister in the Eastern Baptist Association, and Director of RiverTree, which he set up in 2018 to catalyse, cultivate and collaborate in pursuit of fruitfulness in the mission of God. Contact him at: simon@rivertree.org.uk

Nathan McGuire currently serves as Associate Minister at Streatham Baptist Church and is a Trustee of Restored, where he provides consultation on domestic violence prevention in Christian Communities. Contact him at: nathan@thegodlyirritant.com

'Improving the wellbeing of those living around them'

Renew Wellbeing is the name of the overarching organisation that is helping churches around the country to replicate the Renew Wellbeing café concept.

Renew Wellbeing

Founded by Baptist pastor Ruth Rice, its vision is to encourage as many churches as possible to open up a space in which to be present, be prayerful and be in partnership with their local council for as little as two hours a week to improve the wellbeing of those living around them.

The charity is now in partnership with around 240 Renew spaces, and Baptists Together Mission Forum funding has supported its growth. A recent grant enabled it to deploy four new regional co-ordinators to cope with its expansion over the pandemic.

'I was particularly inspired to hear the story of one regular who has a history of significant trauma share the story of the impact that Renew 15 has had on her life, and how the regular rhythm of prayer has enabled her to sense that there is someone bigger than our understanding who cares for her. '

In 2022 Margaret Blakey, Renew co-ordinator in the West of England, gave an update. There are now 13 Renew spaces in Webnet, with several others in the region affiliated to other denominations.

She explained how it was really exciting to witness the opening of Renew 193 in Weston Super Mare, a partnership between Baptist churches in the town.

"Renew 193 is particularly inspiring in its simplicity of design, the friendships between the volunteers from the different churches, and the warm welcome that is extended to the guests who pop in from the High Street who already consider themselves part of the Renew 193 community."

Over the summer Margaret popped in to one of the older Renew spaces, Renew 15 in Devizes.

'It was so lovely to join in with a choice of activity and to chat with those sat around me,' she wrote. 'One of my favourite aspects of my job is the new and varied friendships that I make on a weekly basis.

'I was particularly inspired to hear the story of one regular who has a history of significant trauma share the story of the impact that Renew 15 has had on her life, and how the regular rhythm of prayer has enabled her to sense that there is someone bigger than our understanding who cares for her.

'She shared, with a real sense of pride, the various creative activities that the group have participated in, with plenty of variety and choice.'

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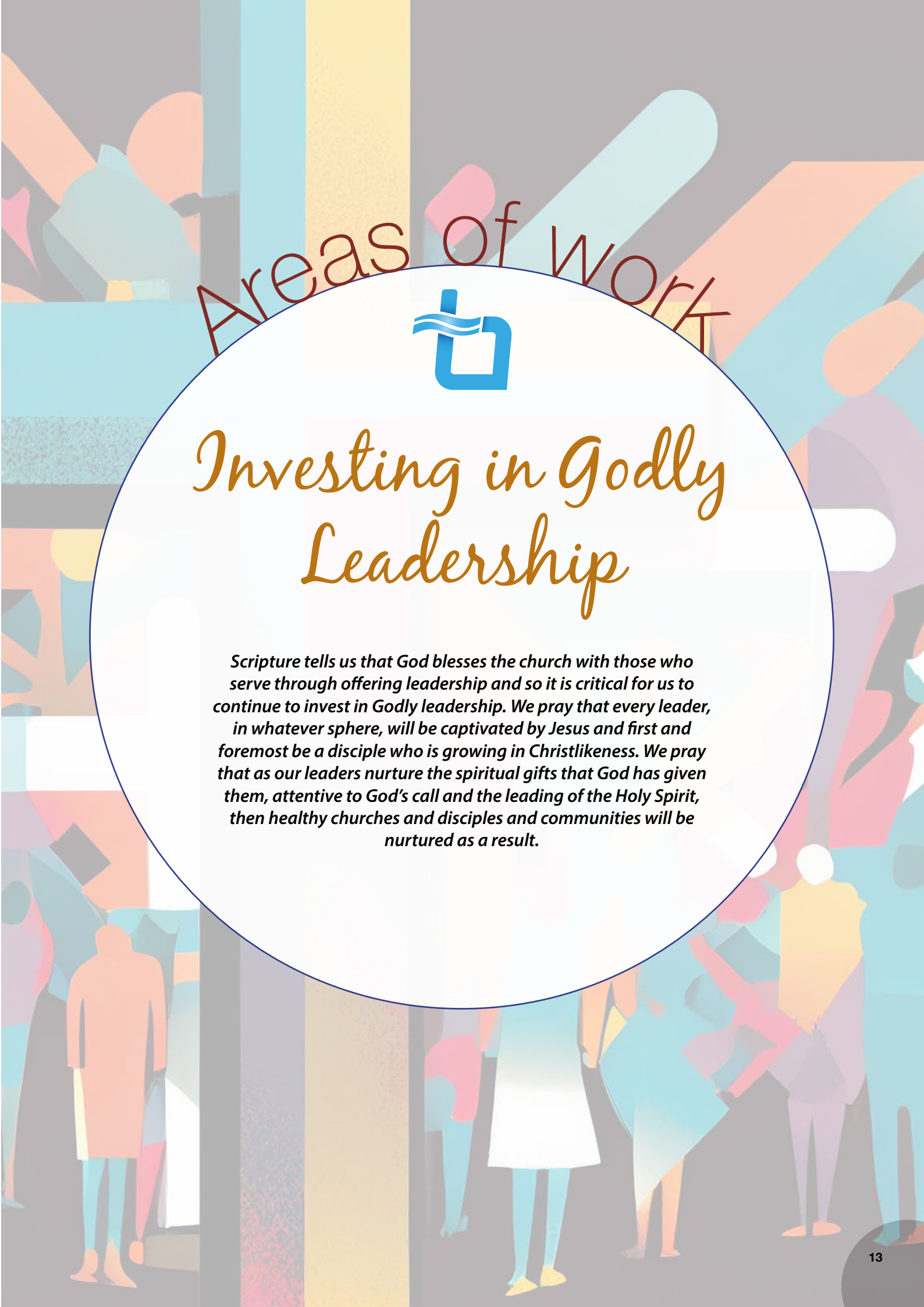
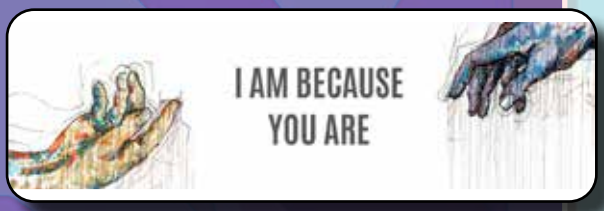


Areas of Work

Investing in Godly Leadership

Scripture tells us that God blesses the church with those who serve through offering leadership and so it is critical for us to continue to invest in Godly leadership. We pray that every leader, in whatever sphere, will be captivated by Jesus and first and foremost be a disciple who is growing in Christlikeness. We pray that as our leaders nurture the spiritual gifts that God has given them, attentive to God's call and the leading of the Holy Spirit, then healthy churches and disciples and communities will be nurtured as a result.

I Am Because You Are



In late autumn 2022, we introduced *I Am Because You Are*, a new Baptist video-based training course in equality and diversity.

The course is aimed at Baptist ministers but suitable also for church leadership teams. It has come about in response to a grass roots challenge made to the Baptist Union.

In the wake of the murder of George Floyd in 2020, a conversation among Baptist ministers took place about racial justice, but not only racial justice. The scope was broader, drawing in a variety of ways in which ministers had experienced, observed, and even perhaps colluded with discrimination in Baptist churches and structures.

An open letter was subsequently written to the leadership of Baptists Together, calling for equality, diversity and unconscious bias training to be made a compulsory part of both initial ministerial formation and Continuing Ministerial Development. After some deliberation, the Baptist Union Council agreed this at its March 2021 meeting,

I Am Because You Are is the first result of Council's decision. It consists of six videos that ministers are expected to watch together in their networks and ministers' meetings. Each video contains some explanatory material, a filmed interview or conversation, and some discussion questions. They explore what discrimination is, the meaning of equality and diversity in secular society world, and how this relates to the Bible and our own experience.

The title *I Am Because You Are* is a rough translation of the Zulu word, ubuntu. Ubuntu was often used by Desmond Tutu to explain how we are inter-connected. He said we are diminished when some among us are made to feel less than they truly are – that is, made in the image of God. Despite a total viewing time of almost two hours, the six videos can only hope to open up what is an increasingly vast topic. Engaging with *I Am Because You Are* through watching and discussing the videos is mandatory for almost all accredited ministers and nationally recognised pastors.

In Episode 4 of *I Am Because You Are*, two Baptist College Principals, Clara Rushbrook and Steve Finamore, discuss a reading from John chapter 4. When Jesus encounters a Samaritan woman at a well, Clara notes:

"Jesus is going into Samaria. He's going to somewhere 'other' precisely to encounter this woman, and he knows about her. And I don't think he knows about her in a way of kind of shaming her, but he knows about her in a way that sees her.

"And it reminds me of the story of Hagar where she names God as the one who sees me and that is really powerful. This is an unnamed woman. But we're beginning to see who she is, through this encounter."

Steve adds a further reflection:

"[This story] is one of the ways that John is demonstrating that the words of his prologue – that 'He came to his own people, and they received him not, but to those who did receive him, he gave the power to become the children of God,' – is being fulfilled. And this is one of those biblical type scenes. A man meeting a woman at the well is something that happens in Genesis, it happens in Exodus. It is one of those standard story patterns. And they are usually about betrothal, about human love. But here this is about the love of God for a whole people."

New funding ministerial formation options

New ways of supporting training for women and men into Baptist ministry came into being in 2022.

A Baptist branded crowdfunding scheme in partnership with Stewardship launched last spring. Ministers-in-training can now apply for a 'Partner Account for Individuals', to which those wishing to support them can make one-off or regular gifts, choosing to remain anonymous if they wish.

In addition, those who cannot access student finance through the UK or Welsh Government, can now instead apply for a loan for student fees through Kingdom Bank, with whom the Baptist Union has entered an agreement. If an application is approved, payments for student fees will be made direct to the college. Students can also borrow up to £1,500 for resources that enable their study, such as a laptop or books.

After training, the students are expected to pay back the loan over ten years. The interest rate is favourable compared to a typical personal loan because the Baptist Union acts as the guarantor. This is currently a pilot scheme (available for students starting in September 2022), and it is hoped the arrangement will be made permanent if funding allows.

Both these initiatives were proposed by the Funding for Ministerial Training Working Group, and approved by Baptist Union Council in October 2021.

'A Baptist branded crowdfunding scheme in partnership with Stewardship launched last spring. Ministers-in-training can now apply for a 'Partner Account for Individuals', to which those wishing to support them can make one-off or regular gifts, choosing to remain anonymous if they wish.'

Young adults in our Baptist movement

Our Young Leaders' Development Coordinator Isabella Senior began her role in March 2022. She gave the following update for the Baptists Together website. It has been a fruitful year in this position, and I wanted to share some of the encouraging stories. God is at work among young adults in our Baptist movement and it is exciting to be part of this!

Internships

There are about 50 interns starting in Baptist churches across the country from September onwards, and the number is still growing as I connect with more churches. London Baptists, Yorkshire Baptist Association, South West Baptist Association, South Wales Baptist Association and North Western Baptist Association are running their own internship programmes in a variety of ways and contexts. Southern Counties Baptist Association and Central Baptist Association together with Regent's Park College (EQUIP) and London Baptists (Formation) are offering free online workshops for young leaders throughout the academic year.

It's been a privilege to support local churches in finding and hosting interns. Since I've been in post, more than 30 churches from across our Associations have contacted me expressing an interest in hosting an intern, and I am delighted to share that the *Internship Best Practice Handbook* - Tips for a successful internship programme is now available.

Our aim in producing this handbook is to encourage, promote and facilitate internships right across Baptists Together. It provides guidance on how best to host interns in churches, from the discernment process through to the practicalities. It also contains templates for an internship role profile, volunteer agreement and code of conduct, among other resources.

We had our first Interns' Gathering in January, and it was great to connect with interns across our Union, share experiences and be encouraged. I interviewed three former interns and we heard about how their internship year helped them grow as disciples of Jesus and leaders. Intern Shelby commented on the gathering 'I really enjoyed the opportunity to get to know other interns all over the UK. Being able to hear different experiences of interns in different churches was such a good insight of what's to come.' I'm looking forward to the next Interns' Gathering in April.

I've been so inspired by our Baptist interns and can't wait to see what God has in store for them. I met 19-year-old Anna at Baptist Assembly 2022 and after a conversation she decided to do an internship year, and this is what she shares now 'I officially had my Moses and the burning bush moment. I'm falling in love with the fact that everyone here is encouraging my passions and giving me opportunities to pursue them. Just when I was questioning why God brought me here, he came through and showed it to my face. I feel like I know what direction I'm meant to be going in and who's coming with me. I have not been this happy in a long time. Honestly, letting go of the control I had over my life was the best thing I've ever done for myself. It was scary but was so worth it!'

'I've been so inspired by our Baptist interns and can't wait to see what God has in store for them'

Summer 2022 festivals

I also had the privilege of attending two summer festivals for a day each: Satellites for young people aged 12-18 years old, and Sixty-One for young adults aged 18-30 years old. At Satellites, over 50 per cent of the young people there were from Baptist churches. A Baptist youth leader shared this on the stage on the day I was there, and it was so encouraging to hear so many young people shouting across the room in excitement that they are part of a Baptist church.

All photos belong to each respective church, individual or organisation

It was great to hear stories of young people finding Jesus in lockdown. Some of them connected through detached youthwork and others through the youth groups running online. I met youth groups that grew during lockdown, welcomed young Ukrainian refugees, and really benefited from interns and young leaders in their churches. I connected with two young women who had been interns in two different Baptist churches and they shared with me how much they enjoyed their internships and grew in faith and in leadership in the past year.

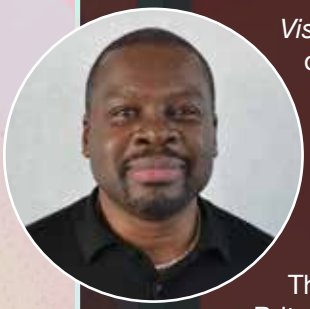
At Sixty-One a Baptist church was leading a prophetic workshop which focussed on how to connect with God in prayer and live a naturally supernatural lifestyle. It was very moving to be in a place with so many other young adults passionate about Jesus and his kingdom – it felt in many ways like we are a faithful remnant!

Other developments over the last 12 months include the launch of the @baptistyoungleaders Instagram account, which has more than 400 followers and connects with the young adults in our Baptist movement.

Isabella Senior and Andrew Ginn, a core member of the Young Adults Round Table, gave a presentation at the October Baptist Union Council, which they subsequently recorded and is now hosted on the Young Adults area of the Baptists Together website. The presentation outlined challenges and opportunities to help the denomination grapple with the urgent need to serve this missing generation through our ministry and mission. Since then, Baptist associations and colleges have continued the conversation by hosting sessions on this missional need, starting new initiatives and being more intentional.

'Other developments over the last 12 months include the launch of the @baptistyoungleaders Instagram account'

'Visions of Colour'



Visions of Colour, an anti-racism course for Baptist ministerial formation, was released during Black History Month in October.

Visions of Colour (VOC) is a racial justice training programme designed to aid the process of Baptist ministerial formation and its engagement with justice and society. The ultimate goal is to help Baptist ministers develop action plans suited to their local church and community.

The Sam Sharpe Project initiated VOC, in partnership with the Baptist Union of Great Britain; Justice Enabler Wale Hudson-Roberts sought the advice of Professor Robert Beckford, who helped bring the vague concept to structured reality. Dr Eleasah P Louis has acted as consultant and producer, working with the Sam Sharpe/BUGB teams to bring the project to fruition.

The course came about following the murder of George Floyd, and the open letter to the leadership of Baptists Together that equality, diversity and unconscious bias training become a compulsory part of both initial Ministerial Formation and Continuing Ministerial Development. *Visions of Colour* seeks to give Baptist ministers the tools to respond to this socio-political climate meaningfully and theologically.

It's an online six-part video course. Each session includes a contribution from Baptist ministers and their thoughts about anti-racism, a learning point to help unpack key terms and ideas and a lecture that aims to challenge and equip ministers with ideas for practically engaging with anti-racism in a church setting. **Access it here: www.visionsofcolour.uk**

Bristol Baptist College in 2022

Pioneering and Planting
Here at Bristol, pioneering in new mission opportunities is a major priority for all our students whether they are preparing to be church pastors, chaplains or leaders of new initiatives. During 2022 one of our students moved onto a new estate where she will lead a missional presence; another launched projects with drug users, the homeless and those on probation; and another started a prayer room as part of her school chaplaincy. Our module on mission and evangelism takes our students to visit mission initiatives operating in the most marginalized communities in the city, while a different course focuses on the church and community development. All in all, the college is at the cutting edge of new approaches to mission, while continuing to respect the role of pastors of congregations.
Link to Creativity in Ministry: www.youtube.com/watch?v=vAnhGWVpVzY&t=60s

'pioneering in new mission opportunities is a major priority for all our students'

Voices in the Public Square
We offer a focus on prophecy as a part of the vocation of the people of God. The college is always seeking to learn from those who speak truth to power and are faithful to God's word even where this provokes opposition. Examples of this can be seen in the work, directed by our Biblical Studies tutor, Revd Dr Helen Paynter, of the Centre for the Study of the Bible and Violence and in our teaching of apologetics. Helen's work on domestic violence and on challenging the use of the Bible by violent nationalists is a significant contribution to vital public issues.
Link to 'The Bible Doesn't Tell Us So' information: www.csbvbristol.org.uk/study-videos/ or the preview video: https://youtu.be/iRWOUDQBFXc

Equipping Churches for Mission
In active partnership with the regional associations, the college offers courses specifically designed to help Baptist Christians engage in mission within their churches and in their day to day lives. In Bristol we offer Equipping Missional Disciples (EMD) with Webnet and in Exeter with the SWBA we offer Prepare, Feed, Sustain (PFS). And, of course, our student ministers are all trained to understand that part of their calling is to equip their local churches to take part in the mission of God.
Link to EMD on our website: www.bristol-baptist.ac.uk/community-learning/emd/
Link to EMD video: www.youtube.com/watch?v=1TkJ6z8bYgY

Investing in Godly Leadership
For more than three centuries the college has been investing in the next generation of Baptist leaders. Back in the eighteenth century this was expressed as forming 'lively, zealous, able and evangelical ministers of the gospel' and to some extent the goal remains the same. The college, through its staff and its other resources, invests time, money and expertise in helping, in partnership with placement churches and mission contexts, form the next generation of leaders for our movement. But these days, we're not only about those called to accredited ministry. We offer theology courses from undergraduate level all the way to PhD. In addition to the courses mentioned above, we also offer a one day a week course called Disciple-Makers which is designed to offer a year of formation and training to people who are thinking about the call of God on their lives.
Link to the Disciple-Makers video: youtu.be/2YDPvllumN0
Link to core values: youtu.be/j_vS1qBadqg

'For more than three centuries the college has been investing in the next generation of Baptist leaders'

All photos belong to each respective church, individual or organisation

Northern Baptist College (NBC) in 2022

Our strapline as a college is equipping leaders for a changing church and a changing world. When we settled on those words, I'm not sure any of us realised how prophetic they were. In our country and in our churches, we seem to be living in a particularly significant time of change. Our calling as a college is to respond with faith and adventure, holding onto God and stepping out into the future. How has this worked out in the life of NBC over the past year? What are some of the things we've been doing?

'Our calling as a college is to respond with faith and adventure'

Reaffirming our commitment to pursue justice for all. In a country that is slowly waking up to the extent of structural injustice, we have been trying to up our game. To that end we have appointed two new staff members to help us. Ruth Wilde is our tutor for the inclusion of disabled people and Dawn Savidge our tutor for the inclusion of LGBT people. We give thanks to God for all that they have already brought to the life of NBC.

One of our established tutors, Jonathan Tallon, has also played his part seeking to be a voice in the public square through the publication of his book, *Affirmative: Why You Can Say Yes to the Bible and Yes to People Who Are LGBTQI+*. This contribution to ongoing conversations about sexuality has been well received.

Supporting students moving into innovative forms of ministry. Sue Whalley, our second profoundly deaf student, graduated last summer. We were delighted to see her become the first person ever to preach a sermon in British Sign Language in St Paul's cathedral. We continue to support Sue as she tries to find an appropriate long-term pattern for what we believe could become a significant ministry. Another of last year's leavers responding to a call to a new form of ministry is Tracy Green who serves as community chaplain in Beverley, Yorkshire working with Beverley Baptist Church alongside her ongoing career as nurse.

Offering learning online. It has been good to work in partnership with Regent's Park College, Cardiff Baptist College and the International Baptist Seminary to pilot a new programme for local leaders on behalf of Baptists Together. Look out for more to come. We have also continued to develop our own online learning resource, edifi, ably led by another new member of staff, Margaret Gibbs. edifi offers one off, free events and longer courses for all involved in leadership.

Preparing students for more established forms of ministry. Familiar forms of church are still a major part of our Baptist life. Rachel Street, one of our Newly Accredited Ministers pastors Millom Baptist Church in the Cumbrian town where she used to serve as the community pharmacist; there is a lot to be said for continuity as well as innovation. One of our current ministers in training, Joey Redhead, drew inspiration from his ministry as Pastor of Alvechurch in Worcestershire for this rap-cum-meditation, part of an advent series from members of the NBC community produced by The Fuelcast.

For some the word 'college' still conjures up images of quiet quads and dusty libraries. And, yes, this is part of the picture as learners seek to stretch their minds and nourish their souls. But ministering today also means being fleet of foot as we follow a saviour who is for ever dancing towards new horizons. We don't try to teach our students everything they will ever need to know - instead we seek to help them become lifelong learners ready for the faithful adventure of ministry in God's ever-changing world.

'we seek to help them become lifelong learners ready for the faithful adventure of ministry in God's ever-changing world.'

Regent's Park College in 2022

Here are some highlights of 2022. One of the key events was the appointment of Professor Sir Malcolm Evans as the new Principal of Regent's Park, to begin the role in January 2023. A former Regent's student himself, Sir Malcolm was previously Professor of International Law at Bristol University, as well serving more broadly in a number of significant bodies, such as chairing the United Nations subcommittee for the prevention of torture, and being a panel member of the Independent Inquiry into Child Sexual Abuse that reported in 2022. As well as looking forward to all he will bring to the running of the college we eagerly anticipate the way his presence will enable the college to play a leading role in ongoing discussions on law and religion in the public square.

Other important appointments made in 2022 were Andy Goodliff as a new Lecturer in Baptist History, with a particular responsibility to develop new courses in Baptist history and theology that will be offered online to a global audience, and Tim Judson as Lecturer in Ministerial Formation, strengthening the team to help shape the next generation.

Project Violet, led by Jane Day and Helen Cameron, is hosted by the Centre for Baptist Studies and funded by the Mission Forum, Baptists Together Trustees and the Whitley Trust. The project is currently working with 17 women co-researchers. Termly online seminars open to all are covering issues relevant to the project. Jane and Helen were able to give an insightful and stimulating presentation at Baptist Union Council on the work so far.

'Our 2022 leaving ministerial students settled in diverse settings, with one - Tony McGinley - being able to settle in a new church plant'

Our 2022 leaving ministerial students settled in diverse settings, with one - Tony McGinley - being able to settle in a new church plant. Whitehouse Church, Milton Keynes, was launched at the end of Tony's first term in college as a plant from Loughton Baptist Church with Tony leading the new team as his college placement. Now at the end of his course, having grown during and after the Covid period, the church is in a position to formalise themselves as a new Baptist church. Tony said, "Church plants always come with challenge and a need to live somewhat by faith, but in what was a particularly unique time, during pandemic, ministerial formation through Regent's Park College provided a foundation, which both aided stability and served the organic nature of Whitehouse church allowing for growth."

We continue to partner, through the Centre for Baptist Studies, the annual Sam Sharpe lecture. The tenth anniversary lecture in October 2022 was given by Professor Kehinde Andrews and sponsored by the University of Oxford. There was a full lecture theatre as well as others online to hear Professor Andrews talk about the ongoing challenges of racism as well as the legacy of Sam Sharpe. The evening also included a new video on Sam Sharpe produced by the Angus Library. This is available on the Sam Sharpe area of the BUGB website (www.baptist.org.uk/samsharpe). The Centre for Baptist Studies has also continued to extend its pioneering work with a day conference on 'Charting the History of Black British Baptists' and lunchtime seminars on themes such as disability and the church.

All photos belong to each respective church, individual or organisation

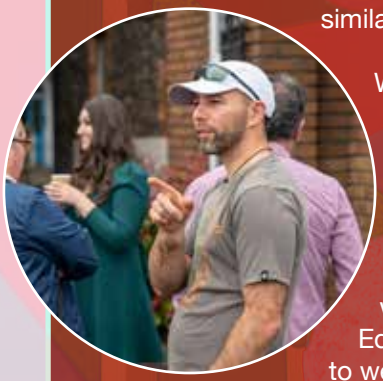
Cardiff Baptist College in 2022

This has been a very noteworthy year for the college! We have taken the historic step of changing our English name to Cardiff Baptist College, in line with our Welsh name Coleg y Bedyddwyr Caerdydd – this allows the acronym CBC to work bilingually.

'We are delighted that our staff team has expanded considerably'

But the changes this year have not just been linguistic ones! We are delighted that our staff team has expanded considerably. Helen Dare brings her excellent biblical and pastoral skills to the college as a part-time tutor, and Richard Weaver brings a wealth of experience in community organising, and a passion for training church leaders, to his role of developing our Recognised Local Minister provision and pioneer pathway, as well as designing a new module on science and faith. Our wonderful College Manager Helen Ede is joined in the office by two other H's – Heather Lewis as our finance and facilities manager, and Holly Terrington who has taken on the role of academic administrator while continuing to serve us as a librarian. Together, the H Team is a formidable team who meet every challenge with flair!

There have also been some innovative developments in our partnerships with other organisations. We are delighted to be working with Regent's, Northern and IBTS to pilot a joint online spirituality module. Cardiff University has made arrangements to enable us to continue supervising PhD students through them, and we are investigating a similar arrangement with IBTS in Amsterdam.



We are also very grateful to the College Trustees for agreeing that every final year student at CBC will be offered the opportunity to do a module through IBTS as part of their course, with a fully funded residential overseas if this is included in the module requirements. We think that this offers our students a unique opportunity to gain experience of the wider European context, while building friendships with students from other countries. As part of our ongoing partnership with IBTS, Mike Pears (Principal of IBTS) will be giving our annual Edwin Stephen Griffiths Lecture this year in March, and we look forward to welcoming David Gushee to give the next lecture in 2023-24. We are also increasing our Welsh language provision as we work closely with the Baptist Union of Wales and other Welsh denominations to develop a programme of formation which is appropriate for our missional context today.

Our plans for the future envisage that we will continue to provide a mix of residential, full-time, part-time and weekend training as we seek to meet the needs of ministerial students today. We are excited about the future as we serve a great and exciting God!

'We are excited about the future as we serve a great and exciting God!'

GODLY LEADERSHIP

Spurgeon's College in 2022

In our annual report for 2021 we asked for prayer that the college would be successful in its application for degree awarding powers. This year, we want to thank everyone who fellowshipped with us in prayer; God heard and answered our prayers. The opening words of the great evangelistic hymn 'To God be the glory, great things he hath done,' expresses our sense of adoration for the grace of God manifested in this success. In May 2022, Spurgeon's was granted the power and authority to award degrees (up to and including Taught Master's Degrees) in its own name and to authorise other institutions to make such academic awards in its name and on its behalf.
On 1 September, this power and authority came into effect in UK law. Spurgeon's is the first theological college to achieve this status. For the first time in its long and distinguished history, Spurgeon's has the same awarding and validating powers as every university in the UK. It means the college has the authority to validate its new ministerial programme, specifically designed to prepare the next generation of ministers of the gospel to serve the needs of the church, especially as the 21st century evolves and patterns of church practice respond to new opportunities and challenges.

The first cohort enrolled on this new programme in September and we continue to feel the privilege of being involved, under God, in shaping the lives of those who will exercise Christian ministry in a variety of settings, as well as others who come to us to train as counsellors or simply to deepen and enrich their understanding of Christian theology.

We believe that the new validating powers Spurgeon's has (by the grace of God) open up new and exciting opportunities and possibilities for the college. Since news of the college's achievement was made public, Spurgeon's has been approached by a number of other colleges, institutions and organisations regarding the possibility of establishing validated partnerships. Some of these conversations are still in the preliminary stages but our conversation with the Irish Baptist College (IBC) has progressed to point where we expect to sign a legal validation agreement with IBC and that from September 2023, the majority of students preparing for Christian service at IBC will be on a Spurgeon's validated programme. We believe that Spurgeon's can play a role in securing the provision of theological education in the UK, at university level, at a time when it is under threat, and universities are reviewing and terminating their validation partnerships.

'Our double graduation in October 2021 was a wonderful celebration of God's goodness and faithfulness'

You may remember that the college has been engaged in the planning of a major redevelopment project to upgrade our educational facilities. Unfortunately, although we had a very sophisticated set of plans and were expecting to submit a full planning application in 2022, the college had to implement a temporary pause in the process. This has been frustrating for everyone involved, however, substantial amounts of work have been underway since the summer and we anticipate seeing a planning application made before college graduation 2023.

2023 will also mark the centenary of the college being at Falkland Park and in July 2023 the college will have its first graduation service under its own authority and first graduates exiting with a university award made in Spurgeon's own name using its new legal powers. As 2022 was a critical year in the life of the college, 2023 will be (DV) a year of opportunity and rejoicing. To mark our 100th anniversary here in Croydon and celebrate our new university powers, we are planning to make graduation in 2023 particularly special. While every graduation is special for students, their families and staff, our hope is that this incoming graduation will be an opportunity to give God thanks for his faithfulness these last 100 years and to rejoice with our graduating students and families.

Voices in the public square

We believe that justice concerns belong at the heart of our faith, and a hungering for righteousness at the heart of our shared work as we seek to enable Baptist voices and action in the public square. The local church has a vitally important role to play in public life - and this was seen in new ways in 2022 as Baptists responded to the impacts of world events.

Image by semeyes, freepik.com

The war in Ukraine

Russia's invasion of Ukraine in February stirred Baptists' hearts, minds and action in numerous ways. There was a financial response: in the immediate aftermath of the invasion we encouraged donations to the BMS Ukraine appeal, a co-ordinated Baptist response that saw all funds channelled to the European Baptist Federation and subsequently to Baptists both in Ukraine and those serving refugees in neighbouring countries. The appeal raised £1.6 million. A year later the EBF stated:

'It is remarkable what has happened in the past year. The global Baptist family has responded with overwhelming generosity to the largest displacement of people in Europe since World War II, making this the largest Baptist aid response perhaps in our history as a Christian group.

'Conservatively, at least 612,445 people have received aid, hospitality, and care in and around Ukraine. The EBF staff can only offer our deepest gratitude both to our Baptist family around the world and to the God who was able to do immeasurably more than we could ever imagine.'

'The global Baptist family has responded with overwhelming generosity to the largest displacement of people in Europe since World War II'

Many Baptists in the UK opened their homes and churches to the increasing number of Ukrainian refugees here. When the Government announced its 'Homes for Ukraine' scheme, we offered an online meeting via Zoom in April for those offering accommodation, and provided legal guidance for churches with available residential properties. We highlighted new and existing hosting schemes for churches to consider, such as the Sanctuary Foundation led by Krish Kandiah, as well as partnering with Citizens UK to offer a matching process for Baptist churches. Through this and other networks, we are aware of dozens of Baptists opening their homes to Ukrainian refugees.

Baptist churches also became community hubs for the newly arrived Ukrainians: Pershore Baptist in Worcestershire teamed up with others in the community to set up a free clothing bank; it also offered the use of its building free of charge each Thursday to enable Ukrainian refugees to develop community together and be a support network for host families.

Esther and Charles are members of Battle Baptist Church in East Sussex. In December 2022 they became hosts to Anya, a 31-year-old woman from Ukraine.

They are one example of a number of Baptist hosts who have opened up their homes to Ukrainian refugees through the government's 'Homes for Ukraine' scheme and the Baptist Union's Partnership with CitizensUK.

Esther says: "In many ways the experience has been easier than we thought it would be. Anya has been a delight, she is respectful, kind and has fitted in to our family with ease. There have been challenges. Trying to communicate with someone who speaks very little English has been interesting but I feel that all of us have faced these challenges with good humour. Overall, the experience has enriched our lives.

"I see hosting as a privilege and an opportunity. Yes, there is sacrifice, but the benefits and the learning experience far out-weigh any difficulties. If I am finding something about hosting hard, I try to remember that compared to what Anya is facing, my difficulties pale into insignificance."

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Warm Welcome Campaign

With rising energy prices and inflation, a Christian-led campaign to support churches and other community organisations open their doors and provide warm and welcoming spaces over winter launched in September.

The aim of the Warm Welcome Campaign was to ensure that 'in every single area of the UK a Warm Welcome Space is available to help turn someone's difficulty into an opportunity to belong in their local context.'

We supported the campaign, promoted its launch and encouraged Baptist churches opening their buildings in this way to register – and a total of 348 Baptist churches did just that. Our legal team also created a special guide to ensure a warm space was a safe space for all concerned.

Little Stoke Baptist Church in Bristol opened its warm space in early November. As a small church it didn't have the resources to staff it and so decided to open on days it was already in the building. On a Wednesday this meant creating a space while a Bible study is in another room, while on a Thursday the church extended its regular coffee morning to include a simple lunch of soup and bread. Everything was offered free.

The church sourced some furniture second hand and set up a cosy lounge space 'where people can relax, play games, read a book, do a jigsaw or just chat over a cuppa,' explained minister Tania Vaughan.

"What we quickly realised is that although they came for practical warmth, they talked about loneliness.

"The warmth that warm spaces really offer is not from the radiators but from being with others or having one meal where they don't eat alone.

"It truly models being alongside those most in need just as Jesus would have."

The Warm Welcome campaign is an initiative of ChurchWorks, alongside a number of key partners such as Christians Against Poverty, Stewardship and Edge Ministries. ChurchWorks brings together major Christian denominations and the government, and launched in October 2021. Ahead of its launch, Steve Tinning, the Baptist Union Public Issues Enabler, said: "It has been a real privilege to be one of the Baptist Union's representatives on the ChurchWorks Commission as they have developed this campaign and I commend it to our churches with enthusiasm.

348 Baptist churches registered their buildings as warm space with the Warm Welcome campaign

"We have been hearing how Baptist churches up and down the country are mobilising to support those in greatest need over the coming months, but we are also aware that many churches are facing their own challenges with the cost of energy increasing so dramatically.

"Whether your church's plans are already in full flow, or whether you are just wondering what might be possible, my hope is that you will consider signing up to the warmwelcome.uk campaign and be supported by your Baptist family and this wider gospel movement as, together, we demonstrate the love and compassion of Christ to so many through this difficult time."

Being part of a much bigger family means that Baptist voices can be amplified and heard regionally, nationally and even globally. Through our membership of the Joint Public Issues Team (JPIT), we are able to share our concerns and findings with the government of the day. These are some of the ways we did this over the last year.

Cost of Living

Last August we joined faith groups, charities and politicians in calling on the government to take urgent action to bridge the cost of living gap faced by the lowest income families.

The call responded to a report 'Is cost of living support enough?', launched by JPIT on Sunday 7 August, which was endorsed by former Prime Minister Gordon Brown.

Written by poverty expert and Loughborough University Professor Donald Hirsch, the report revealed the gap between the support the government is currently offering to households and the anticipated rise in living costs.

Last August we joined faith groups, charities and politicians in calling on the government to take urgent action to bridge the cost of living gap faced by the lowest income families.

It assessed the extent to which cost of living measures announced in May would compensate for three blows experienced by millions of low income families: cuts in Universal Credit, inadequate uprating of benefits with accelerating inflation in April and the further rise in the energy cap anticipated in October.

It showed that the package of support measures fell £1600 short of making up for these losses.

The report was endorsed by 56 charities, faith groups and politicians, many of whom provide front-line support for families hit by rising costs, including the Trussell Trust, the Joseph Rowntree Foundation, the Child Poverty Action Group. General Secretary Lynn Green was among the report's signatories.

The groups, supported by Mr Brown, urged the government to consider appropriate measures to bridge the shortfall in family finances, which was only anticipated to rise into the winter months.

Nationality and Borders Bill

Early 2022 saw Baptists work alongside other faith groups to express serious concerns about the Nationality and Borders Bill.

Leaders representing the six major faith groups in the UK wrote to the then Prime Minister Boris Johnson urging him to reconsider the Bill, in a letter coordinated by the Joint Public Issues Team and published at the end of February.

More than 1000 faith leaders signed the letter, including General Secretary Lynn Green and 150 Baptists. The signatories represented the six major faith groups in the UK.

The letter called on the Prime Minister to make substantial changes to the Bill. These include abandoning the government's plans to criminalise and restrict the rights of all people arriving

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Cop27 image matthew-tenbruggencate, Unsplash

in the UK seeking refugee protection outside pre-arranged schemes, including those coming via irregular routes, such as by boats or lorries. The signatories said this policy was made 'without a basis in evidence or morality'.

Their letter went on to state: 'While there is still conflict and injustice in the world, there will always be desperate people needing to seek sanctuary from war, persecution and suffering. We cannot close our door on them, but this Bill does just that.

'We assert that the values that bind UK citizens together, especially those concerning human dignity and life, will be fundamentally damaged by this Bill.'

The Nationality and Borders Bill received Royal Assent and became an Act of Parliament on 28 April 2022.

COP27

The United Nations climate conference COP27 which took place in November 2022 concluded with a new deal on Loss and Damage but a lack of ambition on cutting carbon emissions. Lynn Green and former President Dave Gregory joined leaders from the Methodist Church in Britain and the United Reformed Church in releasing a statement which highlighted these aspects.

'We are grateful for the vital commitment in Sharm el-Sheikh to establish a Loss and Damage facility... It is low income countries that are frequently the worst affected by climate related disasters. They simply do not have adequate resources to rebuild shattered infrastructure and livelihoods. COP27 has seen recognition of the need for compensation for loss and damage rise much higher on the global agenda. We commend States and regions... that have committed early funding to support those who have seen their livelihoods or houses destroyed.'

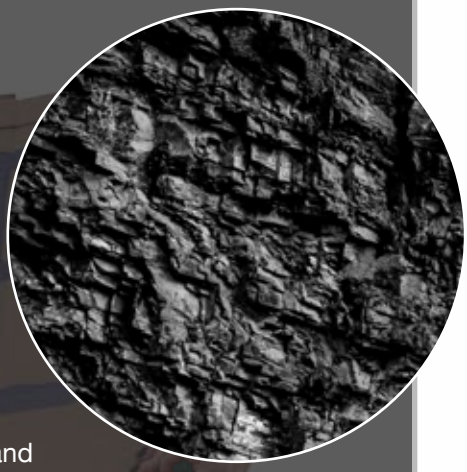
However, the statement continued: 'As the recent UN Environment Programme report has pointed out, limiting temperature rise to 1.5 degrees requires global emissions to be cut by 45 per cent by 2030. Policies implemented so far suggest that we could be heading for a catastrophic 2.7 degrees of warming.

'God's creation is precious and is vital for the flourishing of all life. We lament the lack of urgency and will to co-operate to address this crisis. COP27 shows that governments have yet to loosen the chains of past practice and vested interests.'

God's creation is precious and is vital for the flourishing of all life

‘We lament this great injustice’

In December Baptists were among 450 church leaders and Christian campaigners who called on the UK Government to reconsider the Cumbrian coal mine approval.



Baptist Union President 2022-2023 Hayley Young and former President Dave Gregory joined others in signing an open letter to Prime Minister Rishi Sunak and Secretary of State Michael Gove, asking the UK Government to rethink its approval of a new coal mine in Cumbria, which received the go-ahead in December.

The mine would dig up coking coal for steel production in the UK and across the world. Supporters say it will create jobs and reduce the need to import coal.

However the letter, coordinated by Young Christian Climate Network and supported by Operation Noah and Christian Aid, stated: ‘We acknowledge that this region needs investment, but the government is supporting a dying industry instead of securing sustainable green jobs for the long term. We know that every pound of investment in renewables creates three times more jobs than in the fossil fuel industry.

‘Coal from this mine will continue to heat up the planet, pollute the atmosphere, and most severely impact those in the world’s poorest countries who have done the least to cause the climate crisis. We lament this great injustice.”

‘Coal from this mine will continue to heat up the planet, pollute the atmosphere, and most severely impact those in the world’s poorest countries who have done the least to cause the climate crisis. We lament this great injustice.’

VOICES IN THE PUBLIC SQUARE

Coal image yusuf-çelik, Pexels

Areas of Work

Equipping churches for mission

As you will see, equipping our existing local churches for mission is very much at the heart of what we do.

Whether that is local churches encouraging and inspiring each other as peers or regional associations walking with churches as they listen to the Lord and discern what discipleship and mission looks like in their context, or our colleges offering pioneer formation and training for local church leaders, or the Faith and Society specialist team gathering and sharing inspiring stories through social media and our website… What I pray for regularly is that every single one of our churches is clear and passionate about God's call to them in their context, and is wholeheartedly participating in the mission of God.

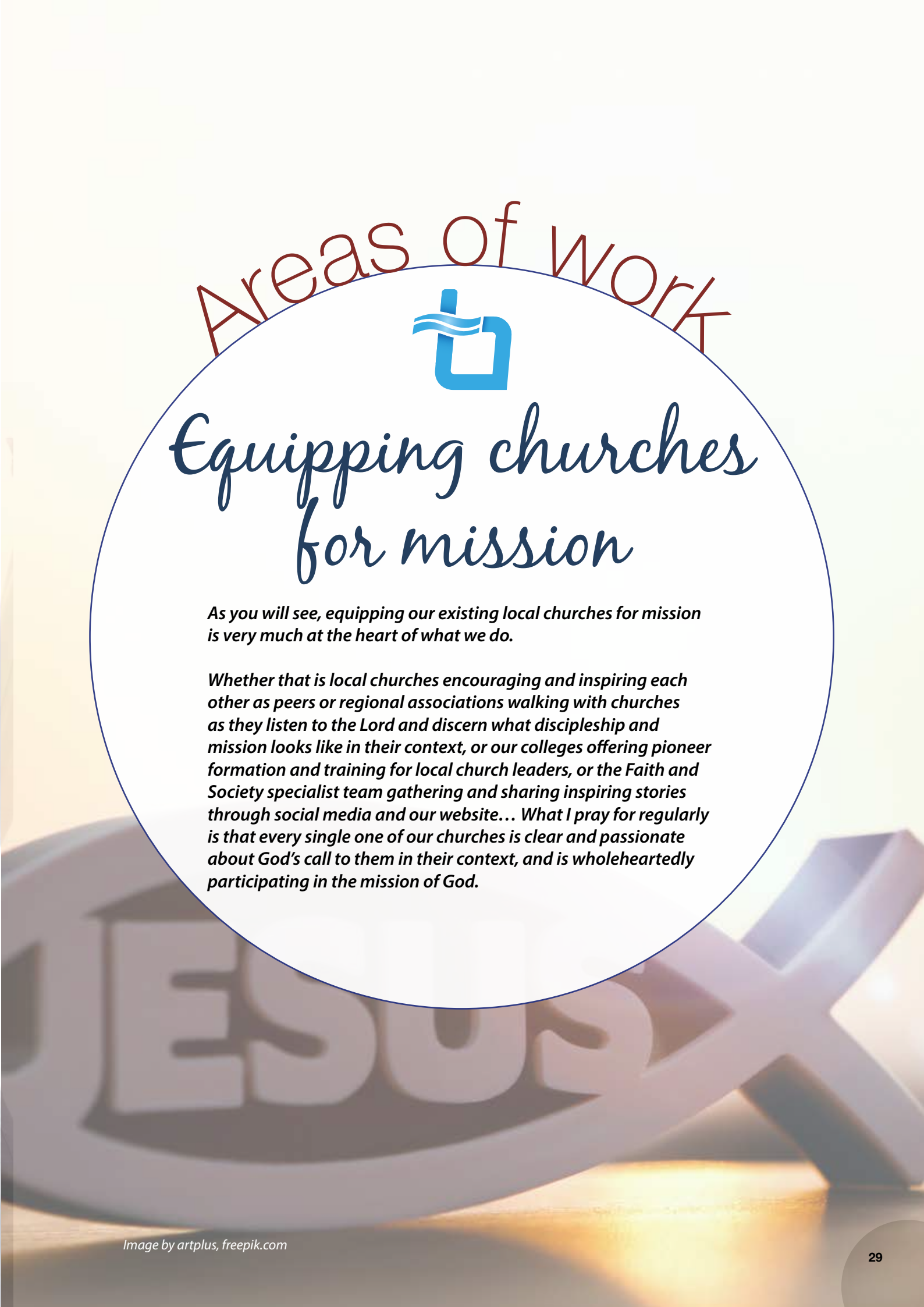


Image by artplus, freepik.com

'We thought a closer partnership had potential'

Two Baptist churches in Southend have decided to become one faith community seeking to reach out to others across the city.

57 West and Clarence Road are two member churches of the Baptist Union of Great Britain which have operated from the same premises for five years but have worked independently of each other.

57 West is a church plant established around a decade ago which works primarily with rough sleepers and those most in need in Southend.

Clarence Road Baptist Church was formed in 1882 and has a history of pioneering social action. Its current building opened in 1961 in the heart of the city centre, was extended 20 years later, and has been used by lots of different community groups which offer support and friendship for those who are vulnerable.

This includes 57 West, which moved into Clarence Road when it outgrew its original converted barber shop premises in 2017.

The two ran as separate churches, but following the pandemic began to explore what a closer partnership might look like.

'We have huge plans for our two communities as we seek to work as one.'

"We thought a closer partnership had potential," says Pam Davies, minister at 57 West. For instance, Clarence Road has a manse, and this could be developed as supported accommodation. There is also a vision for reaching young people - this is a city centre of young adults.

In 2022 the two congregations decided to move forward as one, and their first joint service was held in October.

Work is now underway for Clarence Road to merge into 57 West (under the 57 West CIO governance arrangements), with legal advice being taken from the Baptist Union Corporation. A new name for the congregation – Southend City Baptist Church - was agreed in March.

While funding is needed in the short term, Pam hopes the new community can become self-sustaining long term, and that 2023 may be the last on Home Mission funding.

"We have huge plans for our two communities as we seek to work as one," she says.

All photos belong to each respective church, individual or organisation

An underlying enthusiasm for the Word and Spirit to be at the forefront

Church administrator Clive Bennett explains some encouraging developments at Aldwick Baptist Church in Bognor Regis, West Sussex.

Simon Downing and the Leadership Team at Aldwick Baptist Church emerged from the pandemic with a clear sense that the Holy Spirit was offering the opportunity for a spiritual 'reset'.

'When the church was free to open we were conscious of the needs of our community'

When the church was free to open we were conscious of the needs of our community (who had been cut off from many relationships) and launched in 2021 our 'Love Aldwick' initiative, with regular activities for the community via a number of different groups such as Toddler Time, cafés, luncheon club, Messy Church and craft sessions, but all with an aim of demonstrating and sharing the love of Jesus with our neighbours. The church also runs quarterly 'Specials' (in 2021 a Treasure Hunt and Cream Tea and in 2022 a World Cuisine and Quiz Night, and a Jubilee Pop-Up Vintage Café) all of which have provided a great 'open door' (as the photograph symbolises) for the community to come in.

We have seen the Lord beginning to bless this outreach and the team engaged in it and there are new individuals who have started to attend services, become church members, and deepen their commitment to the Lord. We recently ran an *Alpha* group and, at the café church celebration, six of the seven participants gave testimony to the blessing they had experienced.

The church needs prayer for the development of its work in the community and for additional resources, with youth and vigour to energise it. There is an underlying enthusiasm for the Word and Spirit to be at the forefront of what the church feels called to be and do - particularly as the post pandemic social and financial needs in our community are increasing.

'We have seen the Lord beginning to bless this outreach and the team engaged in it'

EQUIPPING CHURCHES FOR MISSION

'The inspiration and fire for mission is contagious'

Around 100 Baptist ministers, leaders and volunteers participated in a series of Firestarter conversations in 2022.

The year saw the Firestarters Network relaunch its conversations with the aim of growing Baptist churches helping other Baptist churches to grow. These conversations feature Baptist ministers from local Baptist churches sharing stories of how they have experienced growing numbers of baptisms and greater engagement with mission and discipleship by the power of the Holy Spirit.

Several conversations, which have been supported by Mission Forum funding, were due to take place in 2020 before the pandemic struck, and these were the first since then.

Throughout, the aim is that each event is led by the Holy Spirit in worship and prayer for one another as participants seek to gain inspiration from the stories that are shared.

'We've had about 100 ministers, leaders and volunteers attend one of our conversations in 2022'

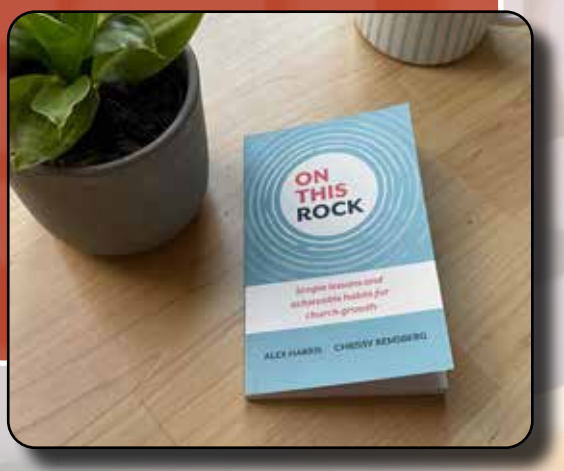
One of the participants was Giles Holloway, pastor at King's Centre, Sheffield. He said: "The conversations [were] enriching and hopefully I was able to give as much as I took. I enjoyed all the input, but for me… the benefit was to plan ahead… to fashion ideas and… [in] planning for the future… imagine how I might take the whole church on a missional journey, toying with the idea of changing location and name…

"This work is now well underway, but the Lord only can decide the steps… I would definitely consider bringing some team members next time."

Chrissy Remsberg, one of the organisers, said: "We've had about 100 ministers, leaders and volunteers attend one of our conversations in 2022. And many of our conversations that are now booked for 2023 have come about because these same leaders have come back to ask to host a conversation at their church.

"The inspiration and fire for mission is contagious and everyone wants to bring a bit of that back to their local church."

In addition to the five dates offered in 2023, Firestarters also released a book in January. *On This Rock: Simple lessons and achievable habits to help your church grow* by Alex Harris and Chrissy Remsberg captures the stories and lessons from the Firestarters Conversations in an easy-to-read book that can be used to facilitate learning and discussion with leadership teams.



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Sharing faith in real and relevant ways

123GO is an evangelistic outreach that took place in Easter 2022. It encourages Christians across the world to take 1 gospel, 2 by 2 over 3 days at Easter, simply GOing into the streets and public spaces to demonstrate the good news of Jesus.

'We live in a time where the vast majority of people simply haven't got a clue about Jesus'

It's the vision of Baptist evangelist Chris Duffett in partnership with Simon Goddard and Suzie Abramian (RiverTree) and Yinka Oyekan (minister of The Gate in Reading).

In the months leading up to Easter 2022 Christians were given a selection of online workshops to attend or watch to help get them ready. On Easter Sunday the gospel was preached live online for any who had been given invites.

Following the outreach, Chris shared this reflection:

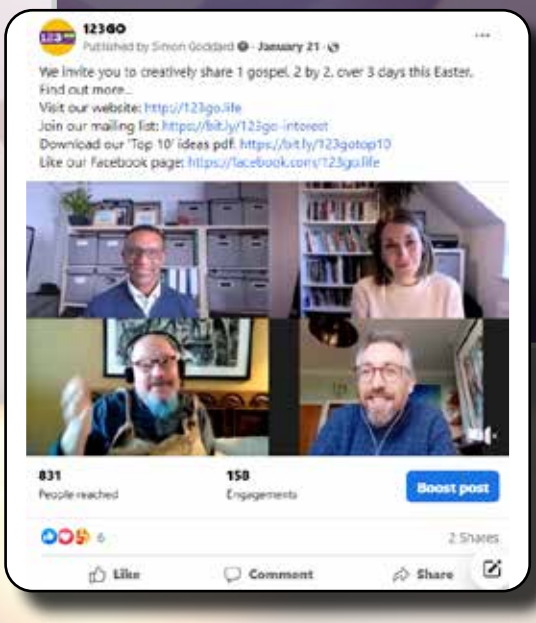
"There weren't thousands as I had prayed or even hundreds of Christians going out into their communities to bring the gospel two by two.

"But then again, some did. And it's important to focus on those who did, and those who connected with the good news of Jesus for the first time. We live in a time where the vast majority of people simply haven't got a clue about Jesus, and over Easter 2022 people heard for the first time something real and credible of the gospel.

"Some people prayed to become followers of Jesus over the weekend. In Reading at The Gate there was a festival in a city centre park with worship and fun activities for families to enjoy. Here some people also decided that they too would follow Jesus! This is good news!

"In the market town of March, the churches engaged in creative ways in loving and serving their community by listening and helping people. The presence of the church 'out there' was seen and people heard about the Christian faith for the first time in relevant and real ways. This is good news!

'The presence of the church 'out there' was seen and people heard about the Christian faith for the first time in relevant and real ways. This is good news!'



"I could keep writing about the people who did meet willing Christians who had perceptions changed about the Christian faith as well as those who heard for the first time the good news. My prayer is that this experience over Easter in the coming few years will multiply."

123GO is supported by a grant from Baptist Insurance Company.

‘Making the most of opportunities to share the Good News’

Appledore is an old fishing village in north Devon - and there have been several exciting developments for the Baptist church there. Minister John Kidd explains more.

We had long desired to grow and develop small group ministry within the life of the church. We felt that small groups should spearhead the rebuild of church life, particularly because this close social contact had been limited for so long.

We appointed new group leaders, made room for new groups to meet, and were so blessed to grow the groups from two to eight. We’ve seen people who never really engaged with church beyond a Sunday morning find a safe place to share and grow, and new people who joined us on the pandemic journey have found a home in these small groups.

One surprise was how a mid-week prayer and praise meeting developed. It has become so popular that we regularly have a third of the church out for this, and it has become a dynamic Spirit-led time together. It has put corporate prayer front and central in church life.

‘ It’s been amazing to sense the presence of Jesus at these services and have opportunity to witness and pray with people on the street’

Secondly, as we reflected on the way that the pandemic forced us out of our buildings into the community, we wanted to keep going with this. Through the summer we have church outside once a month, right in the heart of our community - people passing by, stopping, listening, chatting, singing. It’s been amazing to sense the presence of Jesus at these services and have opportunity to witness and pray with people on the street.

We also hosted a cream tea for the village Jubilee celebrations outside, where we served 160+ cream teas while giving away a souvenir book about the Queen and her faith.

It’s been good to leave behind some old ways of doing things, and step out into the new opportunities and challenges - not always having all the details, but confident of God’s favour!

People need Jesus more than ever, and we want to make the most of every opportunity to bring them the Good News.

A longer version of this story can be accessed here: baptist.org.uk/appledore

All photos belong to each respective church, individual or organisation

‘It’s been two years of being shocked. And we believe it’s come from God’

Much encouragement has taken place at Headland Baptist Church in Hartlepool, a church supported by Home Mission. Headed by Fiona Preston, it has developed key partnerships with several groups, and is a much more vibrant presence in its community.

‘The partnership is meeting a practical need, developing community, and showing the love of God in action.’

Fiona has led Headland since January 2020. Prior to that the church, without a minister since 2013, opened its building just a couple of times a week. Fast forward a couple of years and it’s now a hive of activity, both with its own groups and other organisations such as Slimming World, a history club and others using its premises.

One example is its partnership with The Bread and Butter Thing, a national charity which receives surplus food from supermarkets to provide affordable weekly groceries through a membership scheme. The charity approached Headland Baptist Church to see if it could be one of its distribution hubs in Hartlepool. Around 65 people use the service each week.

Fiona says she and the volunteers have been able to build relationships - a couple of children have started coming to the church groups, and people have been prayed for. The partnership is meeting a practical need, developing community, and showing the love of God in action.

Its youth and lunch clubs have grown and are thriving. A Christmas carol service was hosted outdoors for the first time, and with much prayer, saw more than 200 people come, including many representatives of the different groups now using the building.

“At the start of my ministry here I prayed about us making a noise outside our building, being of use to the community, sharing God’s love,” Fiona explains.

“It’s been two years of being shocked. And we believe it’s come from God.”

‘At the start of my ministry here I prayed about us making a noise outside our building, being of use to the community, sharing God’s love’

BAPTISTS TOGETHER

‘Grown and reached deeper than ever before’

Oakham Baptist Church, Rutland has marked its 250th birthday in 2022 with a renewed focus and commitment to the community, and as a result has ‘grown and reached deeper than ever before’.

That’s according to minister Tom Bowring, who is keen to share the East Midlands church’s positive story with the wider Baptist family.

The church has developed a threefold focus on social care, evangelism and prophecy over the past year. This is underpinned by its overall vision of ‘Loving Jesus, Loving People, Loving Oakham.’

“We emerged from Covid with the intention of becoming a place of sanctuary and hope in the local community,” Tom explains, “and Jesus has been doing amazing things through the church.

“We’ve acted as a vibrant community hub for our county, supporting weekly drug rehab and alcoholics’ groups; we’re a base for CAP (Christians Against Poverty) and host the council’s youth work initiatives.

“We are also pleased to have around a dozen Ukrainian families worship with us regularly, as a follow on from our Ukrainian social space that the council highlight as their primary focus for Ukrainian guest welfare.

‘ This has all led to us seeing an explosion of evangelism and we’ve baptised 12 people in the past year.’

“This has all led to us seeing an explosion of evangelism and we’ve baptised 12 people in the past year. We have seen lots come to faith, including those from marginalised backgrounds.

“Our Sunday services are ‘standing room only’ and the church is full of anticipation and excitement over the future, with us looking to begin an extension project in 2023 to enable us to do more for the Kingdom.”

For the full story, visit: baptist.org.uk/oakham

BAPTISTS TOGETHER

All photos belong to each respective church, individual or organisation

'We are stronger together' '

2022 saw the first Baptist Small Church Hubs take place.

The idea of a 'Hub' is to be a centre for smaller churches to meet for training, resourcing, celebrations and discussion.

The first two launched in the autumn, at King's Church, Stotfold, Bedfordshire (CBA) and Eastern Avenue Baptist Church, Chadwell Heath, Essex (LB). A further two were set up in early 2023 at Totteridge Baptist Church, High Wycombe (CBA) and Waltham Abbey Baptist Church (LB).

Small church enabler Hilary Taylor explains: "Across Baptists Together there are approximately 1000 smaller churches (less than 40 members) and many are doing amazing things to make Jesus known in the community.

"However, some smaller churches would love to reach out but are needing encouragement, especially after Covid. That's where Small Church Hubs can help."

'Across Baptists Together there are approximately 1000 smaller churches (less than 40 members) and many are doing amazing things to make Jesus known in the community.'

The idea of a 'Hub' is to:

- be a centre for smaller churches to meet for training, resourcing, celebrations and discussion, held in a building (of a small or large church) which has a car park (and/or is near a station) and good facilities which are openhearted and welcoming.
- meet, talk, pray, listen and dream about how God wants his church to reach out to those who are lost.
- work together on projects and to share expertise.

Hubs can be anywhere in the country, to be a centre for the local churches who can reach the hub building in about 30-45 minutes.

"The first hubs have been really appreciated", says Hilary, "with everyone keen to meet again."

'To meet, talk, pray, listen and dream about how God wants his church to reach out to those who are lost. To work together on projects and to share expertise'

Here are some comments from the attendees:

Good to begin to get to know others on the same wavelength with a similar heart – thank you.

Great event and initiative

Excellent time together for teaching and nourishment

Our sincere thanks to the organisers of this event

Great to make a start as a hub

Thought-provoking and encouraging

Find out more about Hubs via the Smaller Churches area of our website: baptist.org.uk/smallerchurches

Growing healthy churches in relationship for God's mission
Pioneering & Planting
Voices in the Public Square
Equipping Churches for Mission
Investing in Godly Leadership
Baptists Together

Underpinning Support

Through the work of the national specialist teams, in partnership with our regional associations and colleges, Baptists Together provides underpinning support in all areas of Baptist life.

ministries

HR & safeguarding

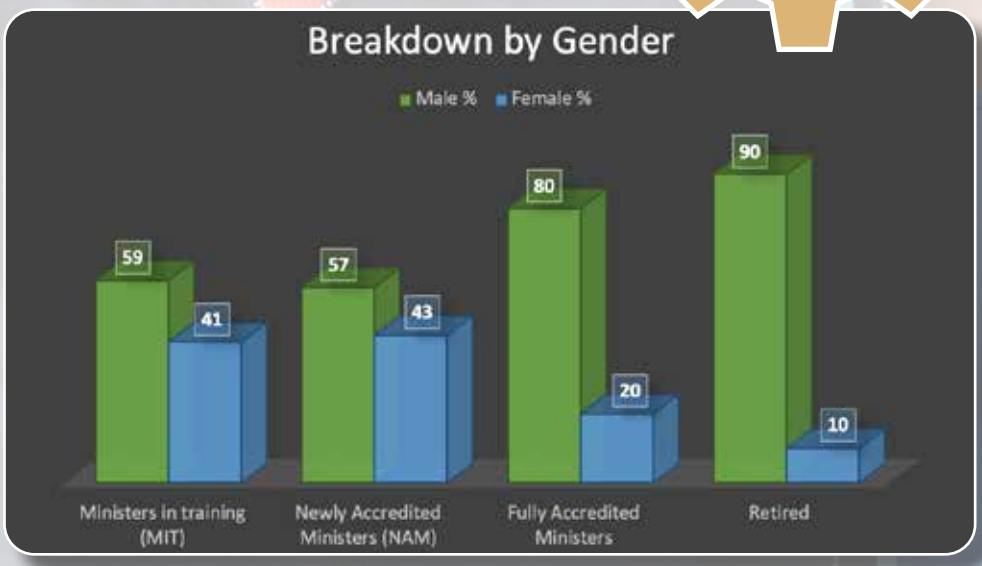
faith & society

supportservices

'The One on Which We Rest' by Mike Lowe

Ministries

The Ministries Team works with our 13 regional associations and five Baptist colleges to support the training, well-being and capability of our accredited ministers and nationally recognised pastors and preachers. Most are church pastors, but many are chaplains; children's, youth and families' workers; evangelists, pioneers and church planters; or are seconded to other ministry and mission organisations.



Chaplains' support

'Through 2022, the Ministries Team worked with members of the justice hubs to devise and record a series of six videos'

The national Chaplaincy Forum is a small group made up of chaplains from healthcare, the Forces, higher education, prisons, workplace, and sport and leisure. The Forum seeks to promote chaplaincy and support the 200 chaplains that serve across Baptists Together. These may be full-time or part-time, paid or volunteer. Chaplaincy is an important part of our ministry 'front line', focussing on time spent with those of no faith or different faith. In 2022, the Forum organised an online day for Baptist chaplains. Three standalone sessions mixed stories, worship, teaching, and discussion with informal mutual encouragement. 120 chaplains attended and the concept will be repeated in 2023.

Equality and diversity training

In the aftermath of the murder of George Floyd three years ago, a number of ministers asked for equality and diversity training to be mandatory for all accredited ministers. Through 2022, the Ministries Team worked with members of the justice hubs to devise and record a series of six videos. The resource, called *I Am Because You Are*, helps ministers discuss and grow in their understanding of all types of diversity. The videos draw solely on Baptist voices reflecting on our particular experience of diversity across Baptist churches and mission projects. The Ministries Team launched *I Am Because You Are* in the autumn of 2022 and ministers have until the end of 2023 to engage with it.

Churches' Ministerial Counselling Service

1296 counselling sessions were provided for 137 Baptists

During 2022 the Churches' Ministerial Counselling Service continued to provide confidential subsidised professional counselling for ministers and their adult family members living at home with them. A total of 1296 counselling sessions were provided for 137 BUGB-related clients through the year. This represents, for the second year in a row, the highest demand for counselling we have experienced. Details of the service can be found at www.cmincs.net. Normally 12 sessions of counselling are provided, although this can be extended at the counsellor's request.

Young adults and interns

Isabella Senior started as young adults' development coordinator in March 2022. Isabella has continued the work of the internship project group. She has published an *Internship Best Practice Handbook* to guide any church thinking of hosting an intern or running an internship programme. She has 'discovered' over 50 interns in our churches and is networking and supporting them. Isabella has also provided training and facilitated discussion on engaging with young adults. Various associations, colleges, and the Baptist Assembly have valued her input.

BAPTISTS TOGETHER

Photo: Freepik.com

Funding for Ministerial Formation

Ministries Team published a new guidance leaflet in 2022, Funding Ministerial Formation. It advises those in or contemplating ministerial formation at one of our colleges how they might fund their training. The guidance encourages Baptist students to consider opening a profile page with Stewardship. Those wishing to support students can use this for tax-efficient and, if desired, anonymous support. The guidance also outlines a loan scheme in partnership with Kingdom Bank. The scheme is underwritten by BUGB and offers loans for college fees and for study expenses.

Review of National Recognition of Pastors, Preachers and Pioneers

Andy Hughes, Ministries Team Leader for the last seven years, left in October 2022 to become the Secretary and Tenant Relations Manager of the Retired Baptist Ministers Housing Organisation. Andy is replaced by Tim Fergusson and Lee Johnson, working as team co-leaders, from January 2023. Lee and Tim will share in both the oversight of the team's routine work and the development of ministry for the coming season. The Ministries Team is now seven people in total, with Lisa Lowe and Isabella Senior also appointed in the last year. Lisa is the ministerial recognition coordinator and Isabella is the young adult development coordinator.

'It advises those in or contemplating ministerial formation at one of our colleges how they might fund their training'

Sian Murray-Williams has stepped down from the important role of Moderator of the Ministerial Recognition Committee, having served so capably for several years. Linda Campbell and Simon Oxley kindly stepped in as interim moderators and a new appointment will be made at Council in March 2023.

Specialist advice and support for churches

We continue to support churches with free advice and support on a range of specialist topics. Our aim is to provide a comprehensive suite of guidance to enable churches to operate effectively and substantially reduce their need to pay for external advice.

- We publish and maintain over 100 guideline leaflets on topics including church finance, charity governance, legal and trust issues, listed buildings, property and tax.
- We also provide bespoke advice to support churches where they have specific queries or complex issues not covered by our leaflets, which is provided via phone, email and site visits as appropriate. The scope of work we can carry out is supported by two of our staff holding Legal Practising Certificates issued by the Solicitors Regulatory Authority.
- In 2022 we launched a new self-assessment tool for Baptists Together churches, www.churchhealthcheck.org. This tool allows churches to assess their operating practices against good practice over a range of topics by answering a series of yes/no questions. It produces a report which directs them to the appropriate guidance to assist with any issues. Over 300 churches signed up to use the tool in its first month. New topics were added to the tool during 2022 with plans for further additions in 2023.
- A Facebook group for Church Treasurers was launched in 2022 and added over 250 members during the year. Participants are able to support each other in their valuable work.
- In the second half of 2022, welcome packs were developed for Church treasurers and secretaries. In January 2023, these will start to be sent out to new treasurers and secretaries once we are notified of their appointment. We will also send an example to the existing incumbents in these roles.
- Since 2020 we have been running the Baptist Heritage Initiative in partnership with Historic England. This has allowed us to provide enhanced support to churches with listed buildings in England to help them assess the condition of their building and put in place appropriate maintenance plans. Up to the end of 2022 50 churches have received a grant to contribute towards a condition survey of their building, of whom around half had never had such a survey done before. The project funding currently runs to September 2023 and we are exploring opportunities to develop further a follow-on project.

'A Facebook group for Church Treasurers was launched in 2022 and added over 250 members during the year. '

supportservices

£67.7 million
in deposits at end 2022

Financial Services for churches

The Support Services Team continues to operate the Baptists Together Deposit Scheme and Loan Fund on behalf of the Baptist Union Corporation.

The Deposit Scheme continued to offer highly competitive rates of interest on deposits with Baptist Union Corporation (BUC) during 2022. The scheme continues to prove valuable to churches, with deposits of £67.7m, up by £6.9m over the year. £1.36m of interest was paid to Baptist organisations to support their work, more than three times the amount distributed in 2021, due to increases in interest rates payable.

£40.5 million
on loans supporting Baptist organisations

Funds deposited enable the BUC to make loans to support Baptist work. Loans are offered with competitive interest rates and much lower fees than typical commercial lending.

Loans to churches support the acquisition and development of churches and manses and the settlement of pension debts. We also make loans to other Baptist organisations, with £2m on loan to the Retired Baptist Ministers' Housing Organisation to support its work in housing retired ministers, and £20m to support the Pension Family Solution. Overall loans fell by £1.2m to £40.5m.

£1.36 million
in interest paid to depositors

Gateway Church, Poole

For the last 50 years the Gateway Church, Poole, Dorset, has known that substantial improvements were needed to its facilities. Various attempts had been made to improve the facilities, but complexities of the site and associated costs meant that these were not followed through.

In 2017 the church settled on a significant remodelling of the original building, demolition of its prefabricated hall and creation of a new building in the church car park. This new building, which is modern and spacious, is now being used as the main worship space while the original building is used on Sundays for children's and youth ministry. The project has been very well received by the local community, particularly the substantial living roof on the new building. As with all projects, there were challenges along the way, however, this is an excellent example of the church, regional association and BUC (via a Baptist family loan) working together to achieve something rather special.

The interior of the new building can be seen here along with from left to right Matthew Hosier (Church Minister), Mike Southcombe (BUC Director SEBA, Jerry Ponsford (BUC Director SCBA), Tim Chowns (Loan Fund Officer) and Richard Stamp (Minister).

£988,000
distributed to Baptist organisations following five church closures

2,221
properties in trust across 1,034 churches and other charities

Property Trustee Services for churches

The Baptist Union Corporation continues to support member churches and other Baptist organisations by acting as a Property Trustee for church buildings, manses and other properties. As the majority of our member churches are unincorporated associations, they are unable to directly hold property, so this service is a key practical support to churches in their work. We also operate the East Midland Baptist Trust Corporation on behalf of its Trustees.

As part of this service, we assist churches in the acquisition and disposal of properties, helping the church to comply with its trust deeds and Charity Commission requirements.

As Property Trustee, we also support churches that are closing. Whilst it is always sad when a church closes, we wish to ensure that resources are efficiently recycled into future Baptist work. We advise churches on the closure process and then dispose of assets, settle any liabilities and distribute the remaining funds to beneficiaries of the relevant trusts
.

£10.2 million
of property transactions supported

Supporting Baptists Together

The Support Services Team supports the internal operations of Baptists Together and the Baptist Union charity itself. This includes

- Administration of the Home Mission Fund to bring together the funds collected by regional associations and distribute them according to the agreed funding formula.
- Collection of Subscriptions from member churches, associations, colleges and personal members.
- Operation of the national web-based database of our churches and ministers, which is accessible to staff in the specialist teams and regional associations, enabling the teams to work more efficiently. In December 2022 we migrated to a new database system based on Microsoft Dynamics which will reduce the ongoing operating costs of the system.
- Operation of the IT systems that support Baptists Together.
- Supporting the operation of the governance structures that underpin Baptists Together, which are described on pages 64-79.

In 2021 we initiated a review of the financial model of Baptists Together, which governs the distribution of financial resources across regional associations and specialist teams. The first phase report was presented to Baptist Union Council in March 2022. Phase 2 is now underway and due to report to Baptist Union Council in 2023.

In January 2023, the specialist teams moved into a new space within Baptist House, reducing the space occupied by more than half. This frees up more space for letting to external tenants to generate income as well as reducing the environmental impact of the office due to reduced need for heating and lighting of space. The specialist teams are now on the same floor as BMS World Mission, which we hope will facilitate deeper relationships between the staff teams.

'The specialist teams are now on the same floor as BMS World Mission, which we hope will facilitate deeper relationships between the staff teams.'

Image by angelinabambina, freepik.com

Faith and Society

In our work, the Faith and Society Team holds closely to the Baptist Together vision of 'Growing healthy Churches in relationship for God's mission' and the concomitant five core values.

The Team is constantly alert to helping associations, colleges and the local church in their mission and their worship. Holding the Union's vision and values before us, we have focussed on building the relational glue that holds our covenanted bonds.

The work of the Team is very diverse. From theological reflection to engaging on issues of justice in our contemporary context; from working with other denominations to enabling a Christian voice in the public square, we seek to connect and enable voices across Baptists Together. We make every effort to hold the breadth of this work gently, aware of the delicate nature of many conversations and interactions.

Communications - Feel like one team

We aim to listen carefully to our Baptist sisters and brothers so our offer can be contextual, particular and relevant.

Whilst we provide some resources, our role is often to signpost and to share the good that is already happening. We aim to listen carefully to our Baptist sisters and brothers so our offer can be contextual, particular and relevant.

Home Mission
Working with Fuelcast and the associations, four new Home Mission films have been enabled.
Additionally a new Home Mission area of the website www.baptist.org.uk/homemission was launched at the beginning of September. This includes a number of Home Mission stories to be used by churches.

The Baptists Together social media accounts continue to share stories and reflections from across the churches. In 2022 we worked with Baptists as some took over our accounts for a short period to provide a new and broader voice. An example of this was the 'Three Peaks Challenge' in aid of Home Mission and the sharing of Home Mission prayer points throughout the day of the walk.

Baptist Together magazine
Building relationships across Baptists Together is an important focus for the printed magazine.In 2022 this included sharing stories of churches and reflections on aspects of our life together.

Creation of a broad Baptists Together Communications support space.
The intention is for all those working in communications regionally and nationally to develop relationships, share with and support each other. This has enabled us to work strategically together when appropriate to increase the effectiveness of all our communications.

Co-ordination of Communications across Baptists Together
By facilitating conversations about the co-ordination of comms. across the specialist teams and with regional leads, the associations and specialists teams are able to understand the various workstreams that are running across Baptists Together.

The Comms team has supported and worked closely with the specialist teams in the production of a range of information packs, including employment and safeguarding. They have also worked closely with new projects to host and populate areas of the website; a good example of this in the work being done with the Intern programme.

Communications - continued

Baptist Times
The Baptist Times remains an important place to share and grow relationships by enabling Baptist voices to be heard across our movement, thus helping us to connect and listen well to each other.

Online shop
A little over a year ago we updated our online shop (www.baptist.org.uk/shop), including adding a number of new titles to the range and streamlining the order process. We hope that the shop will continue to be a helpful resource for our churches.

During 2022, we have been particularly encouraged that the top selling items include *Making a Splash* (which explores the questions that are often asked about faith when someone is baptised – and is primarily aimed at younger people as they prepare for their baptism), *Baptism, belonging and breaking bread* (a study guide for preparing for baptism, written by Paul Beasley-Murray) and our membership and baptism certificates. The increase in sales of these items is an indication that, after a necessary pause on baptisms and new memberships due to lockdown, people are again making commitments to Jesus and their local church. This has also been backed up by increasing numbers of baptisms being reported to the *Baptist Times*.

Crisis Media
The Team is available to advise churches on issues that have reached or may reach the media. We work with Ministries and the Safeguarding teams to provide appropriate wording and help churches know what to say and when.

Embrace Adventure

Hong Kong project
The project entered its second year in 2022 with the theme of connection and relationship; spreading the message of hospitality and the love of God. The aim is to build deeper relationships with churches as well as connecting the Hong Kongers. Based on the network of the first year, the project is continuing to grow relationships with the HK-welcoming churches and work with them, listening to their needs and concerns.

Pioneers and Mission Forum
The team has been active in supporting the work of pioneers across Baptists Together, sharing learning wherever possible and enabling listening. The Mission Forum meetings are supported and enabled by the Team.

Seek to be a movement of Spirit led communities

Assembly
Assembly is a significant piece of work for the Team.

The team has been active in supporting the work of pioneers across Baptists Together, sharing learning wherever possible and enabling listening

Justice - Share a hunger for God's coming Kingdom

Racial Justice
As the Team focusses on building relationships and enabling careful listening, a number of projects were facilitated by the Faith and Society team in 2022, including:

- **Sam Sharpe lecture** - delivered by Professor Kehinde Andrews.
- **Visions of Colour -** An anti-racism course aimed at equipping ministers as they lead.
- **Racial Justice Advocacy Forum** - an ecumenical group that seeks to speak prophetically on behalf of Black and Brown Christians to the government on racial injustice challenges and reparations.
- **Wonderful Youth** - A new resource produced in conjunction with Christian Aid focussing on climate change.

Gender Justice
Project Violet continues apace with the first group of co-researchers beginning to bring together their findings.

At the beginning of September 2022 representatives of the associations met together in Baptist House to reflect on the Baptist context for women in ministry and to enable the voice of women in Baptists Together as they advocate for others in their regions.

'The Faith and Society team has continued to resource local churches as Baptists respond to the large number of social issues evident in wider society.

Public Issues
The Faith and Society team has continued to resource local churches as Baptists respond to the large number of social issues evident in wider society. The team also seeks to represent the Baptist voice in the public square, helped in large part by our participation in the Joint Public Issues Team (JPIT).

The six hopes for society on which the work of JPIT is based are as follows:

- A just economy that enables the flourishing of all life
- A society where the poorest and most marginalised are at the centre
- A world that actively works for peace
- A planet where our environment is renewed
- A society that welcomes the stranger
- A politics characterised by listening, kindness and truthfulness

In 2022 this resulted in a large amount of the work being focussed on advocating around the cost-of-living crisis and the on-going refugee crisis.

Ecumenical Partnership - Inspire others

Representation
One of the ways in which we build relationships is by appointing people to represent Baptists Together in the wider ecumenical and global scene. An important part of Faith and Society's remit is to ensure that people are appointed who can articulate Baptist distinctives in these circles, network with others to facilitate joint action and that reflections are offered back into Baptist structures to enable learning and receptive ecumenism to take place.

Ecumenical Relationships
We continue to build relationships with our ecumenical colleagues, both at local level encouraging churches to work with their neighbours through practical advice, and through more national means as our presence at the 2022 World Council of Churches' Assembly shows.

We also send representatives to other denominational spaces, such as the Church of England Synod.

Theological reflection
In the application process for new churches and LEPs, the team is required to reflect theologically on what it means to be Baptist. It is important for this to be held across the movement and for theological reflection on identity, and other issues, to be enabled by the team, but not defined.

One of the ways in which we build relationships is by appointing people to represent Baptists Together in the wider ecumenical and global scene

Excellence in Safeguarding training

2022 marked a return to face to face Excellence in Safeguarding training and our teams of safeguarding trainers have done an amazing job in responding to high levels of demand for both Level 2 and Level 3 courses.

We continue to train approximately 10,000 church leaders and volunteers each year through a team of 150 safeguarding trainers working throughout England and Wales. Our thanks go to each and every one of our trainers, including the 25 new trainers who joined us during the year.

'The best safeguarding training I've ever attended – thank you'
'Feeling far more confident about what to do if there is a concern in our church'

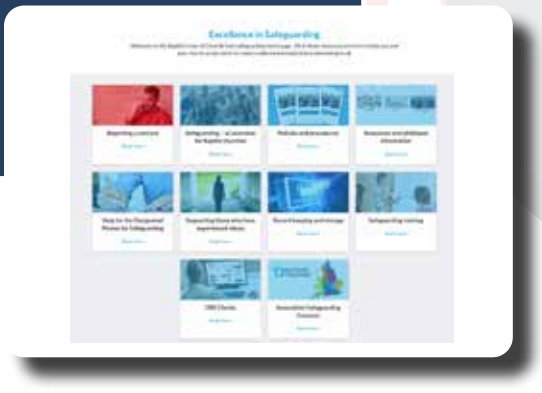
Have you seen our new section on the BUGB website?
The safeguarding section of the website has been completely updated during 2022, and we hope that this makes it easier for churches to find all the information they need. As well as information on the IICSA review findings, there are great new resources for those with specific safeguarding responsibilities in church life.

'Just what we needed. This gave me the confidence to step into the DPS role at my church'

Support resources for those new to the Designated Person for Safeguarding role and for churches joining the Union
Two new packs are available through our Regional Safeguarding Leads: the New DPS Pack and the Safeguarding from Scratch pack. Both provide step by step guidance and helpful advice.

Safeguarding for LEPS
Effective safeguarding regularly involves working with other Christian denominations, and this year we have worked collaboratively with the Methodists, Church of England, Moravians and the United Reformed Church to produce new guidance notes for safeguarding in Local Ecumenical Partnerships.

Following on from its report into religious and faith-based organisations at the beginning of September 2021, the Independent Inquiry into Child Sexual Abuse published its final report in September 2022, which covered all of its findings from seven years of work. The National Safeguarding Team has reviewed the final report and its findings have been shared with the BUGB Trustee Board. All key proposals have been noted, and work continues to embed the best practice recommendations from both reports.



HR Support

Rachel Stone, our HR Team Leader, acts as a specialist adviser to BUGB churches and continues to provide support on a wide range of HR issues. Following on from Covid, there has been a noticeable increase in the number of churches needing to look again at their staff teams, with restructurings and redundancies sadly still taking place.

Helping churches to plan carefully and consult well with staff when change is needed has been a key part of our HR work during 2022 and this is likely to continue into 2023. More than 250 churches have used our HR advice service during the year, of which more than 100 have needed ongoing specialist help to work through challenging or complex staff situations through disciplinary and grievance processes, or in the light of potential tribunal claims.

HR & safeguarding

During 2022, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff.

Getting it right
We see that churches are keen to meet their legal obligations to their staff and want to make sure that they are complying with their responsibilities and duty of care. During 2022, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff. This could be advice on recruitment and induction, managing ill health and absence,

HR policies and procedures
Alongside L08, our core guidance leaflet on employment, we have provided churches with templates for recruitment, performance management, sickness absence, training and development, equality and diversity, redundancy and restructuring. In 2023 we plan to share these through a new HR Hub available on our website.

Support for association teams
As well as church support, we provide HR support to association teams going through significant change. In 2022 this has included work on a new model staff handbook for associations, as well as hands-on support with team restructuring and team building. It is a privilege to be able to support our regional colleagues as their teams grow and change to meet the needs of churches.

Underpinning Support

Baptist Ministers' Housing Organisation
Pensions
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The Retired Baptist Ministers' Housing Organisation (RBMHO)

The Retired Baptist Ministers' Housing Organisation has continued to fulfil our aim of housing retired Baptist ministers, BMS missionaries and their spouses. Many churches provide their minister(s) with manse accommodation which leaves them potentially without a home for retirement - which is where we step in, providing a home for life at an affordable rent.

We've been able to provide homes for eight of the ministers and spouses who applied for 2022 and will be housing the remaining applicants in 2023. We relocated five tenants who either wanted to downsize or needed to move closer to family. At the end of the year, we had 265 (2021: 261) properties and were providing homes for 423 people. We now have properties in all four parts of the UK having purchased our first property in N Ireland. Since our beginnings over 47 years ago, we've grown in our ability to assist those reaching retirement who have served the Lord through the Union or BMS.

We've been able to provide homes for eight of the ministers and spouses who applied for 2022 and will be housing the remaining applicants in 2023. We relocated five tenants who either wanted to downsize or needed to move closer to family. At the end of the year, we had 265 (2021: 261) properties and were providing homes for 423 people. We now have properties in all four parts of the UK having purchased our first property in N Ireland.

As with all landlords, RBMHO is facing some significant challenges in the coming years. Much of our housing stock will need significant investment to meet the new energy efficiency requirements that governments across the UK are bringing into the rented sector over the next five years. We're already considering how we will provide heating as gas boilers are phased out by 2035, which requires high levels of insulation. We welcome these changes as we want our properties to be easy to keep warm, at as low a cost as possible, for the benefit of our tenants; but it will be a great challenge to get the work done.

At the end of the year Stewart Green retired after serving as Manager for more than 20 years. He will be greatly missed by our tenants who he's faithfully supported so well. Andy Hughes has succeeded him as Secretary and Tenant Relations Manager and Charlotte Curtis has taken on a different role as Operations and Property Manager. We're currently looking for some new Trustees, so if you think you might be able to help us develop further, please contact Andy.

Finally, RBMHO can only continue to operate because of the faithful prayers and gifts of those churches, fellowships and individuals who continue their support for the work whenever possible. Thank you all most sincerely. RBMHO is delighted that it can continue to provide good homes at affordable prices and values its reputation of caring for its tenants. The organisation looks forward to continuing its work to serve God and his servants. For more on the work of RBMHO, see www.rbmho.org or contact the team directly.

RETIRED BAPTIST MINISTERS
HOUSING ORGANISATION

BAPTISTS TOGETHER

BAPTISTS TOGETHER
BAPTIST PENSION SCHEME

Pensions

The Defined Benefit (DB) section of the Baptist Pension Scheme (BPS) provides benefits for service up to 2011. At the end of June 2022 the scheme signed an agreement with the insurance company Just Group ('Just') to secure the pension benefits of members of the DB section. This agreement is referred to as a 'buy-in policy'. It follows a similar agreement with Just in 2019 that covered most pensions in payment at that time. The combined agreements mean that Just are now providing financial backing for all DB pensions provided through the Scheme's DB Plan.

£1 per month

Deficit Contributions reduced to £1 per employer per month, saving employers in the DB scheme a total of around £5m per annum.

The deal with Just took the Scheme out of a shortfall position for the first time in two decades. In the light of this improved position the Baptist Union and the Trustee of the BPS agreed that deficit recovery contributions from each participating employer in the DB Plan would reduce to just £1 per month from August 2022. Because Pension regulations require the Recovery Plan to be based on the most recent full valuation, which reflects the status at the 31 December 2019, it was not possible to fully reflect the current funding position. Therefore, to enable the reduction in contributions to £1 per month for all other employers the Union was required to agree to a contribution of £6m by the end of June 2026 being part of the Recovery Plan. It is anticipated that once the actuarial valuation as at 31 December 2022 is completed, this contribution will no longer be required and therefore the probability of such a contribution being actually made by the Union is low. Further, to provide the Trustee of the BPS with security of funding, the Union placed a sum of £3m into an escrow account, which can be drawn on in the event that the DB section requires further funding.

The DB section is now progressing work towards a buy-out of the scheme which will result in the beneficiaries receiving the benefits they are entitled to directly from Just. The Trustee of the BPS currently believes that the wind-up of the DB section can be completed without the need for any further funding from employers, although this is not certain. The buy-out is anticipated to complete in 2024.

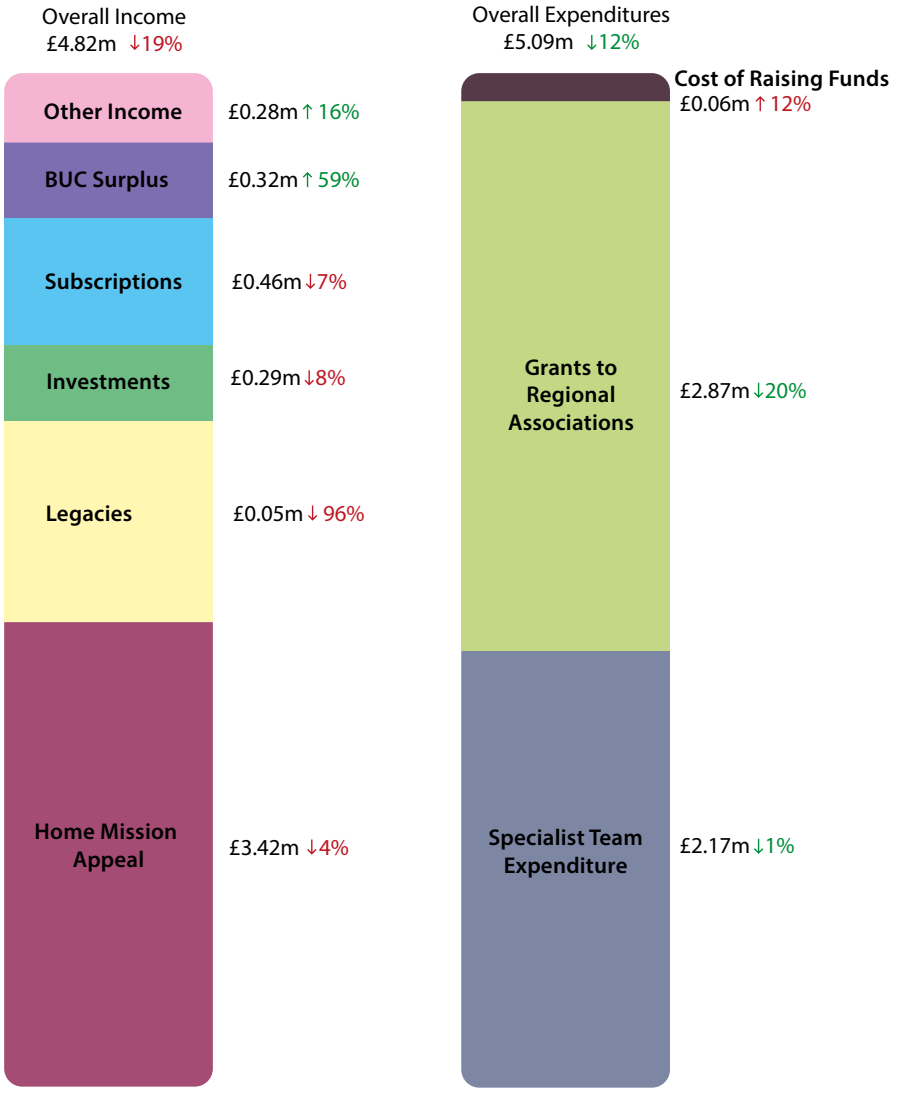
Deficit Eliminated

DB Scheme deficit eliminated and benefits underwritten by an insurer

Since 2012 the BPS has provided a Defined Contribution (DC) section for ministers and other staff of churches and other Baptist employers. This allows employers to offer a high-quality pension scheme tailored to Baptist needs. This section holds over £60m of assets on behalf of more than 2,100 members. The DC section was designed in a way to ensure that employers did not suffer Cessation Events in relation to the DB section that would necessitate payment of substantial employer debts. Given that this requirement will fall away on completion of buy-out of the DB section, the Union, in conjunction with the Trustee of the BPS is currently considering the most appropriate future structure for the DC scheme. This review is expected to conclude in 2023.

Home Mission Fund Review

The Home Mission Fund, which is the name given to the General Fund of the Union, showed an operating deficit of 0.273m, (2021: surplus £0.102m)



The Home Mission Appeal, our largest source of income, continued its long-term decline, falling by £0.134m compared to 2021. Overall, the Home Mission Appeal has fallen by 36% in ten years, when allowing for inflation. Having been at a record level for BUGB in 2021, legacies slumped to a low well below the average in recent years.

The decrease in overall income resulted in a reduction of 19% grants to regional associations under the Baptists Together funding formula.

The specialist team costs increased by 1.38% in the year, significantly less than the 5.4% CPI between 2021 and 2022.

Designated and Restricted Reserves

The Pension Reserve is a fund held by the Union to support the Baptist family in dealing with the deficit in the Baptist Pension Scheme. Across the Designated and Restricted sections, the Pension Reserve received total income of £0.83m (2021: £1.76m) comprising: £0.24m (2021: £1.04m) of proceeds from closures of churches where the Union is the beneficiary of the Ultimate Trust, £0.55m (2021: £0.55m) from Baptist Union Corporation to support the interest costs on the loan from RBMHO and £0.04m (2021: £0.17m) of other income. Expenses totalled £1.09m (2021: £0.82m) comprising £0.98m (2021: £0.62m) in interest on the loan from RBMHO, £0.06m (2021: £0.15m) on supporting churches with pension deficits and £0.05m (2021: £0.05m) on legal fees and expenses relating to pensions.

The Designated section had a deficit balance of £16.59m (2021 £16.33m), comprising the £20m liability to RBMHO and £3.41m in cash. Of the cash balance, £3.60m was set aside in an escrow account to support the Baptist Pension Scheme. £3.00m is short term to assist the Defined Benefit Scheme as it moves to buy-out and wind up. £0.60m relates to the Defined Contribution Scheme in meeting the financial sustainability requirements of its Master Trust authorisation. Both amounts therefore are not available for general use. The long-term plan is to repay the £20m loan from RBMHO using anticipated future cash surpluses from RBMHO that will be shared with the Union under a memorandum of understanding between the Union's Trustees and the Trustees of RBMHO, which will resolve the deficit in the Fund.

The Baptist Strategy Building Scheme is a closed scheme which made interest free loans for building works to churches which would typically not qualify for other loans. Repayment plans are only put in place when it is felt that the church is able to afford it. Any loan without an active repayment plan is fully offset by a provision in the accounts as well as any repayments due more than five years into the future. Repayments of £70k (2021: £17k) were received and the review of the provisions held at year end resulted in a reduction in the provision (shown in the accounts as a negative expenditure) of £0.6k. There were 12 loans outstanding at year end with a gross value of £0.95m (2021: £1.02m) to which a bad debt provison of £0.56m has been accounted for.

The Baptist House Reserve: which holds the assets involved in the Union's co-ownership with BMS World Mission of the Baptist House premises. £0.07m (2021: £0.07m) of depreciation was recorded against the fund, leaving a balance of £2.91m (2021: £3.09m)

Fixed Asset Reserve: holds the Union's other property assets. This fund recorded £0.09m (2021: £0.03m) of depreciation against the properties, leaving a final balance of £2.25m (2021: £2.91m) after purchases and sales during the year.

Pastoral Funds: The Pastoral Fund and Retired Ministers' Benevolent Fund continued to make grants for pastoral support of members of the Baptist family totalling £0.12m (2021: £0.13m). The Pastoral Fund received investment income of £0.08m (2021: £0.07m) and had a year end balance of £2.03m (2021: £2.16m) after loss on investments of £0.09m (2021: gain £0.01m).

Strategic Projects Fund: The Fund supports key strategic projects initiated by the Union. This year, £0.03m was spent investigating options around a future financial model of Baptists Together, leaving a balance of £0.01m at the end of 2022 (2021: £0.04m).

Baptist Assembly: The Baptist Assembly is an annual event which reviews the life of the Union over the last 12 months, and receives updates on ongoing projects and areas of work. In 2022 the event had costs of £0.10m, offset by income of £0.04m from donations and £0.01m contributed by BMS.

Subsidiary and Related Entities

The associated entities of the Union operate according to their own Governing Documents and, where required, report to the Union's Trustee Board. The Trustee Board works in partnership with the relevant officers or Directors of these entities where issues arise that impact upon the wider life of the Union. The Union is involved in the following related companies and bodies:

1 Baptist Union Corporation Limited (BUC): is a registered Charity (charity number 249635) and a Company Limited by Guarantee (company number 32743) and operates as a subsidiary of the Union. The members of the BUC are the Trustees of the Baptist Union of Great Britain. The organisation's activities include holding as Custodian Trustee of the property and investments of the Union and Baptist churches in trust with the BUC, together with trust funds in cash. The BUC recorded an operating surplus for 2022 of £0.87m (2021: surplus £1.74m) prior to gifts to the Union of £0.87m (2021: £0.75m). The reserves at year end were £4.39m (2021: £4.39m).

2 The Retired Baptist Ministers' Housing Organisation (RBMHO): is a Charitable Incorporated Organisation registered with the Charity Commission (charity number 1177649), which provides housing for retired Baptist ministers and their spouses. Eight of the 15 Trustees of RBMHO are appointed by the Trustees of the Union. On 31 December 2018 RBMHO took on the operations, assets and liabilities from its predecessor organisation, The Retired Baptist Ministers' Housing Society. RBMHO is accounted for as a Restricted Fund within the Union's Consolidated Financial Statements. During 2022 RBMHO made a surplus of £1.70m (2021: £2.69m) and had total reserves at the year-end of £38.88m (2021: £37.19m).

3 The Retired Baptist Ministers' Housing Society (RBMHS): The Society is a charitable Community Benefit Society registered with the Financial Conduct Authority under number 21462R. The Trustees of Retired Baptist Ministers' Housing Organisation (RBMHO) are the members of the Society. The society is now dormant, having transferred its assets, liabilities and operations to RBMHO on 31 December 2018, which continues its work.

4 Baptist House Limited (BHL): The BUC is one of the two members of this Company Limited by Guarantee (company number 2366122), which operates Baptist House on behalf of The Union and BMS World Mission. The Union may appoint up to three of the six Directors of the company. BHL recorded a loss of £0.05m (2021: profit £0.03m) and total reserves at the end of the period were £0.25m (2021: £0.30m). The Union's half share of the results for the year to 31 October 2022 are included in the consolidated financial statements.

5 Baptist Pension Trust Limited: This Company Limited by Guarantee (company number 03481942) is responsible for managing the administration and investments of the Baptist Pension Scheme. The Directors are the only members of the company. The Directors appoint Baptist Union-nominated Directors to the Board of the Company and at least one-third of the Board are member-nominated Directors as required by law. The results are not included in the Union's consolidated accounts.

Investment Performance

The governing documents give the Charity Trustees the power to invest in such securities and on such terms as the Charity may deem fit. The Trustees have delegated the detailed monitoring of the portfolio to the Finance and Audit Committee of the Union.

The investments are managed within ethical guidelines set down by Baptist Union Council. These comprise both positive and negative screening. In summary the positive screening means investing in companies or sectors which reflect Christian values in areas like environmental protection, supporting sustainable development, health including healthy food, education, employment, human rights including addressing modern day slavery, good corporate social responsibility, good governance, financial transparency, anti-corruption controls, safe working practices, natural justice and sensitivity towards the communities in which their business operates. Our negative screening excludes companies with more than 10% of revenue in any of the following: gambling, pornography, the supply of tobacco products, alcoholic beverages, armaments, high interest rate lending, human embryonic cloning or genetically modified organisms (except where research is absolutely essential), companies involved in human exploitation or injustice and the extraction of coal and tar sands and any other fossil fuel extraction. Where we invest in pooled funds these are screened to ensure that no more than 5% of assets in the fund are in companies that fail to meet the direct investment criteria. This policy was revised by Baptist Union Council in 2021.

Within the investment strategy, Schroders Plc have been appointed as investment managers with discretion over investments. Details of the investments are set out in note 13 to the financial statements. Our investments are managed in two portfolios, a general portfolio and an endowment portfolio. Since the fourth quarter of 2020, both portfolios have targeted performance on a total return basis of CPI+4% per annum net of fees over the long-term. The Finance and Audit Committee has put in place composite benchmarks for Schroders as follows:

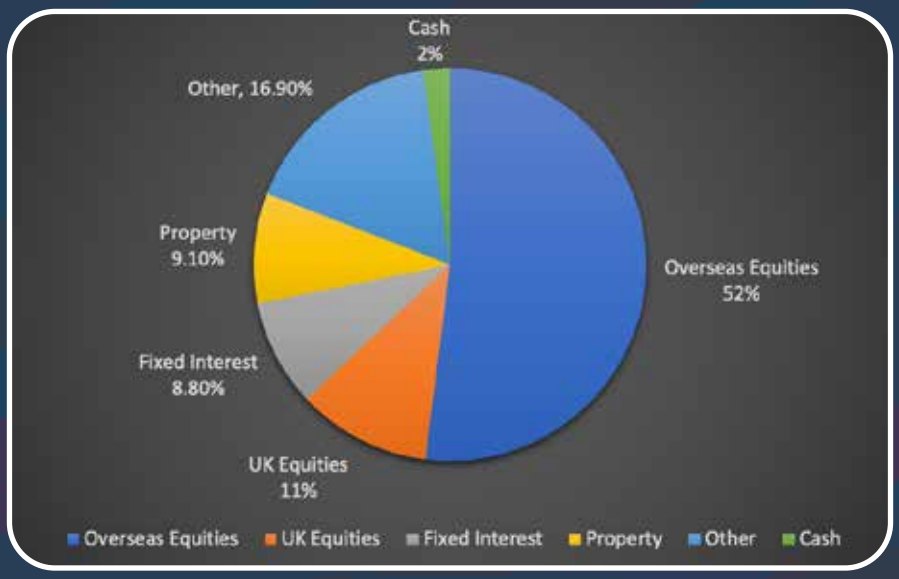
	General Portfolio	Endowment Portfolio
MSCI AC World GBP	65%	65%
FTSE All Share TR	5%	5%
IBOXX UK Non-Gilt TR	5%	5%
IPD Property (UK) Index	10%	10%
UK CPI + 3%	15%	15%

A summary of investment performance in the 12 months to 31 December 2022 is presented in the following table:

	2022 Performance	Composite Benchmark	Performance vs Benchmark	Long-term target (CPI+4%)	Performance vs long-term target
General Portfolio	-6.9%	-4.7%	-2.2%	15%	-21.9%
Endowment Portfolio	-6.6%	-4.7%	-1.9%	15%	-21.6%
Combined	**-6.9%**	**-4.7%**	**-2.2%**	**15%**	**-21.9%**

2022 was a difficult year for financial markets, particularly as interest rates started to rise, creating uncertainty. The rise in inflation also caused a very rapid rise in the long term target. As a consequence, the short-term negative performance was greater than the expected composite negative benchmark and significantly below the long-term benchmark. The Trustees continue to monitor performance on a quarterly basis.

Actual consolidated Asset Allocation as at 31 December 2022 is shown below:



Approach to fundraising

The Baptist Union of Great Britain funds the majority of its work through funds raised from its members, who are churches, regional associations and colleges. The Home Mission Appeal, through which funds are collected from member churches, is organised by our partner regional associations. We also request a subscription from each member church, association and college, which is requested annually by writing to each organisation's treasurer. We also have a small number of personal members, from whom we also request a subscription on an annual basis.

Our main avenue for raising funds from the general public is through legacies. We offer a will writing scheme in partnership with the National Free Wills Network, which is run by Capacity Marketing, a Division of Ashton Maund Associates. Capacity Marketing is a member of the Institute of Fundraising, which requires all members to sign up to the Code of Fundraising Practice. This scheme is promoted via our member churches and referrals are passed to National Free Wills Network for referral on to their member solicitors, who are regulated by the Solicitors Regulation Authority. Solicitors are required to check that a client is not under duress when making a will, which provides protection from undue pressure. Capacity Marketing only send at most two standard form letters when contacting individuals referred to the network and no telephone calls are made to potential donors.

We also accept direct donations from the public via our website. There are links provided to make a donation from various pages of our website. We do not actively promote the online donation facility through any direct marketing. We do promote our work to our member churches by letter and email to their church leaders and by email to subscribers to our mailing lists.

Fundraising complaints are handled through our standard complaints procedure. No complaints relating to fundraising were received in 2022. Complaints are monitored and reviewed for any concerns in relation to fundraising practices, which would then be reported to the Trustee board.

Baptist Pension Scheme (BPS)

The Baptist Union of Great Britain is a participating employer in the BPS, which has a defined benefit (DB) section relating to pensionable service up until the end of 2011. The BPS DB liability is recognised in our accounts as a liability based on a discounted cashflow of the contributions due under the agreed recovery plan. In September 2020, BPS completed a triennial valuation of the scheme as at 31 December 2019. This showed a deficit of assets compared to liabilities of £18m. The associated schedule of contributions and funding plan was developed in consultation between the Pension Trustee and the Pension Employers' Group and approved by the Union. The Union made a one-off contribution of £0.5m in December 2020 under this schedule of contributions in addition to the current employer contribution plan which ends in June 2026.

During 2022 the DB Scheme moved into surplus on a technical provisions basis and allowing a buy-in of the remaining liabilities. As a result, the liability for the Baptist Union has reduced to a nominal £42. A further triennial revaluation of the Scheme is due during 2023 based on the valuation at 31 December 2022. Because the valuation will not be completed before these accounts are finalised accounting standards require that a liability of £6m is recorded based on the last triennial valuation as at 31 December 2019 when there was a deficit of assets to liabilities of £18m and a schedule of deficit contributions running to June 2026. This liability amounts to £4.89m on a discounted flow basis. The Trustees expect this liability will be released once the 2022 valuation has been completed.

During 2019 £0.76m from the Pension Reserve was set aside in an escrow account to support the Defined Contribution part of the Baptist Pension Scheme in meeting the financial sustainability criteria necessary for obtaining Master Trust authorisation from the Pension Regulator. Following a review this was reduced to £0.55m in 2022.

A further £3.0m was set aside in an escrow account in 2022 to support the funding of the costs relating to the buy-out and winding up of the DB Scheme.

Policy on Reserves

During the year, the Trustees reviewed the reserves policy of the Union. The policy is put in place to ensure that the Union has sufficient free and available funds to cope with unplanned expenditure or an unforeseen drop in income. Having considered the risks relating to income and expenditure, the Trustees consider that it is appropriate to hold between 6 and 12 month budgeted expenditure, based on the timescales they anticipate it would take to reduce ongoing cost commitments due to notice periods for staff (typically between 3 and 9 months) and suppliers (up to 12 months) and the time it would take grant recipients to adjust to any reduction (estimated at between 6 and 12 months). This equates to reserves in the range of £3.3m - £6.1m. The unrestricted free reserves, excluding Designated Income Funds, capital assets and escrow accounts, totalled £4.1m at the year end. The Trustees feel this level of reserves is appropriate.

The Union holds a number of Designated Income Funds which can be spent at the discretion of the Trustees in furtherance of the Union's objects. The Trustees note their obligations to justify the holding of such funds and the details of these funds are provided in note 22 to the financial statements.

Report of the Finance and Audit Committee

The Finance and Audit Committee continues to oversee the finances of the Union. The key elements of work of the Committee in 2022 were

- Monitoring the finances of the Union, its subsidiaries and Baptists Together as a whole, including the income and expenditure, management of capital and liquidity and the management of assets.
- Setting the interest rate policy on behalf of the Baptist Union Corporation.
- Monitoring the performance of the Union's investment portfolio including overseeing the implementation of the Union's updated ethical investment policy and reviewing the benchmarks used for monitoring performance of the investment managers.
- Monitoring the position of the Baptist Pension Scheme and the potential strategies for managing the remaining liability in the defined benefit scheme.
- Reviewing the Risk Register, insurance cover and financial controls.
- Overseeing the year-end process for production of the annual report and accounts for BUGB and subsidiary entities, including reviewing the report of the auditors, Moore Kingston Smith, on the 2022 accounts and planning for the 2023 audit.
- Monitoring the financial support schemes for churches during the cost of living crisis experienced across the UK.
- Continuing to contribute to the Financial Model Review of Baptists Together.
- Reviewing the proposals for the future funding of ministerial training.

Key focus areas in 2023 will be the further stages of the Financial Model Review, monitoring the ongoing process for a buyout of the Baptist Pension Scheme and monitoring the next stage of the implementation of the scheme for the Funding of Ministerial Training.

BAPTISTS TOGETHER

Structure, Governance and Management

The Baptist Union of Great Britain (the Union) is a Charitable Incorporated Organisation (CIO), consisting of the Baptist churches, regional associations of the churches, colleges, other Baptist organisations and a small number of personal members who affirm the Baptist Union Declaration of Principle and are in membership with the Union.

Prior to 1 January 2020, the Union operated through an unincorporated association charity of the same name, registered charity number 1125912. The Union registered as a CIO with the Charity Commission on 2 January 2019. On 1 January 2020 the assets, liabilities and operations of the Union were transferred to the CIO, which is a more appropriate legal structure for a charity of our size and complexity.

The full constitution of the Union can be found at www.baptist.org.uk/constitution. The unincorporated association charity will be retained to ensure the Union retains its entitlement to any future legacies and other rights and responsibilities. A simplified constitution for the unincorporated association was approved by the 2021 Assembly to simplify the administration and governance arrangements by appointing the CIO as the sole trustee of the unincorporated association.

Baptist Assembly

As a membership organisation, the Union holds an annual Assembly to review the life of the Union. Under the Constitution, Members of Assembly consist of delegates of member churches, associations and colleges alongside ministers, officers of the Union and members of Baptist Union Council.

During the Assembly the President is inducted for the forthcoming year, and some formal business is carried out – the Treasurer elected by Baptist Union Council is affirmed, new General Secretaries are appointed, and any constitutional changes are voted upon.

The 2022 Assembly was held at the Bournemouth International Centre on 14 and 15 May, during which Hayley Young was inducted as President.

Baptist Union Council

The Baptist Union Council usually meets twice per year to set the broad strategic direction of our Union. The Council also oversees the work of the Ministerial Recognition Committee which administers the accreditation of Baptist ministers and church workers and the national recognition of preachers, pastors and pioneers. The Council also elects the Treasurer.

It has around 80 members consisting of:

- Three members nominated by each regional association
- One member nominated by each college
- The Trustees of the Baptist Union
- The members of the Core Leadership Team
- The President, Ex-President and Vice-President of the Union
- Two representatives each of BMS World Mission, Baptist Union of Scotland, Baptist Union of Wales and a representative of Irish Baptist Networks
- Two ecumenical representatives
- Up to 12 co-opted members

A full list of Council members and a report from each BU Council meeting are available at www.baptist.org.uk/council.

Memberships and Associations

The Union is a member of the following bodies with which it collaborates in pursuit of its charitable objectives.

- Baptist World Alliance
- European Baptist Federation
- Fellowship of Baptists in Britain and Ireland
- Free Churches Group
- Churches Together in England
- Churches Together in Britain and Ireland
- The Conference of European Churches
- World Council of Churches
- Joint Public Issues Team (JPIT)
- The United Board which commends ministers to armed forces chaplaincy
- Church Investors Group
- Christian Aid
- Churches Legislation Advisory Service

Safeguarding Committee has oversight of the Union's National Safeguarding team and safeguarding policies.

Finance and Audit Committee supports the Trustees in overseeing the Union's financial reporting, planning, policy, audit, risk and compliance and investments.

Remuneration Committee makes recommendations to Trustees on pay and reward of staff of the Union.

Trustee Board

The Trustee Board comprises a Moderator (Chair), the General Secretary, the Treasurer and up to nine other persons. The Trustees oversee the Baptist Union charity, in particular the legal, financial and strategic life of the Union, and have regard to the public benefit of the charity. Trustees oversee implementation of the broad strategic direction determined by the Baptist Union Council.

Our Trustees are unpaid, except the General Secretary as detailed in note 11 to the financial statements, where details of Trustees' expenses are also disclosed. To help the Trustee Board with governance of the charity, sub-committees have been put in place by the Trustees.

Following a governance review in 2017 the Trustees agreed to adopt the Charity Governance Code in full and produced a Trustee Board Governance Handbook incorporating this. During 2021 the Governance Handbook was updated to reflect the revised Charity Governance Code published in 2020. The Governance Handbook can be found at www.baptist.org.uk/governancehandbook

Baptist Pension Scheme Employers' Group engages with the Baptist Pension Scheme on behalf of the Union and other employers and advises the Trustees on matters relating to the Scheme.

Core Leadership Team (CLT) is a gathering of national and regional leaders who aim to discern what God is saying to us, build relationships and encourage the flourishing of our Movement.

Recruitment of Trustees

The General Secretary is appointed by the Assembly. All other Trustees are elected by the Council from a list of suitable nominations provided by the Key Roles Nomination Team. Moderator of Trustees (chair) and the Honorary Treasurer are affirmed annually by the Assembly. Applications for Trustee roles are sought via advertising on the Baptists Together website, in email communications to our member churches and other suitable avenues.

The Trustees maintain a skills matrix and share this with the Key Roles Nomination Committee to help them identify any capability gaps. The Key Roles Nomination Committee endeavours to ensure that the Trustee Board reflects the full range of diversity of Baptists Together.

Induction and Training of Trustees

New Trustees are usually familiar with many aspects of the Union's work prior to appointment. All Trustees receive an induction into the work of the Union by meeting senior staff and being advised of the general nature of their work.

They receive financial statements and other relevant documentation including a copy of the Charity Commission's publication CC3, *The Essential Trustee*. Formal training on financial matters is provided as appropriate. Our Governance Handbook is provided to all new Trustees. Trustees also receive training from time to time as a group and individuals to address any skills gaps identified.

Principal Risks and Uncertainties

All significant activities undertaken are subject to a risk review. Risks are identified, recorded in a risk register and ranked in terms of their potential significance and probability and then classified into Red, Amber and Green, with Red being the most severe. The risk register is reviewed by the Finance and Audit Committee and Trustees, with Red Risks reviewed at every meeting and a full review carried out annually.

Red risks and the plans and strategies for managing them are:

(i) Sexuality and diversity issues. There are strongly held and often divergent views across Baptists Together. In 2022 this has focussed on the Ministerial Recognition Rules in relation to the definition of marriage. Council has responded to a request to remove the explicit mention of marriage being between a man and a woman in the Ministerial Recognition Rules by instigating a consultation process with all members of the Union. This will be launched in 2023 before coming back to Council for a decision. A number of churches and associations have facilitated conversations to enable discussion and reflection on the biblical and pastoral implications of such a change.

(ii) Safeguarding of children and adults at risk. Focus on this area continues to ensure that the Baptist denomination provides a framework of best practice for protecting those who attend or come into contact with our churches and other bodies. A model safeguarding policy and procedures for churches are available, with advice and support from regional and national safeguarding leads. Face to face safeguarding training is now running in all associations at Levels 1, 2 and 3.

A three year safeguarding plan is in place and reviewed annually by Trustees.

(iii) Significant numerical decline. The numerical decline of members of our churches continues to be experienced for Baptists as with other historic denominations in the UK. To mitigate or reverse the decline, we are encouraging effective partnership working and vision casting. This includes pioneering mission, discipleship, younger leaders and embracing adventure through our values, communications, strategic working and investment of resources.

(iv) Ineffective operation of collaborative leadership and working across Baptists Together, including lack of a common vision. We continue to work together to make our vision, values, key areas of work and current priority areas more deeply embedded among us. Following Council's decision at the end of 2019 to adopt a different approach to collaborative leadership across Baptists Together the Core Leadership Team was created. Council asked the Core Leadership Team to fulfil the role of perceiving what is happening across the life of our Movement and nurture collaborative, partnership working to align action and resources towards our common aims. At the same time, Council tasked the Trustees with the continuing work of stewarding the Baptist Union of Great Britain as a charity. During the pandemic the Core Leadership Team met weekly online and agreed a pattern of regular meetings for 2022 and beyond which includes online and in-person meetings.

(v) Recruitment of ministers, which may not match demand from churches. We continue to monitor the balance of supply and demand for ministers through the settlement process, overseen by the Ministries Team. Following the pandemic there has been a decrease in the number of churches which can afford either full time or part time ministry. The Ministries Team Co-Leaders are shaping a variety of ways to promote and encourage ministerial formation, following a discussion at Core Leadership Team in January 2023. The appointment of a Younger Leaders' Development Coordinator in March 2022 has increased our connection with interns and young leaders and provides an opportunity to encourage younger adults to consider accredited ministry.

(vi) Affordability of ministerial training if Baptist colleges can no longer sustain training for ministry at affordable cost. Following a review of funding for training in October 2021 Baptist Union Council approved a set of new measures to provide financial support to ministers in training. The pilot scheme, launched in 2022, to offer loans at a favourable rate for college fees, has now been extended so that anyone training for Baptist ministry may apply.

(vii) One or more regional associations becomes unviable. If one or more of our regional associations is unable to sustain their operations within the funding available to them, this could compromise the viability of the operating model of Baptists Together. During 2021 we initiated a review of the financial model of Baptists Together. The first phase report went to Baptist Union Council in March 2022 and it is anticipated that this process will continue into 2023.

(viii) Inability to recruit sufficient suitably skilled Trustees. Overseeing the operation of a complex charity like the Union requires Trustees with considerable skills and expertise. Without suitable Trustees in place there is a significant risk of a failure of governance. The Key Roles Nomination Team is working to identify suitable candidates, including by public advertising and we are considering how to make the roles attractive to suitable candidates. A new Moderator has been appointed during 2022 and a candidate Treasurer has been identified to replace the current Treasurer who will step down in 2023. As a result, this risk has reduced in likelihood in the last year.

(ix) Inability to obtain adequate insurance for our activities at a viable price. In recent years we have experienced increasing challenges in obtaining professional indemnity insurance with premiums increasing substantially. We continue to work with our brokers to obtain cost-effective insurance and have amended our renewal dates to a time of year when we believe the insurance industry will have more capacity.

BAPTISTS TOGETHER

Grants

The Union makes grants as one of its ways to achieve its charitable objects. The largest grants made are those to fund the 13 Baptist regional associations in their work as part of Baptists Together, which totalled £2,870m in 2022. These grants are given on a formula agreed by the Union's Trustees to enable sharing the income of the Home Mission Fund. The Union also makes other grants as follows:

Strategic Mission Grants: These grants are given to organisations to develop strategic mission projects. The allocation of grants from the budget of £0.043m is delegated to the Baptists Together Mission Forum under the supervision of the Union's Trustees.

Supporting other Baptist bodies and ecumenical bodies: We contribute to the running costs of various bodies of which we are members, through a membership subscription that we classify as a grant in our accounts as we receive no services in return for our contribution.

Supporting Ministerial Training: We make grants to individuals to support ministerial training. For 2022, £0.47m was paid as a student bursary including a book grant of £120 for all ministers in training. Each of the five main training colleges are asked to oversee distribution of a proportion of these funds to students.

Further studies grants: We make grants to individuals to support post-graduate theological studies, including up to one PhD scholarship. The grants are made in response to applications by the Scholarship and Further Studies Committee, which is made up of representatives from each Baptist college and the Ministries Team.

Pastoral grants to individuals who are working in a Baptist church or other Baptist organisation: These grants are usually up to £1,500 and are made in response to an application or nomination that is recommended by a regional minister and approved by two specialist team leaders.

Heritage England Grants: Under the partnership scheme with Historic England where we received £47k in grant income (2021: £58k), grants were paid to 15 churches to assist them in their listed buildings obligations.

Volunteers

The Union is grateful for the support of volunteers in carrying out its work. Their main direct contribution is through serving on committees and working parties to support our work. Volunteers also make a significant contribution to our member churches, regional associations, colleges and other bodies within the Baptist family. Due to the wide range of different ways in which volunteers participate in our work, it is impossible to quantify their support.

Funds Held as Custodian Trustee on Behalf of Others

The Baptist Union Corporation holds financial assets as Custodian Trustee for 20 Baptist churches or organisations totalling £2.86m, all of which have the same objects as the Company for the advancement of the Christian faith and its practice especially by the means of, and in accordance with, the principles of the Baptist denomination. The company acts solely as an Agent and carries no decision-making capacity.

Type of Assets Held	£'000	Organisations
Cash Deposits	262	2
Income Units	468	8
National Savings Income Bonds	13	1
UK Equities	2,112	9
Total	**2,855**	**20**

The Baptist Union Corporation acts as property trustees for 2,145 churches and charity organisations. Arrangements are made for the safe custody of deeds and documents, with each set stored in a labelled packet, and included in an index system. For all financial accounts a separate account is kept for each beneficial owner and records are maintained of the beneficial owner of each account.

The names of the churches and other charities for whom the Company acts as a Custodian Trustee are available at: www.baptist.org.uk/custodianlist2022. The organisations are all Baptist organisations and therefore have objects that are compatible with the charitable objects of the Company.

Key Management Personnel Remuneration

Day-to-day management of the Union's business is delegated to a group of employed staff and appointed ministers who operate within the frameworks set by the Trustees; senior staff are detailed in the Who We Are section of this report.

All staff and appointed ministers of the charity are employed by the Baptist Union of Great Britain and the arrangements for setting the pay and remuneration are the responsibility of the Trustee Board. A Remuneration Committee advises and makes recommendations to the Trustees. In line with the Pay and Reward Policy Statement approved by the Trustees, remuneration is benchmarked against information relevant to the sector and affordability to the Union. The aggregate amount paid to key management personnel during the year was £286,963 (2021: £282,060).

Who We Are

The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT.

TRUSTEES
The Revd Andrew Cowley (Moderator)
Mr John Levick (Treasurer)
The Revd Lynn Green (General Secretary)
Mrs Christina Carter (to 31 August 2022)
Mrs Jeniya Gwendu (from 3 May 2022)
The Revd Phil Jump
Mr Peter King
Mrs Suzie Leveson
The Revd Philip Lutterodt
The Revd Prof Philip McCormack
Mr Mark Spriggs
The Revd Shayla Waugh

SENIOR STAFF
The Revd Lynn Green (General Secretary)
The Revd Andy Hughes (Team Leader, Ministries, to 31 October 2022)
The Revd Tim Fergusson (Interim Team Leader from 1 November 2022 to 15 January 2023, Co-Team Leader, Ministries, from 16 January 2023)
The Revd Lee Johnson (Co-Team Leader, Ministries, from 16 January 2023)
The Revd Diane Watts (Team Leader, Faith and Society)
Mrs Rachel Stone (Team Leader, HR and Safeguarding)
Mr Richard Wilson (Team Leader, Support Services to 3 February 2023)

CUSTODIAN TRUSTEES
The Baptist Union Corporation Limited
Registered Charity Number 249635
Company Registration Number 32743
Registered office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT

PRINCIPAL BANKERS
HSBC, 186 Broadway, Didcot, Oxfordshire OX11 8RP

AUDITORS
Moore Kingston Smith LLP, 9 Appold Street, London EC2A 2AP

SOLICITORS
Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, B3 2ES

SURVEYORS
Savills Plc 33 Margaret Street, London, W1G 0JD

INVESTMENT MANAGERS
Schroders Investment Management Limited
1 London Wall, Barbican, London EC2Y 5AU

CORE LEADERSHIP TEAM
The Revd Seidel Abel Boanerges
The Revd Adrian Argile
The Revd Phil Barnard
The Revd Ken Benjamin
Ms Amie Buhari
The Revd Dr Anthony Clarke
The Revd Mark Clay
The Revd Geoff Colmer (to 4 July 2022)
The Revd Andrew Cowley
The Revd Sandra Crawford
The Revd Stuart Davison (to 31 August 2022)
The Revd Graham Ensor
The Revd Mark Fairweather-Tall
The Revd Tim Fergusson
The Revd Dr Steve Finamore
The Revd Andrew Ginn
The Revd Lynn Green
The Revd Clare Hooper
The Revd Andy Hughes (to 14 October 2022)
The Revd Joth Hunt (from 1 July 2022)
The Revd Dr Rosa Hunt
The Revd Lee Johnson (from 16 January 2023)
The Revd Phil Jump
The Revd Dr Ed Kaneen
The Revd Lisa Kerry (from 4 July 2022)
Mr John Levick
The Revd Nigel Manges
The Revd Glen Marshall
The Revd Dr Philip McCormack
Mrs Judith Miller
The Revd Colin Norris (to 23 January 2023)
The Revd Yinka Oyekan
The Revd Beth Powney
The Revd Gale Richards
The Revd Dr Clara Rushbrook
The Revd Carl Smethurst
Mrs Rachel Stone
The Revd Diane Watts
Mr Richard Wilson (to 3 February 2023)
The Revd Gary Woodall
The Revd Hayley Young

TRUSTEES' RESPONSIBILITES

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 2019 (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 2011. 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.

On behalf of the board

Andrew Cowley
Moderator

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BAPTIST UNION OF GREAT BRITAIN

Opinion
We have audited the financial statements of the Baptist Union of Great Britain ('the charity') and its subsidiaries ('the group') for the year ended 31 December 2022 which comprise the Group and Charity Statements of Financial Activities, the Group and Charity Balance Sheets, the Group Cash Flow Statement 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 group's and charity's affairs as at 31 December 2022, and of the group's and charity's 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 group and 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.

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 charity's 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 73, 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 group's and 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 group or 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 144 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.

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 group and 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 group and 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 inthe 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 group or 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

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

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 Charity SORP, and UK financial reporting standards asissued 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 noncompliance 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.

Date: 30 May 2023

Moore Kingston Smith LLP
Statutory auditor

9 Appold Street
London
EC2A 2AP

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

BAPTIST UNION OF GREAT BRITAIN

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income							
Donations and legacies	2	3,965	-	403	-	4,368	6,015
Charitable Activities	3	2,132	612	792	-	3,536	3,659
Investment income	4	586	78	24	40	728	438
Other income	5	77	91		-	168	220
Total Income		6,760	781	1,219	40	8,800	10,332
Less share of gross income resources from Joint Venture			(366)			(366)	(393)
Total Net Income before Joint Arrangement share		6,807	415	1,172	40	8,434	9,939
Expenditure							
Raising funds	6	59	11	-	8	78	69
Charitable activities	7	6,419	546	1,594	-	8,559	8,187
Total Expenditure	8	6,478	557	1,594	8	8,637	8,256
Net income before gains/ (losses) on investments, Fixed Asset Sales and Joint Arrangement share		**282**	**(142)**	**(375)**	**32**	**(203)**	**1,683**
Net interest in the results of the year for the joint venture		-	(27)	-	-	(27)	13
Net gains on investments	13	(571)	(88)	(3)	(112)	(774)	872
Net gains on sale of fixed assets		-	-	1,250	-	1,250	1,967
Net income before transfers		**(289)**	**(257)**	**872**	**(80)**	**246**	**4,534**
Transfers between funds	20, 21, 22	(849)	(13)	894	(32)	-	-
Net income before other recognised losses		**(1,138)**	**(270)**	**1,766**	**(112)**	**246**	**4,534**
Actuarial gains on defined benefit pension schemes	18	(4,739)	-	-	-	(4,739)	2
Net movement in funds		**(5,877)**	**(270)**	**1,766**	**(112)**	**(4,493)**	**4,536**
RECONCILIATION OF FUNDS							
Total funds brought forward		13,409	(8,018)	37,115	1,223	43,729	39,193
Total funds Carried forward		**7,532**	**(8,288)**	**38,881**	**1,111**	**39,236**	**43,729**

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 81 to 103 form an integral part of these financial statements.

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income							
Donations and legacies	2	4,248	552	5	-	4,805	5,954
Charitable Activities	3	206	246	123	-	575	1,261
Investment income	4	289	78	-	40	407	379
Other income	5	77	92	-	-	169	220
Total Income		4,820	968	128	40	5,956	7,814
Expenditure							
Raising funds	6	58	10	-	8	76	69
Charitable activities	7	5,035	1,439	58	-	6,532	6,945
Total Expenditure	8	5,093	1,449	58	8	6,608	7,014
Net income before gain/ (loss) on investments, Fixed Asset Sales and Revaluations		(273)	(481)	70	32	(652)	800
Net (loss)/gain on investments	13	(571)	(88)	-	(112)	(771)	869
Net gain on sale of fixed assets		-	-	-	-	-	160
Net income before transfers		**(844)**	**(569)**	**70**	**(80)**	**(1,423)**	**1,829**
Transfers between funds	20, 21, 22	(295)	327		(32)	-	-
Net income before other recognised gains		**(1,139)**	**(242)**	**70**	**(112)**	**(1,423)**	**1,829**
Actuarial gain on defined benefit pension schemes	18	(4,740)	-			(4,740)	2
Net movement in funds		**(5,879)**	**(242)**	**70**	**(112)**	**(6,163)**	**1,831**
RECONCILIATION OF FUNDS							
Total funds brought forward		10,022	(6,409)	13	1,223	4,849	3,018
Total funds Carried forward		**4,143**	**(6,651)**	**83**	**1,111**	**(1,314)**	**4,849**

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 81 to 103 form an integral part of these financial statements.

CONSOLIDATED BALANCE SHEET AT 31 DECEMBER 2022

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
Fixed assets					
Tangible assets	12	42,994		41,338	
Intangible Assets	12	186		120	
Investments	13	13,101		13,836	
			56,281		**55,294**
Current assets					
Debtors	14	18,780		19,494	
Cash and Bank	15	37,102		28,399	
		55,882		**47,893**	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	**(68,034)**		**(59,286)**	
Net current liabilities			**(12,152)**		**(11,393)**
Total assets less current liabilities			**44,129**		**43,901**
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(4,893)		(172)
Net assets			**39,236**		**43,729**
CONSOLIDATED FUNDS					
Endowment funds	20		1,111		1,223
Restricted income funds	21		38,881		37,115
Designated funds	22		(8,287)		(8,018)
Unrestricted income funds			7,531		13,409
Total consolidated funds			**39,236**		**43,729**

The financial statements were approved by the Trustees on and signed on 27th April 2023 their behalf by

The Revd Andrew Cowley - Moderator

John Levick – Honorary Treasurer

The notes on pages 81 to 103 form an integral part of these financial statements.

BALANCE SHEET AT 31 DECEMBER 2022

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
Fixed assets					
Tangible assets	12	3,725		3,812	
Intangible Assets	12	186		120	
Investments	13	15,707		16,413	
			19,618		**20,345**
Current assets					
Debtors	14	1,545		1,209	
Cash and Bank	15	7,664		3,792	
		9,209		**5,001**	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(5,248)		(325)	
Net current assets			**3,961**		**4,676**
Total assets less current liabilities			23,579		**25,021**
Long-Term liabilities					
Loan	17		(20,000)		(20,000)
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(4,893)		(172)
Net assets			**(1,314)**		**4,849**
THE FUNDS OF THE CHARITY					
Endowment funds	20		1,111		1,223
Restricted income funds	21		83		13
Designated funds	22		(6,651)		(6,409)
Unrestricted income funds			4,143		10,022
Total charity funds			**(1,314)**		**4,849**

The financial statements were approved by the Trustees on and signed on 27th April 2023 their behalf by

John Levick – Honorary Treasurer

The notes on pages 81 to 103 form an integral part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £'000	2021 £'000
Net income for the reporting year		**246**	**4,534**
Adjustments for:			
Net (loss)/gain on investments	13	672	(871)
Net interest in result of Baptist House Limited		27	(13)
Net income after gains on investment		**945**	**3,650**
Adjustments for:			
Depreciation	10, 12	168	164
Dividends and interest from investments		(728)	(437)
Net gain on sale of fixed assets		(1,248)	(1,965)
(Increase)/Decrease in debtors		697	1,107
Increase/(Decrease) in creditors and provisions		8,766	3,636
Movement in defined benefit liability		(22)	(36)
Net cash provided by operating activities		**8,577**	**6,119**
Cash flows from investing activities			
Dividends and interest from investments		728	437
Proceeds from sale of property		2,596	5,110
Purchase of tangible fixed assets		(3,236)	(1,769)
Proceeds from sales of investments		1,482	10,185
Purchase of investments		(1,719)	(12,818)
Cash withdrawn from investment managers		274	260
Net cash used in investing activities		**125**	**1,405**
Changes in cash and cash equivalents in the year		**8,702**	**7,524**
Cash and cash equivalents brought forward		28,399	20,875
Cash and cash equivalents carried forward	15	**37,101**	**28,399**

The notes on pages 81 to 103 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

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. Baptist Union of Great Britain is a registered charity, no. 1181392, 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.

(b) Basis of Consolidation

Where control is exercised by the parent charity over another entity, these entities are consolidated as subsidiaries on a line by line basis in accordance with FRS102 – section 9 and the Charities SORP (FRS102). The charity's interests in a joint arrangement are accounted for using the equity method in accordance with FRS102. The joint arrangement is accounted for by including the charity's share of the income, expenditure, assets and liabilities relating to the activity of the joint arrangement. Details of the entities and interests are given in note 13 to the financial statements. Where an entity's reporting period end differs from that of the parent, the consolidated financial statements include the financial statements of the subsidiary as of its last reporting date before the parent's reporting date, as adjusted for the effects of significant transactions or events that occur between the date of those financial statements and the date of the consolidated financial statements. Details on an entity-by-entity basis are given in note 13.

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

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

In making this assessment the Trustees have considered the effect of the downturn of the UK economy with the cost-of-living crisis for the wider membership churches, and the possible impact this might have on the charity, in particular its income streams.

At the year end the balance sheet showed a net liabilities position of £1,314k, This has arisen due to a revised repayment plan for the pension scheme requiring a payment of £6m on 30 June 2026, recognised in these financial statements at a net present value of £4,758k (note 25). This is based on an actuarial valuation carried out in 2019. A new valuation based on the position at 31st December 2022 will not be known until later in 2023. It is likely that the liability at this time will be significantly less. Given that the amount due is being revised and in any event is not due for payment until 2026, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity accounts have therefore continued to adopt the going concern basis in preparing its financial statements.

(d) Funds Accounting

- Unrestricted Funds: General unrestricted funds represent funds which are expendable at the discretion of the Union in the furtherance of the objects of the charity and which have not been designated for other purposes. These funds are known as the Home Mission Fund. Such funds may be held to finance both working capital and capital investment.
- Designated Funds: These represent amounts set aside by the Union for specific purposes as set out in note 22. They may be returned to General Funds at the discretion of the Union.
- Restricted Funds: These represent amounts which have been restricted by the donors for use for specific purposes as set out in note 21.
- Endowment Funds: These represent amounts where the income may be used but where the capital is not expendable as set out in note 20.

(e) 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.
- Subscription income is accounted for gross when received.
- Funds received under Ultimate Trusts are accounted for when received.
- Interest receivable from loans is accounted for on an accrual's basis.
- Accommodation fees charged on loans which remain undrawn after 6 months are recognised on an accrual's basis.
- Trading income is accounted for in the period in which the associated event takes place.
- The long-term target for the quoted investment portfolio is to deliver a total return of CPI plus 4% per annum. After a change in investment strategy made in September 2020 the investment managers are targeted on overall total return irrespective of whether that return is in the form of dividends, interest or capital growth. As a result, from 2021 the Trustees have agreed to adopt a total return accounting policy, taking an income of 3.5% per annum from the investment portfolio. Investment income is initially accounted for when received or on an accruals basis where the amount can be measured reliably, and entitlement is certain. At the end of each financial year, the difference between the actual investment income received and 3.5% of the portfolio is drawn down from the portfolio as income. This amount is listed note 4 as "Total Return Adjustment".

(f) 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.

- Costs of raising funds represents publicity material and promotion of the Union and the Home Mission Fund, and investment management fees.
- Charitable activities represent expenditure in the furtherance of the object of the Union.
- Grants payable are agreed on an annual basis and accounted for in the year in which they are committed. Multi-year grants are subject to performance conditions and are only recognised to the extent that conditions under the control of the Charity are met.
- Support costs represent central finance and computer facilities, fixed asset depreciation, storage, insurance and stationery, together with an appropriate allowance for salaries and other office costs.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charity considers that support costs are incurred as part of the delivery of that activity. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

(g) Tangible fixed assets

Depreciation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Land	Not depreciated
Non-residential Freehold Buildings	2%
Solar Panels	7%
Furniture and fittings	10% and 25%
Computers and equipment	20% and 33%

Freehold residential buildings are maintained during the period of ownership such that the overall difference between residual values and carrying value are not material and as a result no depreciation is provided. Depreciation is provided on long leasehold properties over the remaining life of the lease. Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment. These reviews involve assessing current property market conditions and their impact on the estimated market values of the Union's properties. Any material deficit between the anticipated recoverable amount of freehold property and its cost is recognised in the statement of financial activities.

(h) Intangible fixed assets

Amortisation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Computers software	20% and 33%

Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment.

(i) 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.

(j) Investment Property

Investment property is property deemed to be held for financial gain and is carried as the Trustees best estimate of valuation. It includes the proportion of a Baptist House (a mixed-use property) that is let out on a commercial basis. The Trustees review the valuation annually and changes in value are reported in the Statement of Financial Activities.

(k) Debtors

Accrued income is recognised in the period to which it relates. Loans are considered concessionary loans made as they are made by the charity 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. Prepayments and other debtors are recognised at the settlement amount due. Debtors are measured at their recoverable amount.

(l) Cash at bank and in hand

Cash at bank and in hand includes notice deposits and short-term deposits.

(m) 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. Trust accounts and loan fund deposits are recognised where held at the amount received and the carrying amount is adjusted to reflect any interest payable. 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.

(n) 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.

(o) Employee benefits

The charity operates a defined contribution plan for its employees. 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 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 charity in 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. A liability for the agreed pension scheme deficit plan of the Baptist Pension Scheme has been included, in accordance with the Schedule of Contributions dated 30 September 2020.

(p) Taxation

Included within the consolidation are charitable companies that are considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore meet the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(q) 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. Estimates based on externally published data are also made for investment properties.

(a) Judgements in applying the entity's accounting policies

(i) Multi-employer defined benefit pension schemes: Certain employees participate in multi-employer defined benefit pension schemes with other organisations. In the judgement of the Trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes: see note 25 for further details.

(b) Accounting estimates and assumptions

(i) Multi-employer defined benefit pension scheme: The charity has an obligation to pay a deficit funding arrangement in respect of the Baptist Pension Scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management estimates these factors in determining the new pension obligation in the balance sheet.

(ii) 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

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

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 12 for the carrying amount of the fixed assets and note 1(g) for the useful economic lives for each class of assets.

(iii) Bad Debt provisions: The recoverability of loans is assessed annually, and at the balance sheet date provisions for doubtful debts are provided based on prior year experiences.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

2. DONATIONS AND LEGACIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Donations	3,453	2	16	-	3,471	3,581
Legacies	48	-	387	-	435	1,934
Subscriptions	464	-	-	-	464	500
Gifts from other Baptist Constituents	-	(2)	-	-	(2)	-
Total	**3,965**	**-**	**403**	**-**	**4,368**	**6,015**

In 2021, £5,206k of charitable activities income was attributed to Unrestricted Funds, and £809k was attributable to Restricted Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2022 2021 £'000	2021 2020 £'000
Donations	3,421	2	-	-	3,423	3,555
Legacies	47	-	5	-	52	1,150
Subscriptions	464	-	-	-	464	500
Gifts from Other Baptist Constituents	316	550	-	-	866	749
Total	**4,248**	**552**	**5**	**-**	**4,805**	**5,954**

In 2021, £550k of charitable activities income was attributed to Designated Funds, and the remaining £5,404k was attributable to Unrestricted Funds.

3. CHARITABLE ACTIVITIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Publication sales	8	-	-	-	8	7
Rent	106	-	668	-	774	722
Grant Income	-		123	-	123	58
Funds received under Ultimate Trusts	-	246	-	-	246	1,037
Interest receivable from loans	1,831		-	-	1,831	1,242
Expenses receivable on trusts	66		-	-	66	89
Fee for operating gift aid scheme	3		-	-	3	2
Accommodation fees	6		-	-	6	6
Trading Income	91		1	-	92	99
Debt Recovered – BSBS	-		-	-	-	-
Other Income	21		-	-	21	4
Income: Joint Venture	-	366	-	-	366	393
Total	**2,132**	**612**	**792**	**-**	**3,536**	**3,659**

The Trustees of the Charity have agreed to designate monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations, to the Pension Reserve Fund. In 2021, £1,230k of the charitable activities income was attributable to Designated Funds, £661 was attributed to Restricted Funds, and the remaining £1,568k was attributable to Unrestricted Funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

3. CHARITABLE ACTIVITIES (Continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Publication sales	9	-	-	-	9	7
Rent	106	-	-	-	106	63
Funds received under Ultimate Trusts	-	246	-	-	246	1,037
Grant Income	-	-	123		123	58
Trading Income	91	-	-	-	91	96
Debt Recovery	-	-	-	-	-	-
Total	**206**	**246**	**123**	**-**	**575**	**1,261**

Monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations. The Trustees of the Charity have agreed to designate such receipts to the Pension Reserve Fund.

In 2021, £1,037k was attributable to Designated Funds, and the remaining £224k was attributable to Unrestricted Funds.

4. INVESTMENT INCOME

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Quoted Investments:						
UK listed Bonds	37	4	1	4	46	53
UK listed Equities	71	9	-	10	90	90
Overseas listed Equities	122	15	-	16	153	3
Overseas listed Bonds	-		-	-	-	140
UK Property Unit Trusts	39	5	-	10	54	45
Other:			-			
Interest on Cash Deposits	317	-	23	-	340	61
UK Property		45	-	-	45	46
Total	**586**	**78**	**24**	**40**	**728**	**438**

In 2021, £324k of the investment income was attributable to Unrestricted income funds, £73k was attributable to designated income funds, £2k was attributed to restricted income funds, and the remaining £39k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income before Total Return Adjustment	484	66	24	25	599	304
Total Return Adjustment	102	12	-	15	129	134
Total	**586**	**78**	**24**	**40**	**728**	**438**

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

4. INVESTMENT INCOME (Continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Quoted Investments:						
UK listed Bonds	36	4	-	4	44	53
UK listed Equities	71	9	-	10	90	90
Overseas listed Equities	122	15	-	16	153	3
Overseas listed Bonds	-	-	-	-	-	140
UK Property Unit Trusts	39	5	-	10	54	45
Other:			-	-	-	
Interest on Cash Deposits	21		-	-	21	2
UK Property		45	-	-	45	46
Total	**289**	**78**	**-**	**40**	**407**	**379**

In 2021 £267k of the investment income was attributable to Unrestricted income funds, £73k was attributable to Designated income funds, and the remaining £39k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Income before Total Return Adjustment	187	66	-	25	278	245
Total Return Adjustment	102	12	-	15	129	134
Total	**289**	**78**	**-**	**40**	**407**	**379**

In 2021, £107k was added to actual income of £160k for Unrestricted funds, £12k was added to the actual income of £61k for Designated funds, and £15k was added to actual income of £24k for Endowment funds to reflect the increase in share value in order to give a true picture of Investment Income return.

5. OTHER INCOME

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Other income	77	91	-	-	168	220
Total	**77**	**91**	**-**	**-**	**168**	**220**

In 2021, £20k of other costs was related to Unrestricted funds, and the remaining £200k was related to Designated Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Other income	77	92	-	-	169	220
Total	**77**	**92**	**-**	**-**	**169**	**220**

In 2021, £20k of other costs was related to Unrestricted funds, and the remaining £200k was related to Designated Funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

6. RAISING FUNDS

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Investment	59	7	-	8	74	66
Publication expenses	-	4	-	-	4	3
Total	**59**	**11**	**-**	**8**	**78**	**69**

In 2021, £7k of costs in relation to raising funds was attributable to Endowment funds, £9k was attributable to Designated funds, and the remaining £53k was attributable to Unrestricted funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Investment	58	6	-	8	72	65
Publication expenses	-	4	-	-	4	4
Total	**58**	**10**	**-**	**8**	**76**	**69**

In 2021, £7k of costs in relation to raising funds was attributable to Endowment funds, £10k was attributable to Designated funds, and the remaining £52k was attributable to Unrestricted funds.

7. CHARITABLE ACTIVITIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Regional Association						
- Mission & Operations	2,870	-	-	-	2,870	3,581
Faith & Society						
- Team Costs	788	75	-	-	863	843
- Baptist Assembly	-	165	-	-	165	32
- Ecumenical	58		-	-	58	57
- Other grants	92	-	-	-	92	135
Ministries						
- Team Costs	477	46	-	-	523	450
- Mission Grants	116	65	-	-	181	167
- Student Training	148		-	-	148	154
Safeguarding						
- Team Costs	519	50	-	-	569	571
Support Services						
- Advice & Information	36	3	-	-	39	33
- Pension Cost	-	88	-	-	88	151
- BSBS	(70)	10	-	-	(60)	(17)
- Historic England	-	-	47	-	47	58
- Benevolent Funds	-	44	10	-	54	110
Other						
- Retirement Housing	-	-	1,537	-	1,537	1,196
- BU Corporation	1,385	-	-	-	1,385	666
Total	**6,419**	**546**	**1,594**	**-**	**8,559**	**8,187**

In 2021, £1,259k of costs in relation to charitable activities was attributable to Restricted funds, £559k was attributable to Designated funds, and the remaining £6,380k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

7. CHARITABLE ACTIVITIES (continued)

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Regional Association						
- Mission & Operations	2,870	-	-	-	2,870	3,581
Faith & Society						
- Team Costs	787	76	-	-	863	843
- Baptist Assembly	-	165	-	-	165	32
- Ecumenical	58	-	-	-	58	57
- Other grants	92	-	1	-	93	135
Ministries						
- Team Costs	479	44	-	-	523	450
- Mission Grants	116	65	-	-	181	167
- Student Training	147	-	-	-	147	154
Safeguarding						
- Team Costs	519	50	-	-	569	571
Support Services						
- Advice & Information	36	4	-	-	40	32
- Pension Costs	-	981	-	-	981	772
- BSBS	(69)	10	-	-	(59)	(17)
- Historic England	-	-	47		47	58
- Benevolent Funds	-	44	10	-	54	110
Total	**5,035**	**1,439**	**58**	**-**	**6,532**	**6,945**

In 2021, £62k of costs in relation to charitable activities was attributable to Restricted funds, £1,180k was attributable to Designated funds, and the remaining £5,703k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

8. ALTERNATIVE ANALYSIS OF EXPENDITURE

Consolidated	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2022	TOTAL 2021
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	2,870	-	2,870	3,581
Faith & Society					
- Team Costs	442	-	421	863	889
- Baptist Assembly	165	-	-	165	(2)
- Ecumenical	-	58	-	58	61
- Other grants	-	92	-	92	93
Ministries					
- Team Costs	258	10	255	523	535
- Mission Grants	181	-	-	181	146
- Student Training	-	148	-	148	131
Safeguarding					
- Team Costs	292	-	277	569	420
Support Services					
- Advice & Information	20	-	19	39	33
- Pension Costs	88	-	-	88	2
- BSBS	(60)	-	-	(60)	(1)
- Historic England -	42	5		47	58
- Benevolent Funds		54	-	54	332
Other					
- Retirement Housing	1,521		16	1,537	1,189
- BU Corporation	1,310		75	1,385	1,604
	4,259	**3,237**	**1,063**	**8,559**	**8,376**
Cost of raising funds	78	-	-	78	66
Total	**4,337**	**3,237**	**1,063**	**8,637**	**8,442**

In 2021 £3,116k related to Direct Charitable expenditure, £4,036k to Grants and £1,103k to Support Costs.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

8. ALTERNATIVE ANALYSIS OF EXPENDITURE (Continued)

Charity	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2022	TOTAL 2021
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	2,870	-	2,870	3,581
Faith & Society					
- Team Costs	442	-	421	863	845
- Baptist Assembly	165	-	-	165	32
- Ecumenical	-	58	-	58	56
- Other grants	-	93	-	93	135
Ministries					
- Team Costs	259	9	255	523	449
- Mission Grants	181	-	-	181	167
- Student Training	-	148	-	148	154
Safeguarding					
- Team Costs	292	-	277	569	569
Support Services					
- Advice & Information	21	-	19	40	34
- Pension Costs	982	-	-	982	772
- BSBS	(59)	-	-	(59)	(17)
- Historic England -	42	5		47	58
- Benevolent Funds	-	54	-	54	110
	2,223	3,237	972	6,532	6,945
Cost of raising funds	76	-	-	76	69
Total	**2,399**	**3,237**	**972**	**6,608**	**7,014**

In 2021 £1,961k related to Direct Charitable expenditure, £4,036k to Grants and £1,017k to Support Costs

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

9. SUPPORT COSTS

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Staff	318	2	-	-	320	417
Depreciation	66	95	-	-	161	157
Property	-	-	-	-	-	74
Insurance	122	-	-	-	122	17
Printing and postage	27	-	-	-	27	6
IT	6	-	-	-	6	125
Other Office Costs	77	-	-	-	77	16
Bank charges	16	-	-	-	16	9
Office facilities	11	-	-	-	11	4
Strategic Projects	4	-	-	-	4	40
Pension Costs	42	-	-	-	42	3
Total	689	97	-	-	786	868
Governance costs						
Annual Assembly	-	-	-	-	-	-
Council	30	-	-	-	30	15
Committees	21	-	-	-	21	7
Auditors' remuneration (see note 10)	59	-	7	-	65	76
Legal and Professional	56	77	9	-	142	120
Trustee Insurance	19	-	-	-	19	17
Total Governance costs	184	77	16	-	277	235
Total Support costs	**873**	**174**	**16**	**-**	**1,063**	**1,103**

In 2021, £12k of support costs were attributable to Restricted funds £185k were attributable to Designated funds, and the remaining £906k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

9. SUPPORT COSTS (Continued)

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2022 £'000	Total 2021 £'000
Staff	318	2	-	-	320	417
Depreciation	67	95	-	-	162	157
Property	122	-	-	-	122	74
Insurance	27	-	-	-	27	17
Printing and postage	6	-	-	-	6	6
IT	76	-	-	-	76	125
Other Office Costs	16	-	-	-	16	16
Bank charges	11	-	-	-	11	9
Office facilities	4	-	-	-	4	4
Strategic Projects	42	-	-	-	42	40
Pension Costs	-	-	-	-	-	3
Total	689	97	-	-	786	868
Governance costs						
Annual Assembly	-	-	-	-	-	-
Council	30	-	-	-	30	15
Committees	21	-	-	-	21	7
Auditors' remuneration	35	-	-	-	35	38
Legal and Professional	23	77	-	-	100	81
Trustee Insurance	-	-	-	-	-	8
Total Governance costs	109	77	-	-	186	149
Total Support costs	**798**	**174**	**-**	**-**	**972**	**1,017**

In 2021, £184k of support costs were attributable to Designated funds, and the remaining £833 was attributable to Unrestricted funds.

10. NET INCOME FOR THE YEAR

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
This is stated after charging/(crediting):				
Depreciation/amortisation	161	157	161	157
Auditors' remuneration:				
Audit work	65	76	35	35
Audit work - previous year	-	-	-	3
Non-audit work	-	-		

11. EMPLOYEES AND TRUSTEES

	Note	Consolidated 2022 £'000	Consolidated 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Staff and appointed minister costs:					
Salaries and stipends		1,357	1,340	1,357	1,262
Social security costs		130	120	130	103
Pension costs	**25**	146	155	146	109
Other costs					6
		1,633	**1,615**	**1,633**	**1,480**
Less: Attributable to other Baptist entities		(202)	(191)	(510)	(462)
Total		**1,431**	**1,424**	**1,123**	**1,018**
Average number employees during the year:		44	46	34	32

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

11. EMPLOYEES AND TRUSTEES (continued)

No employee received emoluments greater than £60,000 during the year (2021: NIL).

Total aggregate remuneration paid to key management personnel during the year was £286,963 (2021: £282,060).

Trustee emoluments, including pension contributions of £7,040 (2021: £8,762), were paid for one trustee (2021: 1), Rev. Lynn Green, amounting to £53,167 (2021: £54,160). Her appointment as trustee is in accordance with the Union's constitution. No emoluments were paid to any other trustees for their work as Trustees.

No emoluments were paid to any of the other trustees for their work as Trustees.

A total of £3,508 was paid to 11 Trustees in reimbursement of travelling and subsistence expenses as Trustees (2021: £3,748 to 9 Trustees).

No redundancy payments were paid in 2022 (2021: £24,403).

12. TANGIBLE AND INTANGIBLE FIXED ASSETS

Consolidated	TANGIBLE FIXED ASSETS				TANGIBLE	INTANGIBLE	GRAND
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	Total	Computer Software	Total 2022
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January 2022	40,496	1,326	75	81	41,978	271	42,249
Additions	2,770	336	3	-	3,109	127	3,236
Disposals	(1,301)	(47)	-	-	(1,348)	-	(1,348)
31 December 2022	**41,965**	**1,615**	78	**81**	**43,739**	**398**	**44,137**
Depreciation/Amortisation							
1 January 2022	437	56	68	80	641	150	791
Charge for the year	94	7	4	-	105	62	167
Disposals	-	(1)	-	-	(1)	-	(1)
31 December 2022	**531**	**62**	**72**	**80**	**745**	**212**	957
Net Book Value							
31 December 2022	**41,434**	**1,553**	**6**	**1**	**42,994**	**186**	**43,180**
31 December 2021	40,059	1,270	7	1	41,337	121	41,458

Charity	TANGIBLE FIXED ASSETS				TANGIBLE	INTANGIBLE	GRAND
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	TOTAL	Computer Software	TOTAL 2022
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January 2022	4,240	-	75	81	4,396	271	4,667
Additions	9	-	3	1	13	128	141
Disposals	-	-	-	-	-	-	-
31 December 2022	**4,249**	**-**	**78**	**82**	**4,409**	**399**	**4,808**
Depreciation/Amortisation							
1 January 2021	436	-	68	80	584	151	735
Charge for the year	95	-	4	1	100	62	162
Disposals	-	-	-	-	-	-	-
31 December 2021	**531**	**-**	**72**	**81**	**684**	**213**	**897**
Net Book Value							
31 December 2022	**3,718**	**-**	**6**	**1**	**3,725**	**186**	**3,911**
31 December 2021	3,804	-	7	1	3,812	120	3,932

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

13. FIXED ASSET INVESTMENTS

Consolidated	Quoted at market value	Cash with Managers	Investment Property	Total 2022	Total 2021
	£'000	£'000	£'000	£'000	£'000
Balance at 1 January	10,175	163	3,346	13,684	10,441
Additions	712	1,008	-	1,720	12,817
Disposals	(770)	(712)	-	(1,482)	(10,185)
Realised and unrealised gain/(loss)	(905)	23	210	(672)	871
Withdrawals		(274)	-	(274)	(260)
Balance at 31 December	**9,212**	**208**	**3,556**	**12,976**	**13,684**
Add / (deduct) share of net assets of Baptist House Limited				125	152
Total Fixed Asset Investments				**13,101**	**3,836**
Historical Costs of Investments				8,309	8,073

Charity	Unquoted at cost	Quoted at market value	Cash with Managers	Investment in Property	Total 2022	Total 2021
	£'000	£'000	£'000	£'000	£'000	£'000
Balance at 1 January	2,760	10,144	163	3,346	16,413	12,172
Additions	-	712	1,008	-	1,720	13,817
Disposals	-	(770)	(712)	-	(1,482)	(10,185)
Realised and unrealised gain/(loss)	-	(902)	23	209	(670)	869
Withdrawals	-	-	(274)	-	(274)	(260)
Balance at 31 December	**2,760**	**9,184**	**208**	**3,555**	**15,707**	**16,413**
Historical cost of investments					8,309	8,073

The following investments exceeded 5% of the total portfolio:	**2022 £'000**	**2021 £'000**
Royal London Ethical Bond Fund	856	852
Charities Property Fund	621	653

Unquoted investments at cost	**2022 £'000**	**2021 £'000**
Baptist House Ltd	300	300
Baptist Union Corporation Ltd	2,460	2,460
Total unquoted investment at cost	**2,760**	**2,760**

The unquoted investments represent 50% of share capital of Baptist House Limited and The Union's capital loan to the Baptist Union Corporation Limited which provides the capital for the Baptists Together Loan fund.

The following entities have been consolidated because of the control exercised by the parent charity:

- Baptist Union Corporation Limited is a company limited by guarantee, registered number 00032743, and a registered charity, number 249635. It has been consolidated on a line-by-line basis. During the year ended 31 December 2022 Baptist Union Corporation Limited made a surplus of £NIL (2021: deficit £1,000k) based on a turnover of £2,351k (2021: £2,465k), before consolidation. The company had capital and reserves of £4,387k (2021: £4,387k).
- Retired Baptist Ministers' Housing Organisation (RBMHO) is a Charitable Incorporated Organisation, registered charity number 1177649. It has been consolidated on a line-by-line basis. During the year ended 31 December 2022. RBMHO made a surplus of £1,695k (20210: £2,683k), before consolidation, and the Company had accumulated capital and reserves of £38,885k (2021: £37,189k).
- Baptist House Limited is a company limited by guarantee, registered number 02366122. The Union's share has been consolidated as a joint arrangement. During the year ended 31 October 2022 Baptist House Limited made a loss of £27k (2021: surplus of £13k) and the Company had reserves of £125k (2021: £151k).

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

14. DEBTORS

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Accrued income	371	303	56	214
Prepayments and other debtors	857	153	557	147
Loans to staff	-	-	-	-
Amounts owed by group entities	-	-	22	5
	1,228	**456**	**635**	**366**
Loans:				
- Baptist Strategy Building Scheme (BSBS) loans	35	45	35	45
- Baptist Union Corporation Ltd	-		875	798
- Manse Loans	4,544	4,589	-	-
- Church Loans	12,203	12,732	-	-
- Pension Loans	331	394	-	-
- Baptist Colleges	328	1,986	-	-
- Secured advances to churches	111	92	-	-
- Provision for Doubtful Debts	-	(800)		
	17,552	**19,038**	**910**	**843**
Total	**18,780**	**19,494**	**1,545**	**1,209**

In respect of the outstanding BSBS loans of £35k, £9k is due to be repaid within 12 months (2021: £9k), and £26k is due to be repaid between two and five years (2021: £36k).

In respect of the outstanding loans of £17,552k (2021: £19,701k), £627k (2021: £1,902k) is due to be repaid within 12 months, £4790k (2021: £2,520k) is due to be repaid between one and two years, £1,281k (2021: £3,538k) is due to be repaid between three and five years, and £15,129k (2021: £10,369k) is due to be repaid in more than five years.

Loans totalling £1,103k (2021: £2,253k) have been approved but not taken up as at 31 December 2022.

15. CASH AND BANK BALANCES

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Short-term Deposits	13,042	17,461	1,955	3,028
Notice deposits	24,060	10,938	5,709	764
Total	**37,102**	**28,399**	**7,664**	**3,792**

Short-term deposits are available in less than three months; notice deposits are available in more than three months but less than 12 months.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

16. CREDITORS

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Amounts falling due within one year:				
Accruals and other creditors	269	433	139	324
Staff Loans	-	-	-	1
Trust accounts	14,168	13,099	-	-
Covenant Trust accounts	-	-	-	-
Loan fund deposits	51,370	43,590	-	-
Inter-company creditors	-	17	-	-
Bank Overdraft	-	-	1	-
Loans: Inter-company	2,227	2,147	5,108	-
Total	**68,034**	**59,286**	**5,248**	**325**

Included in the Loans Fund deposits is £2,147k (2021: £2,147k) of interest free loans which 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 the dates of repayment cannot be determined.

17. LONG-TERM LIABILITY

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Loan from Group Entity				
RBMHO		-	20,000	20,000
Total	**-**	**-**	**20,000**	**20,000**

The loan from RBMHO is an interest only loan at an interest rate of 3% above the Bank of England base rate. There is no fixed repayment date and it can only be recalled by the lender by giving no less than 12 months notice.

18. PROVISION FOR LIABILITES

	Consolidated		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Defined Benefit pension scheme liability				
Balance sheet liability at 1st Jan	172	208	172	208
Deficiency contributions paid	(22)	(37)	(22)	(37)
Interest losses (recognised in Sofa)	4	3	3	3
Actuarial (Gains)	(19)	(2)	(18)	(2)
(Gain) in funding plan	4,758	-	4,758	-
Balance sheet liability at 31st Dec	**4,893**	**172**	**4,893**	**172**

For more details on pension liabilities, please see note 25.

19. CONTINGENT ASSET

There were no contingent assets for the year ended 31st December 2022 or for the year ended 31st December 2021.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

20. ENDOWMENT FUNDS

Consolidated and Charity	1 Jan 2022 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2022 £'000
Sustentation Fund	1,223	40	(8)	(112)	(32)	1,111
Total	1,223	40	(8)	(112)	(32)	1,111

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
Sustentation Fund	-	1,111	-	1,111
Total	**-**	**1,111**	**-**	**1,111**

The Sustentation Fund income is available for provision of Ministry and the net income was transferred to unrestricted income to support grants for ministry in accordance with the Trust Deed.

21. RESTRICTED FUNDS

	1 Jan 2022 £'001	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2022 £'001
a) Retired Ministers' Benevolent Fund	13	5	(10)	-	-	8
b) Baptist Union Network	-	10	(1)	-	-	9
c) Online World Project	-	66				66
d) Historic England: Listed Buildings	-	47	(47)	-	-	-
Total Charity	**13**	**128**	**(58)**	**-**	**-**	**83**
e) RBMHO	37,102	1,091	(1,536)	1,247	894	38,798
Total Consolidated	**37,115**	**1,219**	**(1,594)**	**1,247**	**894**	**38,881**

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
(a) Retired Ministers' Benevolent Fund			8	8
(b) Baptist Union environment Network			9	9
(c) Online World Project			66	66
(d) Historic England: Listed Buildings			-	-
Total Charity			**83**	**83**
(e) RBMHO	39,269	29	(500)	38,798
Total Consolidated	**39,269**	**29**	**(417)**	**38,881**

(a) The Retired Ministers' Benevolent Fund assists retired ministers on the accredited list.
(b) The Baptist Union Environment Network encourages churches to be considering Eco-mission.
(c) Online World Project is a grant funding provided through Porticus for an ecumenical online safety project aimed at 11-16 year olds. The Baptist Union, as one of the project partners, has agreed to hold and manage the project budget.
(d) Historic England is grant funding for a quinquennial inspection project focused on protecting Baptist listed buildings.
(e) RBMHO provides housing for retired Baptist ministers and their spouses.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

22. DESIGNATED FUNDS

	1 Jan 22	Income	Expenditure	Gain/(loss)	Transfer	31 Dec 22
	£'000	£'000	£'000	£'000	£'000	£'000
Loan fund capital	2,460	-	-	-		2,460
Baptist Strategy Building Scheme	45	-	(10)	-	-	35
Pension Reserve	(16,333)	838	(1091)	-	-	(16,586)
Baptist House Reserve	3,024	-	(73)	-	-	2,951
Fixed Asset Reserve	2,194	-	(22)	-	74	2,246
Pastoral Fund	2,161	79	(119)	(88)	-	2,033
Student Loan Fund	-	-	-	-	200	200
Strategic Projects	40	-	(30)	-	-	10
Baptist Assembly	-	51	(104)	-	53	-
Total Charity	**(6,409)**	**968**	**(1,449)**	**(88)**	**327**	**(6,651)**
Elimination / Adjust on consolidation						
- Loan Fund Capital	(1,460)	-	-			(1,460)
- Pension Reserve	-	(553)	893	-	(340)	-
- Baptist House Reserve	(149)	-	-	(27)	-	(176)
Total Consolidated	**(8,018)**	**415**	**(556)**	**(115)**	**(13)**	**(8,287)**

	Fixed Assets	Investments	Current Assets	Long-Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
(a) Loan fund capital	-	2,460		-	2,460
(b) Baptist Strategy Building Scheme	-		35		35
(c) Pension Reserve	-	-	3,414	(20,000)	(16,586)
(d) Baptist House Reserve	1,665	1,286	-	-	2,951
(e) Fixed Asset Reserve	2,246	-	-		2,246
(f) Pastoral Fund	-	806	1,227		2,033
(g) Student Loan Fund	-	-	200		200
(h) Strategic Projects	-		10		10
Total Charity	**3,911**	**4,552**	**4,886**	**(20,000)**	**(6,651)**
Elimination / Adjust on consolidation					
(a) Loan fund capital	-	(1,460)			(1,460)
(c) Pension Reserve	-		(20,000)	20,000	-
(d) Investment in Baptist House Ltd	-	(176)			(176)
Total Consolidated	**3,911**	**2,916**	**(15,114)**	**-**	**(8,287)**

(a) The Loan Fund Capital is the investment in Baptist Union Corporation to provide capital to the Baptist Union Loan Fund. The loan fund primarily assists churches with finance for new buildings, for extensions and/or refurbishment of church premises, for the purchase of church manses and loans to enable churches to pay off their pension deficits

(b) The Baptist Strategy Building Scheme provided loans to finance to church building. The fund represents balances outstanding and is not open to new applications. Repayments are transferred to Unrestricted funds.

(c) The Pension Reserve has been established by the Baptist Union of Great Britain to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to (1) clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme.

(d) The Baptist House Reserve recognises the investment in Baptist House that is used for operational purposes to provide office accommodation for the Specialist Teams and is not readily a liquid asset.

(e) The Fixed Asset Reserve holds fixed assets used to support the ongoing operations of BUGB. This is not a readily liquid asset.

(f) The Pastoral Fund exists for the relief of need, hardship or distress.

(g) Student Loan Fund has been created to assist ministerial students who need access to additional financial support in particular if they are unable to access funds from the Government Student Loan scheme. The scheme is administered by Kingdom Bank, a registered FSA organisation, and their bad debt loans are underwritten through this reserve.

(h) The Strategic Projects Fund is to provide funding for projects deemed of strategic importance to The Union.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

23. ANALYSIS OF NET ASSETS

Consolidated	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds		1,11	-	-	1,111
Restricted Funds	39,269	29	(417)	-	38,881
Designated Funds	3,911	2,917	(15,116)	-	(8,287)
Unrestricted Funds	-	9,044	3,381	(4,893)	7,531
Total	**43,180**	**13,101**	**(12,152)**	**(4,893)**	**39,236**

Charity	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,111	-	-	1,111
Restricted Funds	-	-	83	-	83
Designated Funds	3,911	4,552	4,886	(20,000)	(6,651)
Unrestricted Funds	-	10,044	(1,008)	(4,893)	4,143
Total	**3,911**	**15,707**	**3,961**	**(24,893)**	**(1,314)**

24. GRANTS

The Baptist Union of Great Britain makes grants to some of its member churches for the provision of ministers and to other Baptist and ecumenical organisations in the furtherance of the Union's objects as set out in the trustees' report. Grants of £10k and over made during the year were as follows:

	Regional Association Operational Funding	Other Baptist Partner Institutions	Ecumenical Partners	TOTAL
	£'000	£'000	£'000	£'000
Angus Library	-	10	-	10
Baptist World Alliance	-	10	-	10
Bristol Baptist College	-	17	-	17
Central Baptist Association	223	-	-	223
Churches Together in Britain and Ireland	-	-	10	10
Churches Together in England	-	-	24	24
East Midlands Baptist Association	208	-	-	208
Eastern Baptist Association	239	-	-	239
European Baptist Federation	-	65	-	65
Heart of England Baptist Association	250	-	-	250
London Baptist Association	393	-	-	393
North Western Baptist Association	219	-	-	219
Northern Baptist Association	143	-	-	143
Northern Baptist College	-	23	-	23
South Eastern Baptist Association	226	-	-	226
South Wales Baptist Association	191	-	-	191
South West Baptist Association	169	-	-	169
Southern Counties Baptist Association	244	-	-	244
Spurgeons College	-	38	-	38
West of England Baptist Association	186	-	-	186
Yorkshire Baptist Association	179	-	-	179
	2,870	**163**	**34**	**3,067**
Total grants under £10k	-	19	27	46
Total Grants excluding Training & Pastoral	**2,870**	**182**	**61**	**3,113**
Training Grants				70
Pastoral Grants				54
Total Grants				**3,237**

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

25. PENSIONS

The Union is an employer participating in the Baptist Pension Scheme ("the Scheme"). The Scheme 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.

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. A Basic Section which is designed to meet auto-enrolment requirements is also offered in which members pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

The Minister(s) and where appropriate members of the church staff is / are eligible to join the Scheme. All staff of The Baptist Union of Great Britain are eligible to join the Scheme.

Benefits in respect of service prior to 1 January 2012 are provided through a Defined Benefit Plan within the Scheme.

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. The Plan was closed to future accrual of defined benefits on 31 December 2011.

Following the Ministers' Scheme moving into surplus on a technical provisions basis in 2022 a buy-in from Just with a view to moving to a buy-out in 2024.

Actuarial valuation as at 31 December 2019

The table below summarises the main results of the most recent actuarial valuations of the Defined Benefit (DB) Plan in the Scheme, which was completed in 2020. This valuation was performed by a professionally qualified Actuary using the Projected Unit Method.

	BPS DB Plan
Date of valuation	31 December 2019
Date next valuation due	31 December 2022
Market value of scheme assets (A)	£298m
Technical provisions (B)	£316m
Deficit [(B) – (A)]	£18m
Funding level [(A) / (B)]	94%

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%.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

25. PENSIONS (Continued)

The next actuarial valuation of the DB Plan within the Scheme will commence in 2023 to reflect the position as at 31 December 2022

The key financial assumptions underlying the valuations were as follows:

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

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 Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. 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.

Recovery Plan

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 Council agree to a rate of deficiency contributions from churches and other employers involved in the DB Plan. Following the 2019 valuation a Recovery Plan was signed in September 2020 under which deficiency contributions are payable until June 2026. These contributions were broadly based on each employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

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. An updated Recovery plan was then signed in August 2022 under which recovery contributions from each participating employer in the DB Plan reduced to £1 per month from August 2022. Because the Recovery Plan was not a full revaluation of the Pension Fund, we are required to include the liability outstanding based on the December 2019 valuation which identifies the deficit of £6m which is due by June 2026, the date when the scheme was expected to be in balance under the 2019 plan. This £6m is reflected in the accounts on a discounted basis (£4.7m).

25. PENSIONS (continued)

Movement in Balance Sheet liability

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.

The financial assumptions underlying the valuations were as follows:

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

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 Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. 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.

The movement in the balance sheet liability is set out in the following table:

	2022 £000	**2021 £000**
Balance sheet liability at 1st January	172	208
Deficiency contributions paid	(21)	(36)
Interest cost (recognised in SoFA)	3	2
Remaining change to balance sheet liability (recognised in SoFA)	(19)	(2)
Loss/(gain) on change of funding plan	4,758	-
Balance sheet liability at 31st December	**4,893**	**172**

This liability represents the present value of the 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:

	31 Dec 2022	31 Dec 2021	31 Dec 2020
Discount Rate	5.66%	2.00%	1.37%
Future increases to Minimum Pensionable Income	3.26%	4.06%	3.07%

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

25. PENSIONS (continued)

The loss of £4,758 on change of funding plan has been recognised based on the last actuarial valuation of the scheme in 2019. A valuation as at 31 December 2022 is being undertaken this year. This is expected to show a significant reduction in the liability but this will not be known with certainty until the valuation is completed.

26. RELATED PARTY TRANSACTIONS

No trustee received any benefit (2021: NIL, £NIL)

BAPTISTS TOGETHER

www.baptist.org.uk/annualreport

The Baptist Union of Great Britain
Registered charity number 1181392
The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House,
129 Broadway, Didcot, Oxfordshire OX11 8RT.

THE BAPTIST UNION OF GREAT BRITAIN

England & Wales - Charity number 1181392

Accounts

BAPTISTS TOGETHER

Annual Report

of the Baptist Union of Great Britain

encourage one another day after day

2021

Welcome to the 2021 Annual Report of the Baptist Union of Great Britain

We hope it will be a great encouragement to you as you read about all the varied work God is doing across our Baptist movement.

Objectives and Activities	*p4-9*
National Priorities:	
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Developing Leadership	*p19-28*
Children, Young People and Familes	*p29-32*
Digital Revolution	*p33-38*
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The Retired Baptist Ministers' Housing Organisation (RBMHO)	*p58-59*
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Financial statements	*p81-104*

The Trustees wish to put on record their thanks to the churches, regional associations and colleges that make up Baptists Together and to the staff of the specialist teams based at Baptist House for all their generosity in supporting us to achieve our mission.

THE DECLARATION OF PRINCIPLE

The basis of our Baptist Union is:

That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer his laws.

That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again the third day'.

That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

BAPTISTS TOGETHER

Local Baptist churches supported by regional associations, colleges, and specialist teams together in relationship for God's Mission

'The Nine Geese' by Chris Duffett

Our objectives

The principal object of the Union is the advancement of Christian faith and its practice, especially by the means of and in accordance with the principles of the Baptist denomination.

Our Christian faith understands that we can come to know God in Jesus Christ, who is both human and divine and is the person in whom all that is lost and broken can be redeemed and who inspires his followers to work for a world that is a better place for all.

Our Baptist principles mean that within the covenant relationship of Baptists Together we value the freedom of the local church to discern for itself its practices and policies within the broad scope of Baptist belief. We stress the importance of individual response in faith, and we understand that each Christian is to play their part in advancing Christian faith and witness. Because of our emphasis on personal faith and the freedom of the local church we are committed to religious freedom for people of all Christian traditions and other faiths.

The Union's overriding function is to provide encouragement, advice and support to member churches so that they too may maximise their ability to achieve their own charitable objective of making Jesus Christ known to particular individuals and to society in general.

Baptists believe that each Christian has a duty to share their faith with the wider public and recognises that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education, care of God's creation and peace in the world.

Throughout 2021 our Union continued to support its member churches, regional associations and colleges by providing grants, practical support, guidance and expertise and by representing its members in the public arena. Throughout this report further detail and information is to be found about specific initiatives in 2021 and how they relate to the overall strategy of our Union.

Chris Duffett and Mike Lowe are Baptist ministers, with Chris being a former President of Baptists Together. Their paintings are used throughout this report. Visit www.chrisduffettart.com and www.paintingforfreedom.co.uk to find out more. Later in the report a painting from Tamsyn Wilson is featured. She was gifted a Chris Duffett prophetic art kit and took up painting as a result.

Our strategies to achieve success

Whilst the objects of our Union continue much unchanged from year to year, the work of our Union to achieve these is reviewed periodically to ensure there is effective and appropriate provision and support for ministers of religion, other church leaders and the churches, regional associations and colleges.

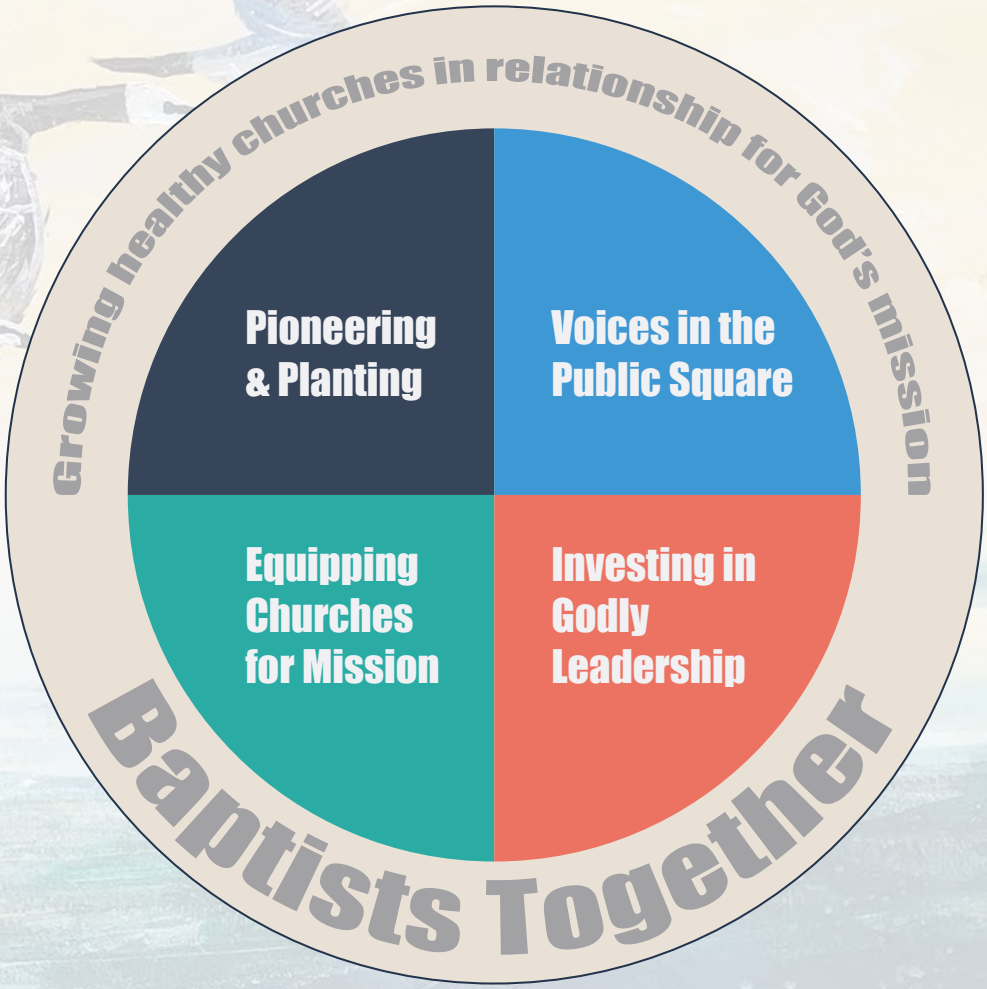
The 'Futures Review' undertaken in 2012 outlined the main strategic direction, objectives and values of the Union which continue to be implemented. The strategy of our Union arises from this and is encapsulated in the phrase:

'Growing healthy churches in relationship for God's mission'

To do this, we believe that we must intentionally develop a Union that encourages and builds upon our relationships together as more than 1,900 member churches, 13 member regional associations and five member colleges, ie Baptists Together.

We continue to develop relationships with other Baptist organisations in the UK through the Fellowship of Baptists in Britain and Ireland, in Europe through the European Baptist Federation, and around the world through the Baptist World Alliance.

We seek to deliver our vision through...



To achieve this vision, Baptists Together is committed to intentionally developing a culture where we...

Seek to be a movement of Spirit-led communities

as those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)

Feel like one team

celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (1 Corinthians 12:24b-27)

Embrace adventure

being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)

Inspire others

with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1-2)

Share a hunger for God's coming Kingdom

nurturing a 'holy discontent' that arises from our desire to give practical expression to our vision of God's purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9-10)

Creativity, flexibility and innovation

2021 was another year of uncertainty and constant change in the midst of the Covid-19 pandemic. As the year unfolded the cumulative impact of the unrelenting challenges were evident in our leaders and churches yet together, by the grace of God, we persevered. I want to take this opportunity to express my huge respect, admiration and gratitude to all our Chaplains, ministers and leaders who have been faithful to God's call in their local setting as best they could, over the long haul. I am so aware that being on the 'frontline' has been very demanding and costly. I also want to honour formal and informal regional and college networks who have done a tremendous job of being present among us, offering support, encouragement and inspiration through all the ups and downs of the year. Finally, I am incredibly appreciative of all the ways that our specialist teams worked so hard to guide, support and connect us through the constant changes and restrictions. The response to the pandemic was such a fantastic demonstration of the work that the specialist teams do in order to enable and equip our churches for mission and ministry.

The pandemic has underlined so clearly just how much we can magnify our resources and impact through our collaborative relationships and working, and I hope that we can keep leaning into this as we go forward. Despite the many challenges we have faced, we have also seen God at work in amazing ways and I have been so encouraged to see creativity, flexibility and innovation across our movement. As you read this report, you will see exactly what I mean. For me the highlights of 2021 have been around connections, listening and leadership. One of our key aims as a charity is to connect Baptists. Worshipping together, praying together and working together for the sake of the Kingdom lies at the heart of who we are as Baptists Together. This has been demonstrated in two significant ways during 2021, beginning with our first ever virtual Assembly in May. Through the opportunities to pray, worship and reflect, together with excellent input, thousands of Baptists were able to participate in the Assembly and this included hundreds of churches joining with the live worship stream on the Sunday morning. Added to this, our Core Leadership Team, which brings together leaders from right across our movement, has continued to benefit from regular gatherings which have given rise to lots of fruitful conversations and peer learning. These often then shape the work of each individual team and sometimes initiate shared pieces of work - such as understanding the pay of youth and children's workers in our churches.

The pandemic has created a unique opportunity for different voices to be expressed and heard, not only globally, and in the media, but also within our Baptist movement too. Our commitment to the local church being the place for discernment, Baptists Together can serve as a space to express and listen to the different voices across our Baptist family,offering different perspectives that arise from different experiences, contexts and insight. The new Listening Area of our website provides a facility to share resources from across our Baptist family to enable local churches to discern well. The voice for God's justice that has been arising from our churches has also prompted shared work in the area of Equalities and Diversity training for ministers and continues to be reflected in our ongoing relationship with the Jamaica Baptist Union.

'Our commitment to the local church being the place for discernment, Baptists Together can serve as a space to express and listen to the different voices across our Baptist family'

Developing leadership remains a current priority area for Baptists Together. During 2021 we reviewed and celebrated the implementation of the Ignite project that reviewed the future of accredited ministry, and all the changes that have been brought about through this significant piece of work aimed at identifying and enabling the sort of ministry and leaders that we need for the 21st century. This was a key milestone and also serves to inspire us about what we can achieve together. Working alongside our young adult priority area, a project team has also been working on collaboratively developing internship opportunities across Baptists Together, resulting in the creation of a new three- year role to spearhead this going forward – a Younger Leaders' Development Co-ordinator. There is so much more to celebrate from 2021 and I hope that you will be inspired by what you read in this Annual Review.

Lynn Green, General Secretary Baptists Together

Attentive to Rhythms of Grace

It remains a great privilege to be the President of the Baptist Union and the experience, so far, has been only good, though different to what I expected. However, Covid, and my personal circumstances, have shaped it in a way that I couldn't have imagined.

When I was welcomed at the Assembly in May, I was recovering from a stem-cell transplant and was unable to begin to engage with the responsibilities until the end of June. It was a delight that my first event was the Central Baptist Association Assembly where I gave the keynote address on my theme, 'Attentive to Rhythms of Grace.' This was online, which has characterised the nature of much of the year. I have 'visited' the Heart of England Baptist Association, Webnet, the Order for Baptist Ministry Convocation, and the Eastern Baptist Association. It was a real pleasure over one weekend to be welcomed in person at Shoeburyness and Thorpe Bay Baptist Church and Belle Vue Baptist Church, two churches in Essex, and to lead a weekend at Pembury Baptist Church in Kent. I was also delighted to preach and speak to students at Spurgeon's College for a morning.

'I settled on the theme 'Attentive to Rhythms of Grace' because of its resonance with me throughout life and ministry, but it has had a haunting relevance for this time'

A further spell in hospital meant that I had to cancel a number of engagements which was hugely disappointing, but I was pleased to be able to join with Bristol Baptist College, the Southern Counties Ministers' Conference, and the Northern Association. I particularly enjoyed a day with our Baptist Chaplains. Other occasions included three online sessions with BMS World Mission at their staff meeting and participating in some CMD workshops on the theme of attentiveness. The year has provided several opportunities for communication through writing and I've been pleased to contribute to the *Baptists Together* magazine.

What has struck me is how apposite the theme has been for the time in which we find ourselves. I settled on the theme 'Attentive to Rhythms of Grace' because of its resonance with me throughout life and ministry, but it has had a haunting relevance for this time. Telling once again my story of the kingfisher during Advent, the themes of waiting and watching - key Advent themes - resounded, and especially as we found ourselves moving into a further wave of Covid with a new variant. The theme continues to get under my skin and it has been encouraging to hear that it has had the same effect on others. I was sent a beautiful card with a cross-stitched kingfisher made into the cover – it took the person a month to do, but was testimony to how the theme had affected her. In a strange way it seems that being 'Attentive to Rhythms of Grace' is doing its work regardless of me, which is an encouraging sign of the Spirit's activity.

One of our values as Baptists Together is 'embracing adventure.' With the knowledge that God gives God's entire attention to us, our response is, in the words of Eugene Peterson's translation of Matthew 6.34, 'to give our entire attention to God.' Inevitably this launches us on an exciting adventure of discipleship and mission – something to be embraced!

Geoff Colmer, President Baptists Together 2021-22

Areas of strategic focus - National Priorities

Whilst we continue to develop our four key areas (see page 5), we are working on these strategic priorities.

- Given the urgent need to pursue God's mission in our UK context, we believe that we need to focus on our value: '**Embrace adventure**: Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things (Matthew 28:18-20)'.
- **Developing leadership in all its forms**, together with a focus on equipping the whole body of Christ.
- **Children, Young People and Families** – our CYF Round Table is offering leadership in this area.
- **Young Adults aged 18-35** – a group which is largely missing from our churches.
- **Digital revolution** – not only our own digital capacity but reflecting on the implications of the digital revolution on mission, ministry and society.

The next section of the report will look at each of these priorities, offering stories and reflection from across Baptists Together.

National Priority

Embracing Adventure

God-given creativity is being released across our Baptist movement, and we're finding ourselves in new places, doing new things, and sharing the wonderful gospel in words and actions with new people.

In our rapidly changing post-Covid world, facing all sorts of challenges, it is vital that we are equipping churches and individuals, and encouraging, training and supporting our pioneers, church planters, and evangelists, as together we embrace adventure in this new mission context.

'Family on a Mission' by Chris Duffett

Hong Kong Response Project

‘My welcome was very warm – and I want others to experience this.’

Sharon Shek was appointed in mid-2021 to lead the Baptists Together response to the growing numbers of people from Hong Kong seeking refuge in the UK – her part-time appointment being funded by Mission Forum and supported by a small working group made up of UK Baptists.

Hong Kong was a colony of the United Kingdom for 153 years until it was transferred to China in 1997. Hong Kongers could apply for British National (Overseas) passports before 1997 and they were granted British National (Overseas) nationality. There was a wave of mass migrations from Hong Kong in 1997 and, following the implementation of a new security law in July 2020, a second wave of mass migration is happening. In fact, the Home Office estimated nearly 300,000 Hong Kongers who have British National (Overseas) nationality, and their dependents, will take up the new visa route over the next five years.

Through the work of the Hong Kong Response Project we want to help Baptist churches to know more about Hong Kongers and offer practical support. Sharon, a Baptist minister and recent Hong Kong migrant herself, is liaising with Baptist churches in welcoming and offering hospitality to other Hong Kong migrants. The Project’s website offers guidance to Baptist churches in the UK as well as providing information for Hong Kongers before and after their move to the UK (www.baptist.org.uk/hk).

In order to help Hong Kong families moving to UK, it’s helpful to know more about their needs, and the website offers practical suggestions of ways our churches can support Hong Kongers arriving in their community. Sharon arranged a webinar in December 2021, delivered in Cantonese, which offered guidance on the UK tax system. This was very well-received with over 3000 views, and she is planning further topic-based webinars on different aspects of life in Britain. Sharon wants to encourage Baptist churches to give others the welcome she herself experienced when she arrived in the UK. Knowing she was moving to Derby, Sharon was put in touch with Ellen Price, minister of Trinity Baptist Church. Ellen and the congregation have helped her settle: Sharon notes how encouraging it was to receive flowers from a member of the church, practical help and information, as well as invitations to join online gatherings and face-to face meet ups. “My welcome was very warm,” Sharon says, “and I want others to experience this.”

To get involved in this Project, churches have been encouraged to sign up as ‘HK-welcoming churches’ which are displayed on a map to enable Hong Kongers to make contact with a local church (www.baptist.org.uk/hkmap). Initially work is focussing on the seven key cities which are proving to be the most popular places for Hong Kongers to settle. Sharon distributes a regular newsletter to these churches and others who are supportive of the Project, giving updates on her work and requests for prayer. She also works alongside UKHK which helps new arrivals from Hong Kong to settle in the UK (www.ukhk.org/church).

There is a sense too that God is at work in the midst of these challenges – and there is a hope that, as well as offering practical support to those arriving, creative opportunities will arise for ministers and others from Hong Kong to contribute to the mission and ministry of Baptist churches in the UK.

Painting ‘God’s Grace’ by Mike Lowe

Mission Forum

Mission Forum continued to meet online during the pandemic, to listen to what God is doing missionally across our Baptist family, and to discern strategically how God is calling us to join in. To better enable that, changes have been introduced which seek to increase the diversity of the voices on Forum. Hayley Young, who led us through these changes, stepped down in June 2021 to take on a regional role in the Northern Baptist Association. In her place, Simon Goddard temporarily represented Mission Forum and the 'Embracing Adventure' priority on the Core Leadership Team. Here are details of some of the initiatives funded by the new Strategic Mission Grants Committee.

Renew Wellbeing: £20,000 – Once again we were pleased to support the work of this timely project which seeks to facilitate 'quiet shared spaces where it's okay not to be okay'. This grant enabled Renew Wellbeing to continue its deployment of four new regional co-ordinators to cope with the expansion that has taken place over the period of the pandemic. It's been a blessing to see so many churches want to serve the wellbeing of their communities.

Hong Kong Response Project: £4,138 – After the implementation of a new security law in Hong Kong the UK government enabled those with British National (Overseas) passports to make their home in this country. With an estimated 300,000 Hong Kongers arriving over the next few years this grant enabled Baptists Together to appoint a Response Co-ordinator midway through 2021. Over the next three years this role will help Baptist churches be places of welcome for Hong Kongers, providing training and networking, and information for those arriving in the UK.

5Q: £10,000 – In partnership with the Fresh Streams network, this funding provided bursaries to those passionate about equipping disciples and leading a healthy church to actively engage in the mission of God. This included younger leaders and those in contexts unable to contribute to the costs. Using the 5Q materials, and with a Baptist team of facilitators (led by Simon and Ceri Harris), this training helps leaders and disciples unlock potential and purposes in the Body of Christ and reflect on church ministry from an Ephesians 4 perspective.

Coastal Expressions: £8,729 – There is an increasing missional imperative to meaningfully re-engage coastal communities with the gospel and the Kingdom of God. The grant helped this new initiative to appoint a Movement Developer to work alongside the Director as together they create a network of coastal pioneers, and to recruit, deploy and resource self-supporting pioneers in marginalised coastal contexts.

'Mission Forum continued to meet online during the pandemic, to listen to what God is doing missionally across our Baptist family, and to discern strategically how God is calling us to join in'

All photos belong to each respective church, individual or organisation
Painting 'God's Grace' by Mike Lowe

The Wren Bakery

The Wren Bakery is a social enterprise based in Leeds using baking and barista training as tools to help vulnerable women build self-confidence and employment skills. It featured as one of our Missional Adventure stories early in 2021.

It's founded and run by Emma Flint and Clare Sanderson, who are members of different Baptist churches in Leeds: Revive and Chapel A Baptist, Leeds. Instead of looking to establish something based on handouts, Clare and Emma wanted to create an enterprise that gets alongside people, 'helping them to see their potential, offering skills and employability so they can make a future for themselves.'

They pooled their skills to create the programme, which also includes regular practical therapy sessions for developing general well-being. Emma previously worked with the Joanna Project, a Christian project working with street sex workers in Leeds, and Clare, a former mental health social worker, retrained as a patisserie chef. Wren sells its produce from a converted 1964 Citroen van on the first and third Saturdays of the month in Moortown Park, Leeds.

Their faith underpins what they do, and they are able to share in a natural way as they build genuine relationships with the women on the programme. They also speak of the support they have received across churches.

While Clare and Emma humbly state that The Wren Bakery is not the complete answer to an enormous problem, their approach and how they arrived where they are now is of huge encouragement. Emma says that they simply 'wanted to do something!' and both echo the importance of simply stepping out, 'pushing doors' to see where God was leading. For them this meant trusting in ideas that excited them, looking at the skills they already had, and faithfully following wherever God led them.

Creation care is at the heart of the gospel message

In the weeks leading to COP 26, the UN climate change conference which took place in Glasgow in November, the first Baptist church to receive A Rocha's Eco Church gold award shared its story.

High Street Baptist Church in Tring, Hertfordshire achieved 'net zero' carbon emissions by using energy generated from renewable sources, including their own solar PV panels, and reducing what gets sent to landfill. The church has a recycling area which has grown to encompass a number of items which cannot be recycled in the usual council collections, such as batteries, printer cartridges, corks, bras, pens, stamps and plastic bottle tops. They even recycle nappies to make into fuel bricks for hospital heating.

This quote from a member of the congregation in a survey summarises aptly all that Eco Church is about: 'High Street Baptist Church has really challenged me over the last decade or more to see that creation care is at the heart of the gospel message. It's not an add-on or a 'nice to have' but intrinsic in how we live out our faith in today's world.'

#BaptistsDuringThePandemic

"We were greatly inspired and encouraged by stories of how Baptists responded in the pandemic – particularly, the innovation and creativity shown by our churches in sharing the love of Jesus in their local and online communities."

That was the message from General Secretary Lynn Green and Seidel Abel Boanerges, Baptist Union Council moderator, following the Council gathering in October 2021.

At that gathering two sessions were devoted to how Baptists have responded in the pandemic. Stories were shared and reflected on, and Council members were asked to discern how God was moving and what he wanted to say to our churches.

Prior to Council, new moderator Seidel had invited Baptists to share stories of how they have responded in the last 18 months. Dozens were offered.

They are all gathered at baptist.org.uk/pandemicstories showing the range of ways our churches and colleges impacted their local communities during the pandemic. Some churches became centres for vaccination, PCR and lateral flow testing; others centres for mental and emotional support; several offered practical help in the form of food banks, community fridges and groceries, space for homeless people and many more.

Following Council, Lynn and Seidel shared a statement to reflect what Council members had discerned about what God was saying to us as a movement:

"As we listened to each other's stories we were also listening for what God was wanting to say to us. The first thing to say is that Council recognises the HUGE challenges that our churches, colleges and leaders have faced. Thank you for your perseverance and diligence in serving one another during these difficult times. We want to honour that and express our heartfelt thanks. Following this message of gratitude, this is what Council sensed God was saying to encourage us… **(see p15)**

Left photo by Shelly Drake, top right by Tonbridge Baptist Church, bottom middle by Moortown Baptist Church

What God was saying to encourage us

- **The pandemic hasn't surprised our faithful God and he has been with us** – we have been thrown out and shaken up but we have survived and sometimes even thrived!
- **It turns out that God was already out there and ahead of us in our communities!** Let's build on all the incredible Kingdom connections we have developed, deepened and discovered.
- **Celebrate the incredible work that has already been done**. We praise and thank God for the commitment, perseverance, and creativity shown by our Baptist family to serve our respective communities. Recognise and applaud our tech teams for their amazing work which sometimes might be taken for granted.
- **We are not through this yet!** Many are exhausted and emotional and financial resources are low. Be kind to yourself and to others. There is a time to 'do things' and a time to 'rest and recover'. Make sure you take time to rest and have peer support in place.
- **It is okay not to have all the answers**. Listen to the Lord and be attentive to let God show you the way forward.
- **Think beyond rotas and getting back to how things were**. What does it mean to be followers of Jesus now? Are you ready to embrace adventure?
- **Be creative – to express what we have experienced**, to inspire innovation, to embrace the digital revolution.
- **Be mindful of how digital has improved access** and connection for many people, especially disabled people
- **Take courage** – to live in this new landscape, to use what God has given you and trust that that is enough, to have confidence in the Gospel, and to be open to asking more difficult questions.
- **Lean into the gifts of who we are as Baptists** – Christ-centered, mission hearted, adaptable, diverse, grassroots communities who are beautiful and yet have so much potential!

We thank everyone who has responded to our request for Baptist stories during the pandemic. As you may have noticed, it is a very long list! Praise God. We hope that you are encouraged by these stories and the feedback. May God bless you as you continue your ministry in serving people for Christ"

Cardiff Baptist College embracing adventure

Whatever sadness and loss Covid has brought in its wake, it has certainly forced us all to 'pioneer and move out of the comfort zone of familiar ways of doing things', which is Council's 2018 interpretation of the 'embracing adventure' value. Although both staff and students in Cardiff prefer face-to-face interactions, we have learned that having to embrace technology (as well as adventure!) has its benefits for formation. In particular, we have found that a 'flipped classroom' approach (in which core information is acquired by students prior to the face-to-face contact session) has freed up valuable face-to-face time for discussion, rather than imparting of information. Perhaps most important of all, our daily prayer times and monthly pastoral groups over Teams have allowed us to build a strong sense of community, even when we have not been allowed to meet face-to-face.

'our daily prayer times and monthly pastoral groups over Teams have allowed us to build a strong sense of community even when we have not been allowed to meet face to face'

Another feature of this new adventure is that we have been collaborating even more with the wider body of Christ. We have strengthened our links with South Wales Baptist Association and the Baptist Union of Wales, and they have been part of our consultation process as we plan to reform our teaching programme from September 2024. The new programme should offer even greater flexibility to those who need to train alongside keeping full-time employment, while providing a separate, more in-depth path to those who are able to attend weekly lectures at Cardiff University. At the heart of this reform is our passion for forming mature disciples of Christ in a community of learning. We continue to work closely with the Presbyterian Church of Wales and are in discussions about delivering some bespoke training for them, and we are also working with the Baptist Union of Wales to consider developing a pioneering stream.

Our Pathways course for local leaders continues to grow, and perhaps most excitingly of all, we (along with other Christian organisations) have been invited by the Church in Wales to join discussions with Welsh Government about a funded internship scheme for prospective ministerial candidates. This will be deliberately aimed at young adults exploring a call to ministry. We also rejoice that we have renewed our partnership agreement with Cardiff University, and we have enjoyed regular research seminars for staff and research students linked to the college. The college seems to be growing in unexpected ways and directions, and so we are considering taking on an additional permanent tutor as well as continuing to benefit from our team of associate tutors.

As always, we would appreciate your prayers for the college, its staff, students and trustees.

Rosa Hunt and Ed Kaneen (Co-Principals)

EMBRACING ADVENTURE

All photos belong to each respective church, individual or organisation

Adapting to meet needs – and showing the love of Jesus in action

Gorse Hill Baptist Church in Swindon had a fair idea of its community's needs – yet the pandemic has seen it play a far bigger role in meeting them.

Aware of pockets of child poverty in local neighbourhoods, the church had teamed up with the charity TLG (Transforming Lives for Good) with a view to offering a holiday lunch club later in 2020. Those plans had to be adapted following the introduction of restrictions in March 2020. Instead of lunch clubs, the charity encouraged participating churches to provide Boxes of Hope - food with activities for the children.

'the pandemic has made us look at things in different ways'

Gorse Hill began this in June 2020. It started small, initially to families connected with the church, before being extended more widely across the town. The church started to take referrals from schools and other agencies, and gave people the option of self-referring. The boxes were aimed at families experiencing a sudden drop in income in the pandemic.

More than a year on, they were packing and delivering between 50 and 60 boxes per week. As the project has grown, the church has become more aware of other ways it can meet the needs it has encountered. In June 2021 it opened a community fridge, and has explored setting up a Renew Wellbeing café, CAP money courses and job clubs.

"It's been a really interesting journey," says church member and Boxes of Hope co-ordinator Heather Prictor. "We had a good idea of the needs, but the pandemic has made us look at things in different ways.

"Through contact with many local agencies we have become known and trusted in the support and care that we give, and showing the love of Jesus in action."

Hedge of hope

Having our doors closed forced us to think outwards, writes Rashell Beya, minister of Broadway Baptist Church in Derby. As part of the major building project in 2012-14, we really wanted to bring down the hedge that bordered our land. It wasn't high but it felt like a barrier. However, we were told it was protected and there was nothing we could do.

During lockdown when people couldn't go far, suddenly we had visitors as families enjoyed using the carpark for skate and cycling practice, and occasionally people would enjoy the sun seated on the grass. Conversations started.

Christmas: another lockdown. A group got together with an idea: rather than the hedge being a blockage, let's make it a feature. And so the 'hedge of hope' was born and a nativity scene made of enormous lengths of chicken wire was shaped by individuals and families. At night it was lit up. We wondered how it would go down. Word soon spread and families and friends would come out to look at the hedge and have their photo taken with the figures, while cars slowed down to look. There were many comments of appreciation of the joy it brought people on this particular Christmas. We would later create displays for Valentine's Day, Easter, even COP26.

It has helped the church to see the potential of all our space, not just what happens inside. It is a small thing that we have done at one level - but we have made more impact by a light-hearted presence than when we are busy with activities inside.

Community grocery opens in Baptist church

Emmanuel Baptist Church in Liverpool embraced adventure by partnering with the Message Trust and opening a community grocery in June 2021.

Community Grocery Netherton aims to help residents with their weekly food shop at a time when many households have been feeling the financial impact of Covid-19. It does so by providing a broad selection of branded items that would be found at a local supermarket but for a fraction of the price. The items are donated by the supermarkets and other outlets instead of going to landfill.

The grocery is run on a membership basis designed for anyone who is struggling to afford the everyday basics. Membership for one year costs just £5, and members can use the store twice a week to buy a full selection of groceries for just £3. In addition, members can access other benefits like job clubs, money management courses, mental well-being courses, youth clubs, volunteering and more.

More than 100 people signed up on the day it opened - a figure which had grown to 800 by November.

This was one message of appreciation received by the team: “What a great job you guys are doing. Thank you. My friend is a member and I saw him today and it really has changed his life knowing that he can have great food for such a small amount of money. Life changing!!!”

Emmanuel’s minister Allan Finnegan said, “This is a fantastic resource and a great response from the local church. It is our prayer that it will not only help at this time of need but also, the wrap-around support will give people the skills needed to build better futures.”

“It is our prayer that it will not only help at this time of need but also, the wrap-around support will give people the skills needed to build better futures”

EMBRACING ADVENTURE

NWBA North Western Baptist Association

Images: Emmanuel Baptist Church

God's grace

National Priority

Developing Leadership

One of the glories of Baptists Together is the variety of leadership. Our churches and mission projects are overseen and guided by a wide range of people. Some are formally trained. Most are volunteers. A number are highly experienced. Others are just beginning. Our interest is that every one of them develops in their leadership skills and as disciples of Jesus, such that character grows alongside competence. We are seeking to create a connected suite of opportunities that facilitate this growth, from the tentative leadership of an intern right through to the continuing ministerial development of the most accomplished minister.

'Cocoon' by Chris Duffett

Developing leadership in all its forms

Developing leadership in all its forms is one of our key national priorities. But, what is leadership, and what do we mean by forms? As Baptists, we prefer to talk about leadership within the context of its purpose and nature, using words such as servant or steward to explain its nature and expand on its meaning. If we understand leadership as 'using our giftings to pave the way for others to flourish', and we understand 'forms' to mean 'passions', then to develop leadership in all its forms means allowing church members to take us places we have never been before and into contexts that church leadership may have no experience. In other words, we must become risk-takers - which has always been the DNA of Baptists.

I have just pioneered a new community launched in September 2021, which is now seeing around eighty people attending weekly. I focused on leadership development through the function of intentional discipleship. I would love to suggest five attitudes that church leadership should embrace, which could help facilitate this journey for whole church development that we all need to take.

- **We must be willing to take risks with people's innovative ideas; if someone is ready to take responsibility for the vision, then it reveals that they are expressing a desire to lead, for leadership is taking responsibility for the outcomes.**
- **As a leadership team, don't be nervous about controversy, but accept that debate almost always accompanies change and innovation.**
- **The energy to inspire others with a similar heart comes from the visionaries in your midst. Liberate them and do what you can to empower them.**
- **Church leadership is there to help people create the framework for transformation, to help them understand the principles of breakthrough. Be vulnerable and stand with the pioneers in their adventure.**
- **Allow the stories to be told. Testimonies are like petrol on a naked flame - they ignite faith and release hope. Make room for testimonies on Sundays; they bring life to the dreamers in your midst.**

'The energy to Inspire others with a similar heart comes from the visionaries in your midst. Liberate them and do what you can to empower them.'

If the community is risk-averse, church leaders need to examine the culture and ask themselves why? Is the leadership modelling innovation by example? What needs to change within the culture of the community to release and empower innovation amongst the members? How can the leadership demonstrate innovation?

The greatest resource in all our churches is the people God has given to us. Let's empower them, acknowledging on the journey that failure is part of the route that must be trodden in order to achieve success in mission.

Yinka Oyekan, President Baptists Together 2020-21

Image: Yinka Oyekan
Painting 'Cocoon' by Chris Duffett

Continuing Ministerial Development (CMD)

A framework for Continuing Ministerial Development for our ministers was launched in the autumn of 2020 by the Ministries Team. CMD is about nurturing the well-being of ministers and sustaining their capability, year in, year out, through the practice of five CMD habits – learning, attentiveness, accountability, connection and review. We invited ministers to enrol for CMD as a statement of intent and then, through 2021, reflect on their own practice of the CMD habits. In the autumn of 2021, we encouraged ministers to hold their first 'CMD audit'. This is an annual opportunity for ministers to meet with a colleague to examine and plan each other's development.

'CMD is about nurturing the well-being of ministers and sustaining their capability, year in, year out, through the practice of five CMD habits – learning, attentiveness, accountability, connection and review.'

We anticipated that adoption of CMD would be gradual over a number of years, but it is encouraging to see that 42% of accredited ministers and nationally recognised pastors have so far enrolled and 15% have completed a first CMD audit.

Alongside the launch of the framework, we hosted a series of twelve webinars, each one focussing on a particular means of supporting development. Topics ranged from 'How to choose what to read?' to 'What's the benefit of pastoral supervision?' and 'How can colleges support my CMD?'

We emailed all churches to ask them to support their minister, if they have one, in practising the CMD habits. They can do this by encouraging their minister to engage and by making a development budget available. £500 per annum is suggested, in addition to paying for their minister to attend the annual association ministers' conference and the Baptist Assembly. We made grants available to ministers in less affluent settings or where they do not have a church congregation to call on, such as in chaplaincy or some pioneering ministries. In 2021, 14 grants were awarded and we expect this to be higher for 2022.

It is inevitable that CMD has met with resistance from some ministers. At first glance it may appear to be a new expectation imposed upon them. This, at a time when the Covid-19 pandemic has already created extra pressures. However, the Ministries Team remains convinced that CMD is a blessing not a burden. There is enormous freedom for ministers to determine how to practise the CMD habits. But we strongly believe that the heart of CMD is mutual care and support among ministers for each other. The whole Baptist movement stands to gain a great deal if all our ministers are refreshed by their learning, deepening their walk with Jesus, accountable to others, connected to each other, and willing to review their practice. This is the culture CMD pursues.

DEVELOPING LEADERSHIP

BAPTISTS TOGETHER CMD

Bristol Baptist College developing leadership

The first half of 2021 was dominated again by the restrictions forced on us by the pandemic. It was with deep gratitude that we were able to start meeting together again in the autumn and recommit ourselves to the role that we play within the family of Baptists Together. As always, the formation of lively, zealous, able and evangelical ministers along with the teaching of theology, lay at the heart of our activities. However, the way we do these things continues to be shaped by the needs and priorities of the Baptist networks. In particular, we built on the experience of remote learning technologies gained in the pandemic to launch a hub for ministerial formation in Exeter. This is being ably led by Eleanor Moffat and has enabled us to make access to ministerial formation more easily available to people in the south-west of the country. The hub cohort shares the same programme as the one in Bristol and joins them on a few occasions in the year. The rest of the time the group is taught by Eleanor in Exeter with some remote input from other tutors.

One of our shared objectives as Baptists Together concerns developing leadership and equipping the church. This is something that all the colleges exist to accomplish. We continue to work with people whom God is calling to be pastors, pioneers, chaplains, ministers to children, youth, and families (CYF), as well as delivering programmes for those who want to be even more effective in their service to their home churches. Our formational processes are now organised around the marks of ministry set out in the Ignite report into the future of accredited ministry. The college principal was a member of the report's implementation group.

The college remains committed to equipping the churches to serve CYF. Clare Hooper, who chairs the Baptists Together CYF Round Table, coordinates this area of our work. We offer, among other things, a Certificate in CYF Ministry which can work as a stand-alone qualification or be used as part of the process for accreditation as a Baptist minister. One of the keys to attracting young people to our churches lies in equipping leaders in that demographic. Between a third and a half of our current ministerial students are aged 35 and under and there are many more among our CYF students, theology students and 'Disciple Makers' (DMs). We are currently working with our third DM cohort in an innovative one-year, one-day-a-week, programme aimed at those on internship programmes with churches and at others wanting to explore the possibility that God might be calling them into fresh areas of mission and ministry.

'We are embodied beings, and we are made to occupy space'

The pandemic and its continuing impact have meant that we have, like many others, undergone a crash course in digital delivery and have spent a lot of time reflecting on its implications for teaching, formation and mission. We are still working out our conclusions, but our experience so far is that while certain things can be done effectively online, there is no substitute for being together. We are embodied beings, and we are made to occupy space. Our community life needs to take this into account. We continue to offer the shared Baptists Together training programme in partnership with local associations. This takes the form of PFS (Prepare, Feed, Sustain) at Exeter with SWBA and has been relaunched as EMD (Equipping Missional Disciples) in Bristol with Webnet. We were delighted by the continuing growth and impact of the Centre for the Study of the Bible and Violence which is based at the college and is led by our tutor, Helen Paynter, as well as by the continuing work of the Centre for Anabaptist Studies. Both centres have students registered for doctorates as well as a number taking their pathway through the MA programme.

There were some other staff changes over the year. We lost Fran Brealey as our College Manager and Sophie Atkinson stepped up as her successor. We welcomed Abigail Reid to Sophie's former role. We said farewell to our Chaplain Lis Pearce and welcomed Sam King in that role. In all these ways the oldest of the colleges continued to play its part in supporting the work of the churches and associations of our networks and the mission of the wider Church.

All photos belong to each respective church, individual or organisation

Equipping the body of Christ to meet our communities' needs

In order to help and support people as we emerge from the pandemic, we need to begin by knowing what their needs are – this can be done through something as simple as listening. When minister Vania John-Baptiste joined Underhill Baptist Church in July 2020, one of the first things she did was to meet with the leadership team and ask them questions regarding how the lockdown, the restrictions and social distancing had impacted their life.

Vania explains, "I found that I was better able to help others by listening to them and finding out where they're at – it's important to let one's help come from knowing people's needs.

"As we think about sharing the gospel with people and responding to people's pastoral needs in these challenging times, we need to consider a place where we can be still. Be a real presence. Be someone to talk to and who is willing and able to listen. Everyone has coped differently and has their different stories. Being a presence, bringing a good listening ear, and standing alongside people is a good start to the journey of helping them to process their emotions on a variety of issues."

"we need to listen to discern God's voice in all this"

In offering a listening ear, we also need to know our limitations – and this is particularly pertinent for ministers: we can't do it all! We may have to consider coming alongside local organisations that are already offering and providing help and support, or being a signpost to useful resources online.

"More importantly we need to listen to discern God's voice in all this. How does he want us to respond?"

Exploring together we can respond with the love of Christ

"Through Covid our eyes have been opened to the needs of the community in a new way," says Wale Hudson-Roberts, Baptists Together Justice Enabler and minister of John Bunyan Baptist Church in Oxford. "One example is an increase in homelessness. There are various factors for this, such as unemployment and domestic abuse.

"We've had homeless people present themselves at the church. How do we respond with the love of Christ? The café at the church has been fantastic in supporting them, but Social Services is concerned about dependency - it's a really difficult balancing act."

To consider its response on this and other matters, John Bunyan is enabling its membership. The congregation has divided into various groups to try to discern the voice of the church, that of the community – and the mind of Christ. Each group has a specific agenda to explore, including preaching, worship, church meetings and the resources needed to be more accessible to the church and community.

For example Wale explains that John Bunyan is a 'traditional' church, using liturgical worship. "This can make a church inaccessible to a community, so we have been looking at how we can make ourselves more accessible."

They will feed their findings back to the leadership team, and there will be discussions with the wider church and various external stakeholders to work out the best way forward.

"The pandemic has shown us a lot of things about the community in which we exist," says Wale. "Our congregation is very open to exploring how we can meet some of these needs and respond with the love of Christ. The community has changed – and we need to change."

We are not alone

Faith, Grief, and Covid-19: A Conversation is a resource created by Sanctuary Mental Health Ministries to help people to understand and share experiences of grief in the midst of Covid-19.

Union Baptist Church in High Wycombe recognised many people were looking for resources to help them through the pain of this pandemic and this one gave an opportunity to draw people together to share their experiences in a supportive environment. Over four sessions, participants gathered virtually to watch a short series of films featuring insights from a panel of experts, and were then invited to engage in discussion, reflection and prayer.

Course co-leaders Sheena Dykes and Dawn Hazell explain that, 'Being able to identify the discomfort that the pandemic has caused us as a form of grief, and realising we were not alone in experiencing it, were both hugely helpful. The film presenters talked about the different types of grief with honesty, insight and empathy. We were able to understand that we were experiencing layers of loss, and that the 'standard' models of the bereavement process could not necessarily be applied in the present situation. We learned that lament is important, and that it is OK to call out and tell God how we are feeling. Although society encourages us to suppress emotions, they can be the gateway to God and we often learn and grow most in the difficult times. Some found the last session particularly helpful as it covered how to respond to others who are grieving – knowing how best to support them and what to say – while not feeling the need to provide all the answers.'

"in the middle of our anxious times, our faith in God gives us a shared hope"

'There was much to learn with the key takeaway being that we were not alone and that in the middle of our anxious times, our faith in God gives us a shared hope.'

Becoming a 'Bereavement Friendly Church'

Since 2019, Oundle Baptist Church has been exploring ways to become a Bereavement Friendly Church, to reach out with the love of Jesus to all those who face bereavement in the local community. Recognising that the church could provide a great funeral but had more to learn about helping people prepare for the death of loved ones, the Bereavement Ministry team embarked on some training, starting with a Bereavement Care Awareness Training Day, offered by Care for the Family.

A Mission micro grant from EMBA enabled Bereavement Team Co-ordinator, Judith Brashaw to attend the excellent 5-day Bereavement Ministry Training Course from the charity At a Loss. Judith describes this as 'a real eye opener to approaches to ministering to people after the death of a loved one'. Using the CofE *Grave Talk* material, the church then held its first Grave Talk Cafés and opened its doors to people they had never met before, but who wanted to discuss this sensitive subject. The Team had already offered a daytime and an evening Bereavement Journey Course when the first lockdown closed their doors. Once a Zoom version of this programme was available, two members of the team volunteered as helpers for it. Guests are finding this a tremendous help and the church team is learning a great deal from the experience.

Judith sums up the reasons why the church has engaged in this journey saying, "We want to welcome and care for people without judgement or conditions. For some people this is a faith journey. The trauma of bereavement can challenge or awaken faith. We are in a unique place to speak God's love through the care that we offer, to create a connection as we journey with people. The training, books and resources all help equip us with good practice and excellent tools to minister the love of Jesus."

All photos belong to each respective church, individual or organisation

Regent's Park College - challenge, learning and development

For all of us 2021 has been a year not only of challenge but also learning and development. Alongside all the varied aspects of life at Regent's, involving many different students, there have been ways in which the work of ministerial formation has developed. We had a good intake in 2021 and continue to offer a variety of flexible approaches, including options for those pursuing pioneering and who come with degrees in theology. Changes we made to the course a few years ago to concentrate in-person teaching on one day a week, meant that we had already developed 'flipped classroom' approaches that allow more input to be given in recorded lectures before class discussion, and online seminars. One of the positives that has come out of changes due to the pandemic is improved software platforms and familiarity with them, thus enhancing this approach. We moved between times of entirely online teaching and times of in-person and hybrid approaches as circumstances have demanded and allowed.

We have used the pressure of the pandemic to rethink how we can best develop our community learning, including our Footsteps course, so it is best suited to engage with the changed landscape. We hope to relaunch this in 2022 drawing on all we have learnt and bringing the very best of face-to-face and digital provision. We partnered with SCBA and CBA to develop a new initiative, Equip, aimed at offering leadership development to young adults in our churches. Although the planned initial residential gathering could not happen together, we began this online. We were also able to utilise well the online medium to run a number of very successful CMD workshops, ably led by Helen Cameron and Jane Day. These helped ministers to get to grips with the new habits of ongoing ministerial development and drew participants from round the country as they began to engage with this important new initiative. Alongside this, staff members continue to serve the Associations in significant ways. Our Centre for Religion and Culture and Centre for Baptist Studies continued to offer stimulating and engaging programmes; one of the benefits of mainly online provision was that the reach of these centres has increased significantly with participants able to join from around the world. Examples of their work include a lecture series on the Creative Arts, a symposium on dismantling whiteness and opportunities to explore, through the material in the Angus Library, how important parts of our history can inform our present context. The Centre for Baptist Studies extended its publication programme to include a new series on 'Congregational Resources'. The first volume in this series (*Intercultural Preaching*, edited by Anthony Reddie and Seidel Abel Boanerges with Pamela Searle) appeared in 2021 and is available on Amazon.

One particularly exciting development was the launch in July of Project Violet, a research project of the Centre for Baptist Studies in partnership with Baptists Together, the Mission Forum and the Whitley Trust. The project, named after Violet Hedger, who began as a student at Regent's in 1919 and was the first woman to be trained for ministry, is a three-year participatory research project that is examining the place of women in Baptist ministry. The aim of the project is to understand more fully the theological, missional, and structural obstacles women ministers face in the Baptist community in Great Britain and identify ways forward. It has found a ready resonance - 145 people attended the launch - and will make a significant difference to the development of ministry and leadership amongst Baptists Together.

'We have used the pressure of the pandemic to rethink how we can best develop our community learning'

2021 was a year of significant change of personnel at College. In September we said a very fond farewell to Rob Ellis on his retirement after fourteen years as Principal, and there were a number of events that recognised his significant contribution, including a dinner where he was presented with a book (*Being Attentive: Explorations in Practical theology in Honour of Robert Ellis*) written by friends and colleagues in his honour. The search for a new Principal was launched and still continues. Beth Allison-Glenny began as the new chaplain in September and Jane Day and Esther Mason have been able to give time and valuable input into the ministerial formation programme. Altogether 2021 was a year that placed heavy demands on the staff of college, but which has also enabled us to make these significant, and at times pioneering, contributions to our shared life.

New funding options for ministerial training

In October Baptist Union Council members approved a series of proposals aimed at supporting training for women and men into Baptist ministry, including the formation of a Baptist-branded crowdfunding scheme, a Baptist loan scheme, and an enhanced bursary scheme.

"The proposals were about ensuring we have the trained ministers we need," explained Ian Bunce, chair of the Funding for Ministerial Training Working Group. Council members had commissioned the group in November 2019, and Ian (Minister: Team Leader, Romford Baptist Church) had presented its first report to Council in March 2021.

The proposals related to initial formation, not further degrees or Continuing Ministry Development.

The proposals were in two sections:
Section 1 was about communication, understanding and perception
Section 2 was about practical, tangible and finance matters

Section 1

Resolution 1. We as a Baptist Family are committed to supporting a quality of initial formation and education for those called to Baptist ministry.

Resolution 2. It is for the benefit of all local Baptist churches and pioneering projects that those called to ministry are formed to a good standard.

Resolution 3. The call to ministry can come at any age. Those considering university and future careers should be encouraged to consider ministry as a valid option.

Section 2

Resolution 4. In partnership with Stewardship, to have a Baptist branded crowdfunding scheme in which students are encouraged to set up pages within the scheme.

Resolution 5. In partnership with Kingdom Bank, a Student Loan Scheme to be launched for those unable to access a government scheme or where the government scheme does not give all that is required. Loans of up to £30k repayable over 10 years will be available to ministerial students.

Resolution 6. The existing Student Bursary Scheme to be enhanced and further resources to be added to it. This would build upon the bursary funding already provided by the Home Mission Fund, currently £130k pa, giving grants to students where hardship is identified. It is hoped this bursary scheme could release a target of £500k pa.

"It's about investing in people and we can't do this without investing money"

Council members were supportive of the proposals, describing them as creative. All the resolutions were passed unanimously, except Resolution 2, which had one vote against, and Resolution 6, which was passed with two abstentions. "It's about investing in people," said Ian, "and we can't do this without investing money. These proposals will not be able to pay for everyone – but they provide new ways of supporting training for women and men into Baptist ministry."

The details will now be worked out and be presented at a future Council. For more details, visit baptist.org.uk/council

Columns of coins image by master1305, freepik.com, other images by Spurgeon's College

Spurgeon's College pioneering Missional leadership

Spurgeon's College continues to be a Christ-centred college committed to equipping ambassadors of the gospel to bring the glorious light of salvation to a world struggling in darkness, and we very much appreciate the many prayers that uphold our students and the College at this time. Despite the challenges of Covid and the various lockdowns, we had over 80 Ministers in Training in total last year, with a similar number this year. Our double graduation in October 2021 was a wonderful celebration of God's goodness and faithfulness.

In May 2021 the college handed over the completed project it undertook on behalf of the Baptist family to design and create a suite of courses and material in pioneering missional leadership to the Ministries Team at BUGB. This two-year project has provided our family with a fabulous resource.

In January 2021 the college entered a year of detailed scrutiny by the Quality Assurance Agency (the QAA is the university sector's quality body) as part of our application for Taught Degree Awarding Powers (TDAPs). The QAA have been very thorough in their scrutiny. In the course of the 12 months' detailed analysis of every element of the college and its quality processes, we submitted 1000 pieces of information (policies, regulations etc) to their assessment team, who quietly observed how the college does its work, often as silent observers in dozens of meetings. This is not surprising given the prize TDAPs represents. The college's strategic priority of seeking the authority to award its own degrees will, if successful, mean that Spurgeon's College will become a genuinely independent higher education institution. TDAPs will protect the College from the 5-year cycle of university validation arrangements because it will have authority to offer its own degrees independently of a university partner. Please continue to pray that the college is successful in its application.

'Our double graduation in October 2021 was a wonderful celebration of God's goodness and faithfulness'

Despite the challenges of Covid the college has continued with its ambitious development plans for its London campus; in July 2021 it held a second public consultation on the college's redevelopment plans. The plans shown to the general public evolved after a series of detailed Pre-Applications, Workshops and Place Review Panels. Although we had hoped to submit a full planning application in the autumn of 2021, a number of factors beyond our control intervened to delay this action. We have a very sophisticated set of plans, and we believe that we will be in a position to submit our application in 2022. This has been an enormous project and remains a significant part of our strategic plan and we would value your prayers for a successful outcome.

One of the major projects that we have been working on for the past three years is a complete refresh of our BA undergraduate degree and our ministerial formation pathway. We engaged in 2021 with a wide range of partners and stakeholders seeking their wisdom, insight, experience and expertise. We are passionate that our new BA programme will prepare the next generation of ministers of the gospel to serve the needs of the church, especially as the 21st century evolves and patterns of church practice respond to new opportunities and challenges. If we are successful in our application for TDAPs, we will have the authority to validate this new degree for the start of the academic year 2022-2023.

There were some staff changes over the year. One of the key changes was the retirement of Simon Jones. Simon was one of the College's Vice Principals and Director of Ministerial Formation. Seidel Abel Boanerges has succeeded Simon in a new appointment as the college's Dean of Ministerial Formation and Development. This is a senior executive role and Seidel is responsible for overseeing the ministerial formation for Ministers in Training (MiTs), Newly Accredited Ministers (NAMs), and Lay Training (Equipped to Minister) for the Baptist Union of Great Britain and the wider church.

Northern Baptist College seeking justice and inclusion

It's now nearly eight years since NBC adopted the strapline, growing leaders for a changing world and a changing church. As each year passes this reminder of our calling as a college becomes ever more pertinent.

Throughout 2021 staff and students at each of the NBC hubs: Luther King Centre, St Hild, Cranmer Hall, and The Light College, have risen to the challenges of online learning. At the same time, we have been reminded just how much we value being with one other in the flesh, but we have also learned new lessons about working together online and we have glimpsed some of the possibilities that this opens up for the future. Watch this space.

It did us good in July to gather again physically as a college community for our annual retreat at Rydall Hall in the Lake District. (It's nice up north). Chris Duffett was the facillitator for what proved to be a deeply nourishing few days.

Also, back in the summer our governors agreed a new set of objectives to guide the college's ministry over the next five years:

- To develop and emphasise NBC's focus on issues of justice and inclusion within a holistic understanding of mission
- To develop our work with pioneers and chaplains
- To develop and expand online learning opportunities
- To develop a range of Continuing Ministerial Development learning opportunities with an emphasis on training the trainers
- To give a greater priority to creation care as part of the mission of God.

We have committed to recruiting extra members of staff to lead on some of these priorities. So far, we have been able to appoint two new tutors for inclusion, Dawn Cole-Savidge and Ruth Wilde and we will soon be announcing a new coordinator of Edifi our online learning programme for local leaders.

It continues to be a source of great encouragement to see the committed and innovative ministries of our students, whether that be pastoring churches, nurturing new Christian communities, working in various chaplaincy settings, or pioneering new forms of community engagement. It is equally heartening to see the depth of relationships that students enjoy with one another and how well they support each other through the ups and downs of life as a Minister in Training.

'It continues to be a source of great encouragement to see the committed and innovative ministries of our students'

Whatever challenges and opportunities lie ahead for us as Baptists, one thing is clear - God continues to call gifted leaders to work among us. We give thanks for the privilege that is ours as a college to serve those who in turn serve the people of God as together we seek to understand, work and pray for the fulfilment of God's purposes in this ever-changing world.

DEVELOPING LEADERSHIP

All photos belong to Northern Baptist College

National Priority

Children, young people and families

Playful, life, noise, messy, openness, direct and blunt, passionate, curious, fun… what a gift our children and young people are to our Baptist family. We need to be listening to their voice and facilitating their participation because without them church will fail to fulfil what it needs to be.

'A Child will Lead us' by Mike Lowe

CYF Round Table

Towards the end of 2021 the Children, Young People and Families (CYF) Round Table had a chance to meet and take stock on our journey so far. There was much to celebrate.

- Over 300 attended the Emotional Roller Coaster training that was rolled out across all 13 associations.
- We've run out of the 3000 copies of the CYF tool kit.
- Seminars that have focused on CYF ministry have been delivered at the past three Baptist Assemblies.
- We've had representation at various national gatherings.
- Our *Joining the Dots* podcast is gaining momentum.
- In 2019 CYF was identified as a national priority.
- There's a pathway for those called to Baptist ministry with a CYF-ism.
- 133 CYF workers completed an employment survey which has given us some fantastic data to work with.
- A racial justice resource was created as part of the ongoing need to engage with racial justice.
- Money has been given to show our support of Renew Wellbeing (CYF) as we recognised the vital role this ministry has as we go forward.
- Good practice has been shared, prayers have been said, connections made as we've sought to inspire and equip our associations in supporting their local churches and pioneering communities in being and sharing good news to the child in our midst.

As the CYF Round Table we constantly remind ourselves of the child in our metaphorical midst. We're aware of concerns around wellbeing, rising levels of anxiety, new parents feeling the effects of two years with limited interaction, pupils who have had to navigate so many changes and uncertainties. We also recognise that we really do have good news to share - good news of peace, hope, love. We know that the church community has the potential to be the warm, empathetic, accepting gathering which so many are craving at this time. But the truth is the child that's in our midst is unlikely to be in our church.

Instead we're seeing growing opportunities in our local schools - the need for mentoring, wellbeing spaces, chaplaincy, prayer spaces. We're seeing the potential of our toddler groups - supporting parents, friendships being established, faith developing there rather than waiting for the families to come to us on a Sunday. It seems that the child is to be encountered midweek rather than on a Sunday morning. Jesus commands us to "Go into all the world and proclaim the good news to the whole creation". Volunteers have gone, families have gone, young people have gone… now it's surely time for the church to go too.

Jesus commands us to "Go into all the world and proclaim the good news to the whole creation". Volunteers have gone, families have gone, young people have gone… now it's surely time for the church to go too.

CHILDREN, YOUNG PEOPLE AND FAMILIES

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Exploring faith and science in a family-friendly way

A social enterprise in a Baptist church which explores the relationship between science and faith in an interactive and family-friendly way was among the recipients in the 2021 round of Scientists in Congregations funding. Faith in Science CIC, based at New Hope Baptist Church in Coseley, was awarded £16,700 for its The Faith Experiment project, a series of workshops exploring questions on the interface of science and faith.

In each workshop it planned to use games and demonstrations alongside a short talk to help summarise the arguments. Its speakers are Matthew and Davinder Gardner, both healthcare scientists by background and members of New Hope Baptist Church.

Matthew said, “As scientists and Christians we were concerned that many people seem to believe that you have to reject one or the other, so it seems to us an argument taken too far on both sides. This could be atheists claiming that science disproves God, or Christians outright rejecting the advances in science without thinking them through.

“So we wanted to produce a programme to help show that science and faith don’t have to be in conflict, but should indeed strengthen each other.”

Rebuilding broken relationships

Situated on the south Devon coast on the outskirts of Exmouth is Littleham, an area made up of a traditional village, a council estate, shopping area and an emerging new estate. Sam Burnett felt a call to move there six years ago. With a passionate calling towards reaching the unchurched, particularly those who would never go to any established, conventional kind of church, Sam spent almost two years missional listening within the community.

Looking at the community around him, Sam saw that there was a lack of engagement between parents and children resulting in broken relationships and in some instances children committing vandalism in public areas. There was also a lack of local community spaces for families. Recognising this need for relationships and community, The Wave, Littleham officially launched and the practical outworkings of this new church started to emerge.

As well as a semi-regular gathering on Sunday afternoons in a local leisure centre, outdoor gatherings have connected especially well with families, notably ‘Campfire,’ which has been a regular time for whole families to come and explore faith together while learning forest school skills based at a local primary school. Encouragingly, the local Anglican church has given real support towards Sam. A community café in partnership with the church has begun providing the much-needed physical place in the community for people to come to as well.

Reflecting on his missional journey with The Wave, Sam stresses the importance of listening to God above all else, ‘seeking the needs of the community and asking God what he’s calling you to do, rather than saying “I want to do this, and I want to do it in this community”.

For more on this story, read: baptist.org.uk/wave74 or scan the QR code

Travelling 3,887 miles to Chad

An enterprising fundraising challenge led by its youth group Solid Rock took the congregation at Kidlington Baptist Church all the way to Chad. The church committed to spending the month up to Easter clocking-up 3887 miles to raise funds for BMS Operation Chad. The figure is the distance from its building in north Oxford to the Guinebor 2 Hospital in Chad, home of Tom and Mel Spears, the BMS mission workers currently supported by the Oxfordshire church.

The challenge involved walking, running, cycling, swimming, scooters and even mobility scooters; meaning all ages and stages of life could get involved. Even those shielding weren't forgotten, having been encouraged to do laps round the room or garden.

More than 80 people took part, logging their miles throughout the week and sending their totals to youth worker Scott Cheeseman. The idea initially came from the youth group, conceived in the height of lockdown, where one of the few activities available to people was getting outside to exercise. Scott said, "One of the kids said 'What about walking a bit further?' Then the idea grew – one of the youth leaders suggested we could connect it to our support of the Spears family in Chad which the youth group agreed with.

"Then it kind of spiralled."

The challenge raised £3,483, significantly more than the initial £695 target. Scott said "It's important to show the young people that we support them. They are not the church of tomorrow, they are the church of today. It was their idea, creativity and drive that has led to this.

"It's all about owning it through faith. In this instance they took the lead in mobilising the church in a journey of justice, and it's inspired them to think about how we can help others."

Joining the dots podcast

The CYF Round Table wants to serve our Baptist family in its calling to minister to children and young people in the church and community. One way it did this in 2021 was by launching its own podcast. *Joining the Dots* is a podcast that draws on the wisdom of experts and the experience of those on the ground to help start the conversation in exploring the context of the child, so that the dots between home, church, community, school and faith begin to join up.

Its first series in September explored schools and the amazing opportunities there are in helping students and staff encounter the good news in the classroom, playground and staff room. The podcast is hosted by Emma Mohr, a South Wales Baptist Association regional minister, and Clare Hooper, a Southern Counties Baptist Association regional minister with a particular remit to support churches and pioneers in their mission with children, young people and families.

They said: "We really hope that the podcast will foster a sense of community amongst our churches and those that carry out this vital ministry."

Visit baptist.org.uk/cyfpodcast or scan this QR code.

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National Priority

Digital Revolution

Whether we have liked it or not, the vast majority of us have engaged with the digital world more in the last two years than ever before. Sunday service livestreams, Zoom prayers and Zoom church meetings have become part of the 'new normal' for many of our churches, but we're only scratching the surface of the potential the digital revolution offers us.

'One of Great Value' by Chris Duffett

Digital Revolution

In recent years many of us have recognised how important the digital world is, whether in keeping in contact with friends and family during the pandemic lockdowns or enabling us to gather virtually in larger groups such as church services, online prayer meetings and the like.

Long before the pandemic, Council recognised the significance of the Digital Revolution and made it a 'priority area' for Baptists Together in 2018 not knowing just how quickly the Church would be immersed in it across the globe. A recent survey conducted by the Evangelical Alliance revealed that there is a 19% increase in those attending an online service at least once a month compared to pre Covid-19 (from 3% to 24%).[1]

However, the Digital Revolution perceived by Council in 2018 is much more far-reaching than simply the ability to attend our church services online. The impact of the digital world on nearly every aspect of life also includes a revolution in our mission and discipleship as the people of God. Some will likely push back against this assertion, but those leading the way for us as Digital Missioners perceive not threat but opportunity if we choose to acknowledge the reality of the digital revolution in which we now exist. Hannah Fleming-Hill, Digital Missioner with the South West Baptist Association writes,

'We are in the biggest change in communication in the 500 years since the printing press revolutionised how we consumed and understood, not just religious texts but all written word, leading to a huge shift. It changed culture, altered habits, improved education and put the opportunity to consume the word of God in the hands of the people during the week, not just from the pulpit in Latin on a Sunday. We have gone from paper to platform, from script to screen, from scribe to selfies.'

'We are in the biggest change in communication in the 500 years since the printing press revolutionised how we consumed and understood, not just religious texts but all written word'

In making this a core priority area we want to go way beyond just acknowledging the truth of this. Our desire is to train, empower and release God's people to join with the missio Dei in this digital space. Several of our Associations are actively engaged in this endeavour with Digital Missioners tasked to help local churches and pioneers consider how they might share their faith in word and deed in the digital world, recognising the way this enhances existing activities and inspires new forms of mission.[2] Some in our Baptist movement are beginning to explore how we might not only reach but also disciple those new to faith using purely digital means. Our colleges are beginning to offer courses in Digital Theology to create the opportunity for theological reflection on digitality and its implications for the contemporary church.[3]

1 *Changing Church Research Report*, Evangelical Alliance, https://www.eauk.org/assets/files/downloads/Changing-Church-Autumn-2021-Research-Report.pdf
2 See https://www.swbaptists.org.uk/mission/digital/
3 https://www.spurgeons.ac.uk/ma-in-digital-theology/

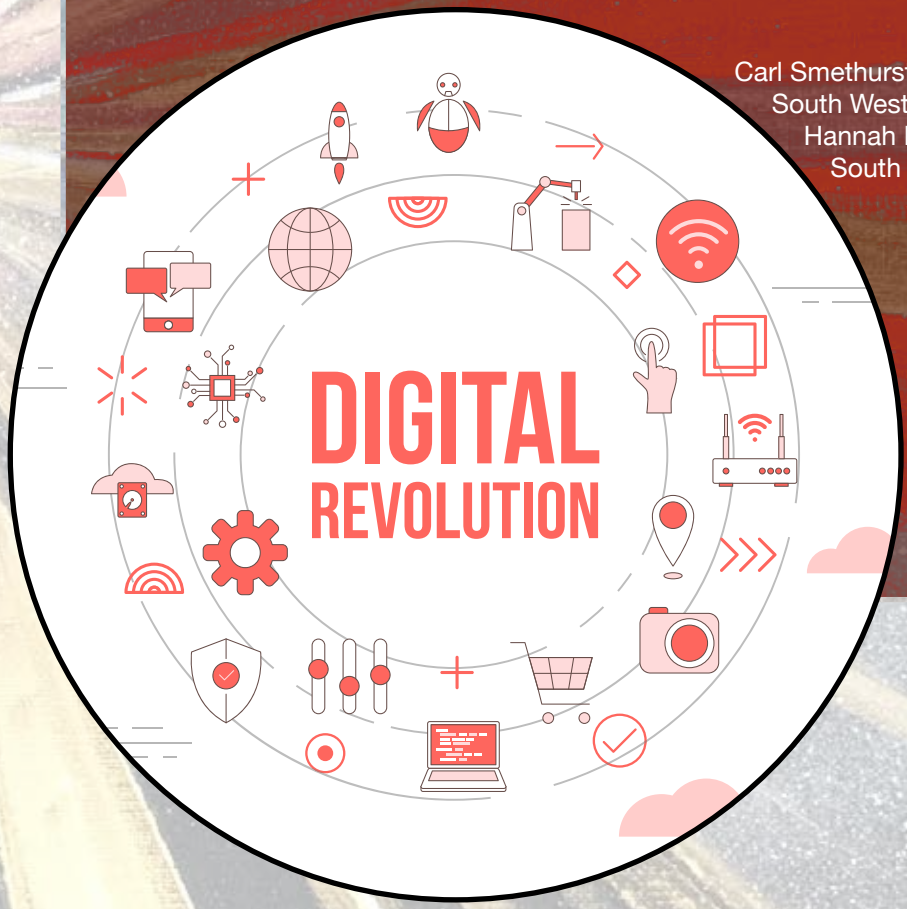
Image by user6164906, freepik.com
Painting 'One of Great Value' by Chris Duffett

Advocates for the use of online options are not trying to stop onsite gatherings but simply open the conversations so that online is seen as a valued form of ministry and mission. As much as the small groups, after service coffee, children's groups, worship evenings etc are part of the different ways for church to happen, the digital world needs to be seen in the same way too. For many who normally feel left out from church due to disability or accessibility, the chance to be a part of church services and participate in fellowship with the church family has never before been experienced. Onsite gatherings are still a vital part of the Christian's life, but for some it simply is not possible.

Jesus went to many places, met with many people and challenged the Pharisees about who should hear the news of the Kingdom. Online is precisely the space we should be trying to reach to share the gospel, being salt and light in a space that is the catalyst for many issues (mental ill health, loneliness and self-esteem[4]). How can we be Gospel sharing, Kingdom building, disciple-making influencers for Christ if we aren't engaging in the places where the majority of society are?

We're only scratching the surface of this priority area. Much more effort and focussed resource is required to help us engage, not just with the original tools of the internet which permit things like live-streamed services, not just with how the web might offer a place to create and/or enhance relational community, but with the latest developments in the digital world that challenge us to consider the place and role of God's people in the developing metaverse and the opportunities offered by virtual reality church.[5]

For some of us this might seem like a foreign land(!) yet most reading this will have a social media account on one of the popular platforms. As Jesus shared the Great Commission (Matthew 28:16-20) declaring us to go and make disciples, we have to ask ourselves - how far out are we going? As missionary disciples of Jesus we have a choice whether or not to share our faith 'by all possible means' (1 Corinthians 9:22), including in the digital world; to acknowledge the digital revolution happening all around us and learn to 'sing the songs of the Lord in a foreign land' (Psalm 137:4).



Carl Smethurst - Regional Minister: Mission, South West Baptist Association
Hannah Fleming-Hill - Digital Missioner, South West Baptist Association

4 https://www.independent.co.uk/life-style/health-and-families/social-media-mental-health-anxiety-b1996486.html
5 See https://www.youversion.church/post/church-in-the-metaverse-new-platform-endless-opportunities

'Our WhatsApp group has been a great blessing'

Despite having some members for whom accessing technology is difficult, Laird Street Baptist Church in Birkenhead coped with the restrictions of the pandemic in a number of ways. Writing in our Spring 2021 *Together* magazine, minister Cathy Buntin explained more:

'We've been joining with the weekly service and reflections with the North Western Baptist Association, and our Regional Minister Phil Jump has been amazing and preaching into the situation that we find ourselves in.

'It has been difficult to do our online service as it would exclude the majority. So we set up a WhatsApp group and, apart from six members, we all engage daily with this. This has been a great blessing as we have shared devotions, music and specifically prayer requests. The list is growing every day for those who need our prayers.

'We also have a weekly prayer meeting via Zoom with the Anglicans and this has been a great source of strength and encouragement.'

'Together, we can find ways of being God's gathered people"

Luciana Damascena and Hazel Sherman lead West Worthing Baptist Church in Sussex. In our Spring 2021 magazine, they shared how they were seeking to rely less on their building.

We found a new proximity to our people during lockdown, as we phoned around regularly and had longer conversations. We discovered that some of our people who didn't 'do' internet actually can be taught to interact with others online.

We also discovered we had a greater reliance on structured gatherings in the building in order to do the missional work of the church than we thought. Now we are asking ourselves how to continue to be open and welcoming to the local community when we cannot rely on the premises to do so for us.

We haven't yet arrived at a conclusion, but we do know that the first step is to recognise how much the building did the work for us. We hope that now we can embark on a journey of discovering new, and perhaps simpler, ways of being here for people.

After all, our members discovered they were not as averse to change and adaptation as they thought they were: the majority is happy with a new way of worshipping and fellowship, brought on them quite suddenly. I wonder if they can adapt to a new way of Sunday worship? If they can learn to Zoom and discover ways to connect previously thought inconceivable to most? If they can obtain new skills? Surely, together, we can find ways of being God's gathered people, who bring others along, without relying on all the ways the building has helped us achieve this.

To read the full reflection, visit baptist.org.uk/westworthing

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Missional Community in the Tyne Valley

After many years of leadership experience in an established church, Northern Baptist Association's Regional Minister Paul Revill and his wife Barbara, a minister in training, felt led to explore pioneering a missional community in the Tyne Valley just outside Newcastle, alongside their current roles.

Beginning by gathering a core group together of about nine people who had a similar heart for mission, they would meet weekly to pray, share life through meals and primarily seek God and his leading.

The community decided to transfer their gatherings online during the lockdowns during the time of the pandemic. They would meet regularly on a mid-week evening for prayer with a more open meeting at the weekends to invite others to. Paul notes that moving online actually drew in more people who were either with faith or exploring faith but not connected with any church.

Despite the limitations of online gatherings, they managed to have musical and poetry evenings and use some of the principles from Biglife Ministries to encourage everyone to bring something to share from their own discipleship journey. Paul and Barbara note this requires leading with a light touch, letting go for everyone to take part, which can at times be daunting but appears to be connecting with those wouldn't engage with more traditional models of church.

For the full story, visit: baptist.org.uk/tyne or scan this QR code.

Why follow Jesus 365

A church in Wales has used the digital space to share Jesus – and has seen dozens of people make a profession of faith.

'Why follow Jesus 365' is a Facebook page that does as its name suggests – it shares reasons to follow Jesus and engages in subsequent discussions. The page was created by Paul James of Eden Church, Penarth after he initially felt prompted by God to write a book about straight-forward reasons to follow Jesus. It launched on Valentine's Day, 2020 ("What better day to talk about the real love that lasts a lifetime?" he says). Paul received the backing of his church and minister Simon Jennings. It celebrated its second anniversary in 2022. At the end of 2021 Paul shared this message:

"We started to share the love of Jesus in February 2020. So much has happened since then including lockdowns but we have also learnt God is good all the time. In the last year we have been joined by 150 new people taking the number of page followers to 780 and a growth in reach this year of 68 per cent reaching 163,000 people. So thank you everyone and we pray you are blessed by the posts.

"Most importantly though we have seen about 70 people make a profession of faith and decide to follow Jesus - and that is what we are really about."

Those who make a profession are referred to churches and discipleship classes.In a video interview with South Wales Baptist Association, Simon said: "So many people have been enthused and encouraged… I sense it's a catalyst for the development and the growth of the evangelism gift within the church." Visit facebook.com/WFJ365

Tiny Garden Church

Gardening, mission and Zoom might not sound like three words that naturally fit together, but New Park Street English Baptist Chapel in Anglesey discovered how God can use the most surprising ways to build his Kingdom.

Pandemic restrictions had already pushed the small church outside its familiar comfort zone when it began streaming its live services via Facebook. As it became acquainted with new technologies, it went a step further when Sue Jennings, a member of the congregation, felt God leading her to use her skills in organic gardening to help others – through Zoom.

'people were encouraged and empowered, friendships developed, wellbeing enhanced and those who didn't usually attend church participated in worship and times of prayer'

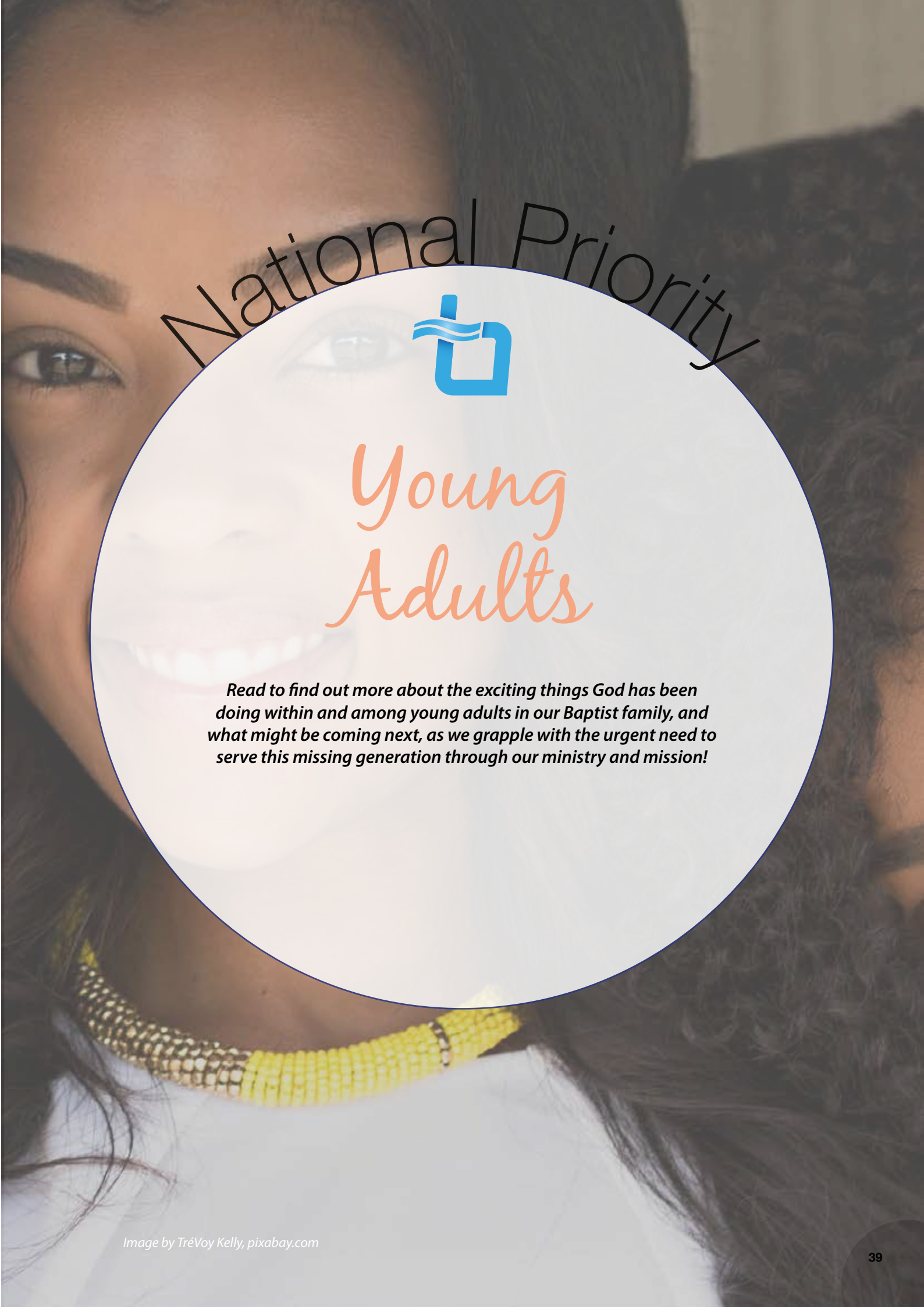
'Tiny Garden Church' was a 2021 lockdown project that involved each person tending their own tiny garden space of a 1m square raised bed, which they were shown how to make from scratch. Each week they were given tips and ideas for their miniature garden, and shared how their individual growing was developing.

"It wasn't an ordinary gardening club online", said minister Deb Stammers. "The intention was to do this within a context of worship and prayer… there is no disconnect between the sacred and the secular." So there was a time of prayer each session and once a month a more intentional worship time, involving looking at the Bible, particularly in relation to gardening and using resources from the 'Muddy Church' network.

Deb confessed that like many pioneering ideas she wasn't initially sure how this would work, or even who would attend, but 'a real mixture of people from the local community' came, and the project saw real fruit: people were encouraged and empowered, friendships developed, wellbeing enhanced and those who didn't usually attend church participated in worship and times of prayer.

Photo by New Park Street English Baptist Chapel

DIGITAL REVOLUTION



National Priority

Young Adults

Read to find out more about the exciting things God has been doing within and among young adults in our Baptist family, and what might be coming next, as we grapple with the urgent need to serve this missing generation through our ministry and mission!

Image by TréVoy Kelly, pixabay.com

Young Adults - action and progress

2021 was a year of decisive action and progress, as we continued to respond to the urgent need to improve our engagement, as a Baptist movement, with young adults. Young adults remained a priority focus within the life of Baptists Together, as a regular topic of conversation and the subject of integrated, strategic decision making - at a national level within our Core Leadership Team and working groups, at a regional level among our colleges and regional teams, and at a local level within individual churches and networks.

Nationally, the focus on young adults and emerging leaders took a significant step forward in February 2021 as the Baptists Together Internships Project was launched. This followed on from a 2019 report that investigated the presence and contribution of young adults within our Baptist family. The Core Leadership Team (CLT) commissioned the project, coordinated by Jonny Hirst (Associate Minister, Kay Street Baptist Church), Carl Smethurst (Regional Minister in South West Baptist Association), Rachel Stone (HR & Safeguarding Team Leader) and Tim Fergusson (Ministerial Development Adviser). The project team gathered 15 members drawn from churches, regional associations, colleges and Specialist Teams.

'2021 was a year of decisive action and progress, as we continued to respond to the urgent need to improve our engagement, as a movement, with young adults.'

The work of the Internships Project team led to a statement being released in June 2021 by the CLT. It reads:

'Baptists Together aims to encourage, promote and facilitate internships for those called to a wide range of missional settings across our regions in England and Wales, so that:

- *Interns may explore their gifting; grow in their faith as disciples of Jesus; invest their time, skills and energy; and receive training and practical experience.*
- *Churches, mission projects and associations may provide opportunities for those called to explore their gifting; invest in developing new leaders; grow together with their interns as their gifts are identified for use in the local community; and reap the harvest of an experienced crop of young leaders across the Baptist family.'*

Internships within Baptist churches and contexts are vital for our work with young adults as they are a way to:

- provide opportunities for all those who feel called into a wide range of ministries.
- help young adults and emerging leaders to receive skills investment as they grow in their ministry.
- see people with a new skill set and from a wider demographic engage in areas of ministry, as together we serve our local churches and communities.

INVEST

An opportunity in the South West to explore missional ministry in a Baptist setting in partnership with SWYM.

More detail of the work of the Internships Project can be found on page 44.

YOUNG

All photos belong to each respective church, individual or organisation
Background image: TréVoy Kelly from pixabay.com

Within our regional teams and colleges, work to meet, support and release young adults and emerging leaders continued a pace, albeit somewhat inhibited by the added challenges of measures intended to contain the coronavirus. In the South East Baptist Association there was a monthly online gathering for millennial ministers hosted by Pete Everitt, Mark Hirst and Adrian Semerene, that connected, encouraged and supported ministers in their 20s and 30s. With a good number of attendees and guest speakers meeting a real need, the group continues to thrive. In the North West Baptist Association Jonny Hirst continued to run a regional discipleship programme for those aged 16 and above, building a sense of team and community across the emerging leaders within the region. In addition to the more established internships programmes such as Invest in the South West Baptist Association and London Baptist Internships, the Central Baptist Association, Southern Counties Baptist Association and Regent's Park College together created a new training programme for young adults and emerging leaders, called Equip. Equip ran online with eight learners joining in with the programme that is designed to equip 18-30s to lead with confidence and humility in God's church.

At a local level, the pandemic hastened many churches and organisations in their engagement with the digital revolution, as younger adults powerfully brought their skills to bear, enabling whole church communities to gather online, as they patiently led a great number of congregations in filming and cutting videos, uploading to YouTube, and operating Zoom breakout rooms. As Baptist churches continue to navigate the social restrictions, exploring hybrid operations within our ministry and mission, young adults (as digital natives) continue to serve sacrificially, with great expertise.

Looking ahead to 2022, the Young Adults Round Table (YART) continues to work collaboratively with regional teams, colleges, the Core Leadership Team and BU Council to deliver improved engagement with young adults and emerging leaders, movement-wide. After years of diligent leadership, Jonny Hirst stepped down as the YART leader in 2021, and was succeeded by Andrew Ginn. Where Andrew has a background with YART and the Children, Young People and Familes Round Table, it's hoped the coming year will see even greater collaboration with other Baptist Working Groups. We also seek greater engagement with our Baptists Together priorities, as we continue to shape our movement, our ministry and our mission, for the thriving of young adults and emerging leaders. Together we seek after the coming Kingdom.

Andrew Ginn, Chair Young Adults Round Table

ADULTS

Missional Gaming with Gen Z

How do you connect with Gen Z (those born after 1996)? The idea of missional gaming was discussed in a recorded conversation published in the Missional Adventure area of our website in March 2021.

In this video Sam and Suzie Abramian from Good Hope Communities in Norfolk chatted with their two discipleship year interns Jenna and Elsio. Jenna explained that many in this age group spend a lot of time online, whether it's through social media, gaming or simply chatting through an instant messaging network such as Discord. As such, online communities are really important, one of the key connecting spaces for friends, and that playing alongside others in a community has become a key aspect of gaming. In these settings, both Jenna and Elsio had noticed conversations about big questions – life, God, faith – would sometimes naturally occur. They mentioned that young people who hadn't grown up in a church environment often had these questions, but 'nowhere to ask them'. Popular games such as Roblox and Minecraft have great moderation on their chat facilities, but this also steers conversation away from such big issues.

Jenna and Elsio had therefore wondered about creating a safe online space where people could ask these questions, as well as play games with their friends - a form of youth group that meets online. They mentioned Norfolk YMCA had set up its own Discord server for those over 13. "It would be such a good way to open that conversation up within young people," said Jenna.

"Gaming and faith - there could be a really great connection there."

"Gaming and faith - there could be a really great connection there"

YOUNG ADULTS

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Background image: TréVoy Kelly from pixabay.com

Life as a student during Covid-19

As part of our focus on young adults, a number of students from Baptist churches have told us about their experiences at university.

Joni Roberts was in her second year of a French and Philosophy degree at King's College in London. Her university career started off with the normal freedoms. As the virus spread, her course moved online, and Joni returned home to Stratford-upon-Avon (where she attends theBarn in Bidford) a couple of days before the first national lockdown. She remained there until September, when she returned to London for her second year and moved into a house with four friends. There was some in-person teaching in the early autumn, but that was soon curtailed with rising numbers of infections.

"So it's been really difficult - and I've seen lots of loneliness"

By 2021 life had subsequently became 'very stripped back'.

"Though a lot of effort has been put into online, it's quite isolating," she said. "You're stuck in a house. Four classes in a day, then the work on top of that, means 10 hours online at your desk. There's no change in scenery, unlike before.

"So it's been really difficult - and I've seen lots of loneliness."

A couple of things have been key in helping her navigate this period. Her household learned to support each other, through intentionally eating and spending time together in the evenings. Joni has also been part of an online community with her church, King's Cross Church, meeting once a week over Zoom for a short Bible study, talk about highs and lows, prayer and games.

"I've only met a couple of people in person. It's seemed intimate and genuine, and it's been such a lifeline."

Josh Edah is studying Maths and Computer Science at the University of Essex. There were many reasons why his first year was a challenging time. For instance, in 2021 his entire course was online. Personal support was naturally more limited too – it's difficult to ask a lecturer all the questions you'd like to when you're in a Zoom meeting with dozens of other students. Another challenge was the lack of human contact, limited to the people in his block.

"I've met some, which is great - I have flatmates, and in my block I have friends on all the three floors. But I feel like I could have met more without the pandemic. It has been a struggle to find new friends, and that's been one of the biggest things."

All this has taken its toll, Josh admits. Keeping in touch with friends via social media and video technology has helped, as has listening to a lot of worship music. Josh, whose church back home in London is Mitcham Baptist, also joined the Christian Union and attends its Thursday services each week. "It's been good to be in a community like this," he says.

"It has been a struggle to find new friends, and that's been one of the biggest things"

Did he think about deferring this year?

"No, I thought there was no point in missing a year. My goal is three years at Essex, and then hopefully a Masters at Oxford or Cambridge. I then want to take that knowledge and use it for the betterment of society. With Computer Sciences you can go into almost anything. So I wanted to get started, and it's been a case of getting on with it."

Internships Project: developing future leaders

The Internships Project has been developing a more co-ordinated approach to internships across Baptists Together. The project has built upon a 2019 report that investigated the presence and contribution of young adults to our Baptist family written by Carl Smethurst, a regional minister with the South West Baptist Association. One of the recommendations of that report was to create opportunities for those young adults already connected to our churches to develop in their discipleship and leadership – including through internships.

"Excellent progress has been made so far but the work continues."

The heart and prayer of the project team was that, as a Baptist movement, we might help interns, young adults and emerging leaders to develop in partnership with local churches. We must invest in the emerging generations, so that as a whole movement, we can grow together. The hope is not only to nurture the skills and faith of interns, but also to create a culture of Baptist belonging for a younger generation.

The Internships Project achieved a lot in 2021:

- developing the 'Marks of Emerging Leaders', building on the Marks of Ministry identified in the Ignite Report
- creating a best-practice handbook and 'how to guide' to set all churches and interns up to succeed and thrive in internship placements
- securing forward funding from our partners at Baptist Insurance to facilitate internship placements and gatherings
- mapping the opportunities offered by other internship providers
- creating a web portal to make internship placements within Baptists Together more widely available
- promoting other internship opportunities nationally and internationally.

The Internships Project culminated with a successful proposal to the Core Leadership Team and Trustee Board to create a new full-time staff role of Young Leaders' Development Coordinator within the Ministries Team and Isabella Senior has been appointed from March 2022. Isabella will lead the future development of the project, as the role of internships continues to grow within our movement.

Carl Smethurst commented, "This significant piece of work progresses a conversation among Baptists Together over the last five years, which seeks to recognise the importance of releasing young adults to explore missional ministries of all kinds and enhance a culture of belonging for this generation across our Baptist movement. Excellent progress has been made so far but the work continues."

YOUNG ADULTS

Photo by viewapart, freepik.com
Background image: TréVoy Kelly from pixabay.com

Underpinning Support

Through the work of the national specialist teams, in partnership with our regional associations and colleges, Baptists Together provides underpinning support in all areas of Baptist life.

ministries

HR & safeguarding

faith & society

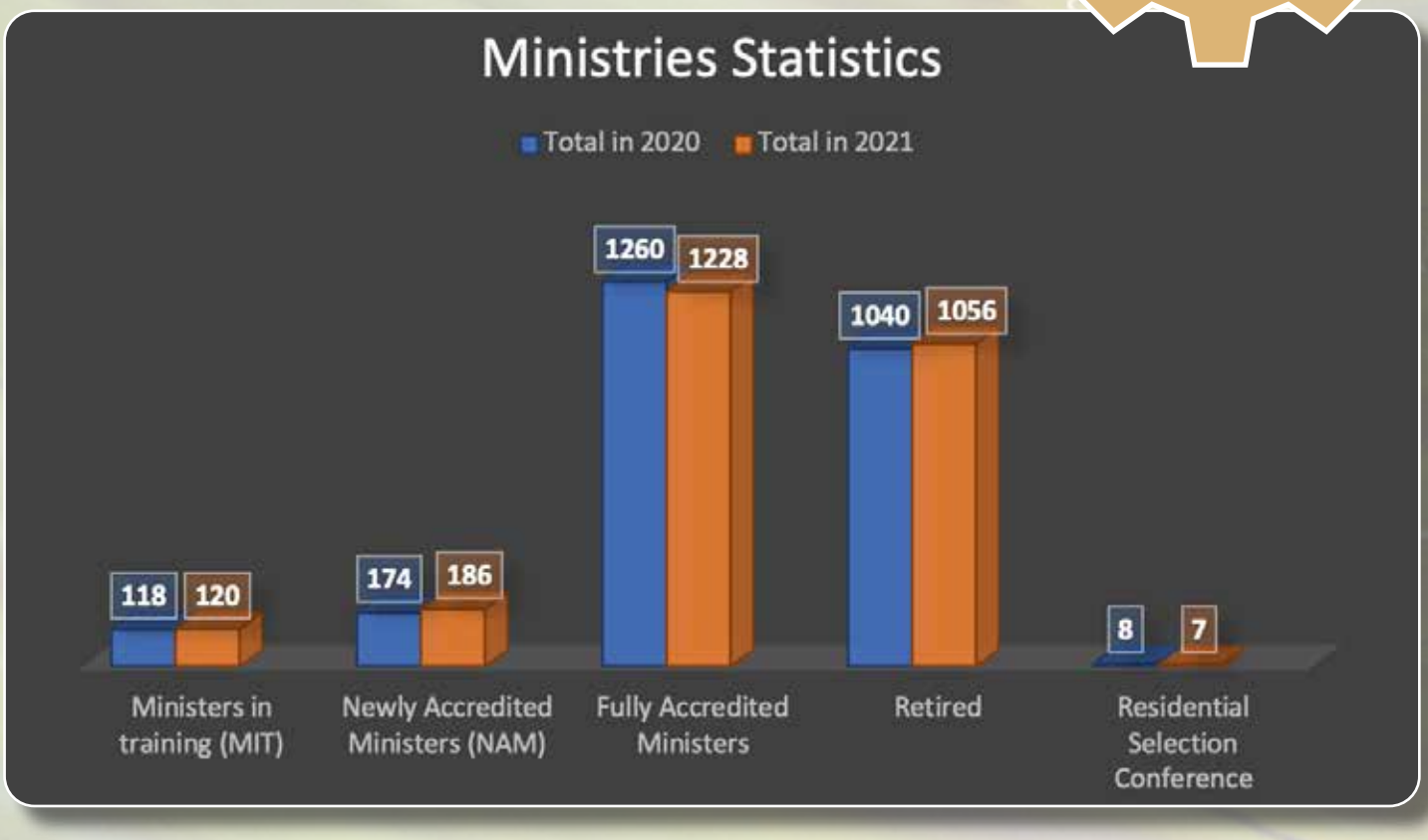
supportservices

'The One on Which We Rest' by Mike Lowe

Ministries

The Ministries Team works in collaboration with the 13 regional associations and five colleges in supporting the training and ongoing development of accredited ministers, nationally recognised preachers, pastors and pioneers to serve within Baptist churches, in a wide range of chaplaincies, trans-locally, in church planting and pioneering, and other contexts.

1228
Active Fully Accredited Ministers



Baptists Together Settlement Process

The new settlement system began on 12 May. Churches are now able to share information about themselves in a secure area on our website and, having viewed it, accredited ministers can share their profile with the churches they believe may be suitable for them. Regional teams continue to accompany churches and ministers through the process. We hope that by better use of the technology available to us, they will have more time available to engage with ministers and churches. The uncertainty arising from the pandemic around the numbers of people still engaging with church and the consequent financial challenges have meant that the number of churches actively looking for a minister has been lower than normal.

Racial Justice

'new introductory training resource on equality and diversity is being developed'

In consultation with members of the justice groups, a new introductory training resource on equality and diversity is being developed and will be launched shortly. The course is made up of six brief sessions on video. Each session will include some taught material, an interview or a filmed conversation and questions to consider. They can be used in group settings or with another minister, one session at a time or several on the same occasion. While they are aimed at ministers, they should be suitable for others to use within the church.

Churches' Ministerial Counselling Service

1222 counselling sessions were provided for 133 Baptists

During 2021 the Churches' Ministerial Counselling Service continued to provide confidential subsidised professional counselling for ministers and their adult family members living at home with them. While some counselling continued face-to-face, a significant number of clients received online counselling which often made it easier to find a suitable counsellor quickly. A total of 1222 counselling sessions were provided for 133 Baptists over the year, which is the highest demand for counselling we have experienced. Details of the service can be found at cmincs.net. Normally 12 sessions of counselling are provided, although this can be extended at the counsellor's request.

Funding for Ministerial Training

The review group looking at funding for ministerial training reported to Council in November. A range of options were presented and have continued or been developed, which now include:

- Crowdfunding Partnership with Stewardship so that Baptist students can set up a profile for funding and also engage in training to help them crowdfund more effectively.
- Baptist Student Loan Scheme in partnership with Kingdom Bank for those not able to access the government loan scheme. This is underwritten by BUGB.
- Bursary funding from BUGB, administered by the Colleges.

Some churches continue to call ministers in training on a half time basis as they engage in their initial training and formation. The majority of these ministers remain where they train, so churches looking for a new minister are encouraged to talk to one of the colleges or their regional association and see if this may be a possibility. Providing a placement for a minister in training is a great way to invest in future ministry.

'Every Valley Shall be Exalted' by Mike Lowe

ministries

Review of National Recognition of Pastors, Preachers and Pioneers

In consultation with the Baptist colleges and associations we began a review process to consider the national recognition of pastors, preachers and pioneers and the training and formation that they require. This will enable colleges to widen the range of courses that they offer for church leaders as part of the Baptist Training Partnership. We will potentially recognise a similar range of forms of ministry as we now recognise for accredited ministry but at a lower level of training and formation. The Marks of Ministry will be used within the recognition and training process. The review should be completed in autumn 2022. The Ministerial Recognition Committee have stopped any brand-new applications for preachers pending the outcome of the review. Those in progress will continue and be recognised in due course.

In considering the full range of ministry, the Ministries Team have also been part of the Internships project (see page 44 for more details). We are delighted to have appointed Isabella Senior as Young Leaders' Development Coordinator, starting in March 2022, to take this work forward. Her role in the first instance will be to encourage and facilitate internships by building on the work of the project group. Beyond that, she will act as a point of contact and networker for younger leaders across Baptists Together. Our aim is to build our capacity for high quality, discipleship-focused young leader development.

'We will potentially recognise a similar range of forms of ministry as we now recognise for accredited ministry but at a lower level of training and formation.'

Photo: freepik.com

Specialist advice and support for churches

We continue to support churches with free advice and support on a range of specialist topics. Our aim is to provide a comprehensive suite of guidance to enable churches to operate effectively and substantially reduce their need to pay for external advice.

- We publish and maintain over 100 guideline leaflets on topics including church finance, charity governance, legal and trust issues, listed buildings, property and tax.
- We also provide bespoke advice to support churches where they have specific queries or complex issues not covered by our leaflets, which is provided via phone, email and site visits as appropriate. The scope of work we can carry out is supported by two of our staff holding Legal Practising Certificates issued by the Solicitors Regulatory Authority.
- During 2021 we continued to support churches with issues relating to the Coronavirus pandemic, updating our guidance leaflets on this topic regularly throughout the year as legislation and government advice evolved.
- In 2021 we developed a new self-assessment tool for Baptists Together churches, www.churchhealthcheck.org, which was launched in January 2022. This tool allows churches to assess their operating practices against good practice over a range of topics by answering a series of yes/no questions. It produces a report which directs them to the appropriate guidance to assist with any issues. Over 300 churches signed up to use the tool in its first month. We plan to add further topics to this tool throughout 2022.

Looking ahead during 2022 we plan to launch Facebook groups for Treasurers and Secretaries in our churches to enable them to offer each other support and advice in carrying out these vital roles for our churches.

'In 2021 we developed a new self-assessment tool for Baptists Together churches, www.churchhealthcheck.org'

Supporting Baptists Together

The Support Services Team supports the internal operations of Baptists Together and the Baptist Union charity itself. This includes

- Administration of the Home Mission Fund to bring together the funds collected by regional associations and distribute them according to the agreed funding formula.
- Collection of Subscriptions from member churches, associations, colleges and personal members.
- Operation of the national web-based database of our churches and ministers, which is accessible to staff in the specialist teams and regional associations, enabling the teams to work more efficiently.
- Operation of the IT systems that support Baptists Together.
- Supporting the operation of the governance structures that underpin Baptists Together, which are described on pages 68-75.

During 2021 we initiated a review of the financial model of Baptists Together, which governs the distribution of financial resources across regional associations and specialist teams. The first phase report will be presented to Baptist Union Council in March 2022 with further phases to follow.

'Friends' by Mike Lowe

supportservices

£60.7 million
in deposits at end 2021

Financial Services for churches

The Support Services Team continues to operate the Baptists Together Deposit Scheme and Loan Fund on behalf of the Baptist Union Corporation.

The Deposit Scheme continued to offer highly competitive rates of interest on deposits with Baptist Union Corporation (BUC) during 2021. The scheme continues to prove valuable to churches, with deposits of £60.7m, up by £4.7m over the year. Over £290,000 of interest was paid to Baptist organisations to support their work.

£41.7 million
on loans supporting Baptist organisations

Funds deposited enable the BUC to make loans to support Baptist work. Loans are offered with competitive interest rates and much lower fees than typical commercial lending.

Loans to churches support the acquisition and development of churches and manses and the settlement of pension debts. We also make loans to other Baptist organisations, with £2m on loan to the Retired Baptist Ministers' Housing Organisation to support its work in housing retired ministers, £20m to support the Pension Family Solution and £2.7m to Spurgeon's College to support their work. Overall loans fell by £0.3m to £41.7m.

£290,000
in interest paid to depositors

'Friends' by Mike Lowe

Bunyan Baptist Church

Bunyan Baptist Church in Stevenage had been looking for many years to expand and improve their premises. After finalising their plans, a very successful fundraising campaign began in earnest. However, they still needed help in the form of a Baptists Together loan to reach their funding target and were able to proceed with major works at the end of 2020.

The 9-month project has resulted in a unified building that's much more useable, welcoming and with brand new toilets. Much of the building work was done at a time when the church would have been unavailable due to Covid and, without the loan the project would have been delayed further. They're delighted to have completed the work and be back in the building.

£950,000
distributed to Baptist organisations following five church closures

2,243
properties in trust across 1,040 churches and other charities

Property Trustee Services for churches

The Baptist Union Corporation continues to support member churches and other Baptist organisations by acting as a Property Trustee for church buildings, manses and other properties. As the majority of our member churches are unincorporated associations, they are unable to directly hold property, so this service is a key practical support to churches in their work. We also operate the East Midland Baptist Trust Corporation on behalf of its Trustees.

As part of this service, we assist churches in the acquisition and disposal of properties, helping the church to comply with its trust deeds and Charity Commission requirements.

As Property Trustee, we also support churches that are closing. Whilst it is always sad when a church closes, we wish to ensure that resources are efficiently recycled into future Baptist work. We advise churches on the closure process and then dispose of assets, settle any liabilities and distribute the remaining funds to beneficiaries of the relevant trusts.

£5.8 million
of property transactions supported

Safeguarding

The Independent Inquiry into Child Sexual Abuse published its report into religious and faith-based organisations at the beginning of September 2021. Whilst the report is highly critical of safeguarding policy and practice in many faith-based organisations, we were grateful that they chose to specifically comment positively on BUGB's safeguarding approach. Section 31.2 of their report states:

'The Baptist Union of Great Britain is another example of an organisation with effective policies in place. It has a model safeguarding policy and procedures for its member churches, as well as its own child protection policies, including a policy setting out the role of designated persons for safeguarding. It has structures at a local, regional and national level to ensure that its policies are implemented in practice.'

IICSA
INDEPENDENT INQUIRY INTO CHILD SEXUAL ABUSE

Safeguarding Update film

The 'Safeguarding Update' film produced at the end of 2020 has been a really valuable resource during 2021. With 4,600 views, it topped the list of Baptists Together YouTube resources, and we estimate that more than 10,000 church leaders and volunteers watched the video with their colleagues, with many also participating in the online Q&A session run by our association safeguarding trainers.

Children, Young People and Families

The National Safeguarding Team has produced a series of guidance notes during lockdown to support those working with children and young people, recognising the move to online meeting, contact through social media and, as lockdown restrictions started to lift, moving to outdoor meetings and gatherings.

We have also been leading an ecumenical project in partnership with the NSPCC to develop a new set of film and study resources for teenagers exploring how their faith affects how they engage with the online world. Supported by a significant grant from Porticus, this work is underway and we expect to launch the new materials in the autumn of 2022.

Behind the scenes...

We continue to be grateful to the 150 safeguarding trainers who work across England and Wales to deliver our Excellence in Safeguarding training. Whilst face-to-face training has not been running, we have used the time to update the Level 2 and Level 3 courses, to train an additional 20 trainers, and to offer refresher training to all our trainers, who re-launched face-to-face training at the start of 2022.

HR Support

Furlough guidance

As the furlough scheme came to an end, we have provided ongoing guidance and information to churches on furlough, flexible furlough and the return to office-based work.

Restructuring and redundancy

The whole lockdown period has brought significant HR challenges for our churches, with many having to look at restructuring and redundancy as church income and giving has fallen. Rachel Stone, our HR Team Leader, has acted as a specialist adviser to more than 200 churches during 2020 and 2021 as they have wrestled with these issues.

HR & safeguarding

'During 2021, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff.'

Stress and ill health

Sadly, lockdown has exacerbated both physical and mental health problems for staff working in our churches. We have continued to provide tailored advice to churches on individual health issues, helping churches with medical requests, occupational health referrals and making best use of the income protection scheme.

Being a good employer

We see that churches are keen to meet their legal obligations to their staff and want to make sure that they are complying with their responsibilities and duty of care. During 2021, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff.

Image by penseesauvage, photo by mego-studio, freepik.com

Faith and Society Team Leader - Diane Watts

Led by Diane Watts as Team Leader, the Faith and Society Team aims to support, encourage and resource Baptists Together, helping to bring the reality of God's kingdom to the communities to which we have been called.
The team has focussed on listening and encouraging on-going conversation, building connections at a time when people were experiencing disconnection in many different ways. In the desire to encourage a stance of Godly attentiveness we have shared learning, stories and theological reflection from across our movement.

2021 saw on-going fruitful engagement across denominations and beyond, enabling a Baptist voice in the public sphere and bringing a uniquely Baptist perspective to a range of issues. The Faith and Society team has facilitated and participated in several national conversations calling for God's compassion to be recognised in decision making, in the hope that the biblical message of justice and wisdom is sown into every community across Wales and England.

We have also been delighted to welcome **Sharon Shek** into the team to lead the Hong Kong Response project (see page 11 for more details), which is also challenging our churches to be more welcoming to everyone.

Ecumenical Engagement

The past year has been full of encouraging ecumenical conversations – with local churches wishing to engage ecumenically and set up appropriate structures; with regional colleagues looking at re-imagining the structures and agendas of intermediate ecumenism; with national denominational and ecumenical bodies representing Baptists Together. We have participated in the agreement of new versions of the model constitutions for Local Ecumenical Partnerships and a new Toolkit for ecumenical engagement, which are now being used in a variety of situations.

Being able to engage more in person has been a blessing and has enabled our Ecumenical and International Coordinator **Hilary Treavis** to give a presentation as part of Churches Together in England's Enabling Group on 'A Theology of Disagreement', be part of the planning team and run a session at the All Ecumenical Officers' Conference in September and attend a meeting of National Ecumenical Officers in London.

Promoting Racial Justice

Our Justice Enabler, **Wale Hudson-Roberts** has been active this year in promoting racial justice, alongside the Racial Justice Working Group, the Sam Sharpe Project and more recently the Racial Justice Advocacy Forum, to help our Union of churches, colleges and associations create an anti-racist culture. The significant highlights for 2021 were:

- Coordinating 'Visions of Colour' - a racial justice training programme which supports Baptist ministers seek to create anti-racist churches. The pilot will be launched in June 2022.
- Facilitating 'Just Aware'. In a relational and conversational setting, Just Aware seeks to highlight racial, gender and disability injustice.
- Establishing the Racial Justice Advocacy Forum with Churches Together in Britain and Ireland.
- Organising the 2021 Sam Sharpe lecture and project with the Sam Sharpe Partners.

Image by angelinabambina, freepik.com

Project Violet

On 1 July 2021, Project Violet was officially launched. Project Violet is a three-year participatory research project that will examine the place of women in Baptist ministry. The project aims to understand more fully the theological, missional, and structural obstacles women ministers face in the Baptist community in Great Britain and identify ways forward.

Phase one got off to a brilliant start with nearly 50 women responding to the Mosaic phase. Each woman was asked to provide a written contribution in response to the question: *What are the joys and sorrows that come to mind when you reflect upon your experience of ministry as a woman Baptist minister?*

Project Violet is now entering its next phase of Investigation and Accompaniment. This phase aims to give 18 women the opportunity to investigate a question from their perspective whilst being supported in their development. All the researchers are being accompanied by **Jane Day** our Centenary Development Enabler along with Project Violet co-leader Helen Cameron, Research Fellow for Regent's Park College, Oxford.

Project Violet is hosted by the Centre for Baptist Studies, Regent's Park College, Oxford.

Engaging with issues in the public arena

A key event in 2021 was the appointment of **Steve Tinning** as the Public Issues Enabler in November 2021, having been seconded into the role throughout much of year. Steve leads our engagement with the Joint Public Issues Team (JPIT), an ecumenical team working for peace and justice. As part of the Faith and Society Team he supports Baptist churches engaging around a variety of public issues.

Many of the issues of 2021 related to the Covid pandemic, so much of his time has been taken up in enabling Baptist voices to speak into issues such as vaccine equity and the Universal Credit uplift, amongst others. However, there have been many other key public issues to reflect on theologically and mobilise around:

- COP26 and our care of God's creation
- The Police, Crime, Sentencing and Courts Bill and the need to protect human rights
- Cuts in International Aid
- The development of new immigration policies, in the light of ongoing deaths of refugees in the English Channel and the escalation of war in Afghanistan.

Communications

Our National Communications Team, led by **Mike Lowe** as National Communications Manager creates, produces and publishes our national communications using our digital and print channels. The significant highlights of 2021 were:

- The development and production of the Summer *Together* magazine, Racial Justice Blogs and the Annual Report online and in print, co-ordinated to land just before the online Baptist Assembly
- Ongoing communication support for churches around Covid guidelines
- Continued development of our social media channels, particularly YouTube
- Support of the first online Baptist Assembly
- Ongoing maintenance and development of the website, including initiatives like the Disability Justice Blogs.

Feature: Paul Hobson - Editor/Writer

In my role as a writer and editor, I aim to share news and views from our churches. I edit the *Baptist Times* and work closely with the *Baptists Together* magazine editorial group to produce our three editions of our *Baptists Together* magazine each year. This means I hear how God is working through our churches – and I'm aware that even this is a mere snapshot!

Looking back at 2021, I'm struck by the most popular news story in *The Baptist Times*, a piece published early in the year. At the start of the vaccination roll-out we heard about several Baptist churches whose buildings were being used as vaccination centres. We featured a number of churches in that story and have since heard of several more. At a time of national crisis, Baptist churches were stepping up and making a tangible difference to their communities. Indeed, being a vaccination centre was but one example of Baptist churches serving during these difficult times, often creatively, always diligently, inspired by their faith in and love of Christ.

It has been my privilege to share some of these stories.

55,000 views of the top 10 2021 *Baptist Times* articles

Social Media

Our social media channels are a hub of collaboration with associations, charities and organisations alike. Overseen by **Mat Gale**, during 2021 we built on #WorshipWednesday, verse of the day, and lectionary reflections. As people began to host webinars, live streams and spaces for online connection, the communications team provided a central hub to share these more widely to Baptists, keeping us all informed and connected. Our YouTube channel has continued to develop -hosting webinars, live broadcasts and lectures, and the Baptist Assembly weekend.

The communications team continues to develop new skills to support the Baptist family, including the capability to provide production support for a full range of online events. Whilst the prayer broadcasts that had been a key initiative during the first year of the pandemic, we now support the JPIT team (see page 55) to deliver the weekly podcast *Politics in the Pulpit?*

We have partnered with The Fuelcast to film members of our Baptist movement sharing their stories, and created resources that we hope churches and ministers will be using in the years to come.

15 000
followers on social media

The Baptists Together Website

Our website aims to reflect the breadth of Baptists Together and **Mary Parker**, our Website and Resource Co-ordinator is always looking for new ways to make it easy for our churches and other users to find what they need – not always easy in a website with more than 7000 pages!

As with all good websites, ours is continually being developed to meet our needs, which in 2021 included:

- maintaining the Covid area of our website to ensure that churches could easily access the most up-to-date guidance
- launching our new App (baptist.org.uk/hubb)
- adding the Project Violet area
- developing a section for the Hong Kong Response Project
- publishing our Disability Justice blogs
- enhancing the *Baptists Together* magazine area
- updating the Safeguarding area with the provision of a secure area for our Safeguarding trainers
- enabling Baptists to register and access the online Baptist Assembly
- providing ministers with secure access to the Pastoral Vacancy List area of the site
- refreshing our online shop, including offering some new titles by Baptist authors

7 000 +
pages on the Baptists Together website

Image by angelinabambina, freepik.com

The Retired Baptist Ministers' Housing Organisation (RBMHO)

RBMHO has continued to fulfil its aims during another Covid-affected year, although the desire to travel and to physically see tenants has obviously been curtailed on a number of occasions. Covid has resulted in the deaths of three tenants, and we remember those across all spheres who have suffered in this way.

RBMHO has housed all those on the list for 2021, a total of 11 ministers and their families, bringing the number of tenanted properties to 268. This demonstrates a significant increase in RBMHO's ability, since its beginnings over 46 years ago, to assist those reaching retirement who have served the Lord through the Union or BMS. A further four tenants have, at their request, been moved to new homes.

As with all landlords, RBMHO is subject to ever-increasing legislative requirements about the way properties are managed and maintained which requires input from the staff and patience from the tenants as various surveyors, electricians and gas engineers have to visit their homes.

Finally, RBMHO can continue to operate only because of the faithful prayers and gifts of those churches, fellowships and individuals who continue their support for the work whenever possible. Thank you all most sincerely.

RBMHO is delighted that it can continue to provide good quality homes at affordable prices and values its reputation of caring for its tenants. The organisation looks forward to continuing its work to serve God and his servants.

For more on the work of RBMHO, see www.rbmho.org or contact the staff directly.

RETIRED BAPTIST MINISTERS
HOUSING ORGANISATION

‘Give Thanks to the Lord, for he is good. His love endures forever’ Psalm 136: 1

My name is Pearl White, and I am the wife of a retired minister.

I thank God every day for the love and care that he has bestowed on my family over the years. I was glad to be offered this opportunity to express my thanks for the work of RBMHO who seek to provide homes for retired ministers. Prior to my husband’s retirement he contacted RBMHO with a request for help with accommodation.

From that point forward, God’s love for us was evident through the work of Charlotte Curtis and Stewart Green, who supported us wholeheartedly through the process of finding a home with the RBMHO. I want to acknowledge the efforts and support of that team who diligently carried out God’s work so efficiently and with such concern for us as a family. We found a home near to our children and we have been living happily there for 3½ years.

Graham and I are very grateful to the work of the RBMHO, and we hope people will feel led to support this organisation in its much-needed ministry to retired ministers.

God bless you all, Pearl and Graham White.

BAPTISTS TOGETHER

‘Ridgeway Sky’ by Mike Lowe
Photo by pvproductions, freepik.com

BAPTISTS TOGETHER
BAPTIST PENSION SCHEME

Pensions

Since 2012 the Baptist Pension Scheme has provided a Defined Contribution section for ministers and other staff of churches and other Baptist employers. This allows employers to offer a high-quality pension scheme tailored to Baptist needs. This section holds over £60m of assets on behalf of more than 2,100 members.

The Defined Benefit scheme which provides benefits for service up to 2011 continued to perform well in 2021. At the end of 2021 on a 'Technical Provisions' basis (which reflects the scenario of continuing to operate the scheme in the long term), estimates for the end of 2021 show a small surplus of assets compared to liabilities, an improvement of around £20m since the valuation at the end of 2019.

The next triennial valuation is due to be carried out in 2023 looking at the position at the end of 2022. Alongside this will be the agreement of any associated employer contributions plan. With this in mind, the Baptist Pension Scheme Employers' Group anticipate consulting with employers during 2022 to identify the employer priorities for this process.

The long-term objective for the Defined Benefit scheme is to carry out a 'Buy-Out' by purchasing a Bulk Annuity Policy from an insurance company to cover the remaining scheme liabilities. This would remove the remaining risk from employers and provide the greatest possible security of benefits for members. At the end of 2021 the deficit on a 'Buy-Out Basis' was c£30m, which is also around £20m better than the position at the end of 2019. To enable this there will need to be some amendments to the structure of the scheme benefits for members who are not yet drawing their retirement benefits, to make them insurable. We plan to bring forward proposals for these amendments during 2022 for consideration by the scheme Trustee. Our expectation is that there will then be a consultation with scheme beneficiaries.

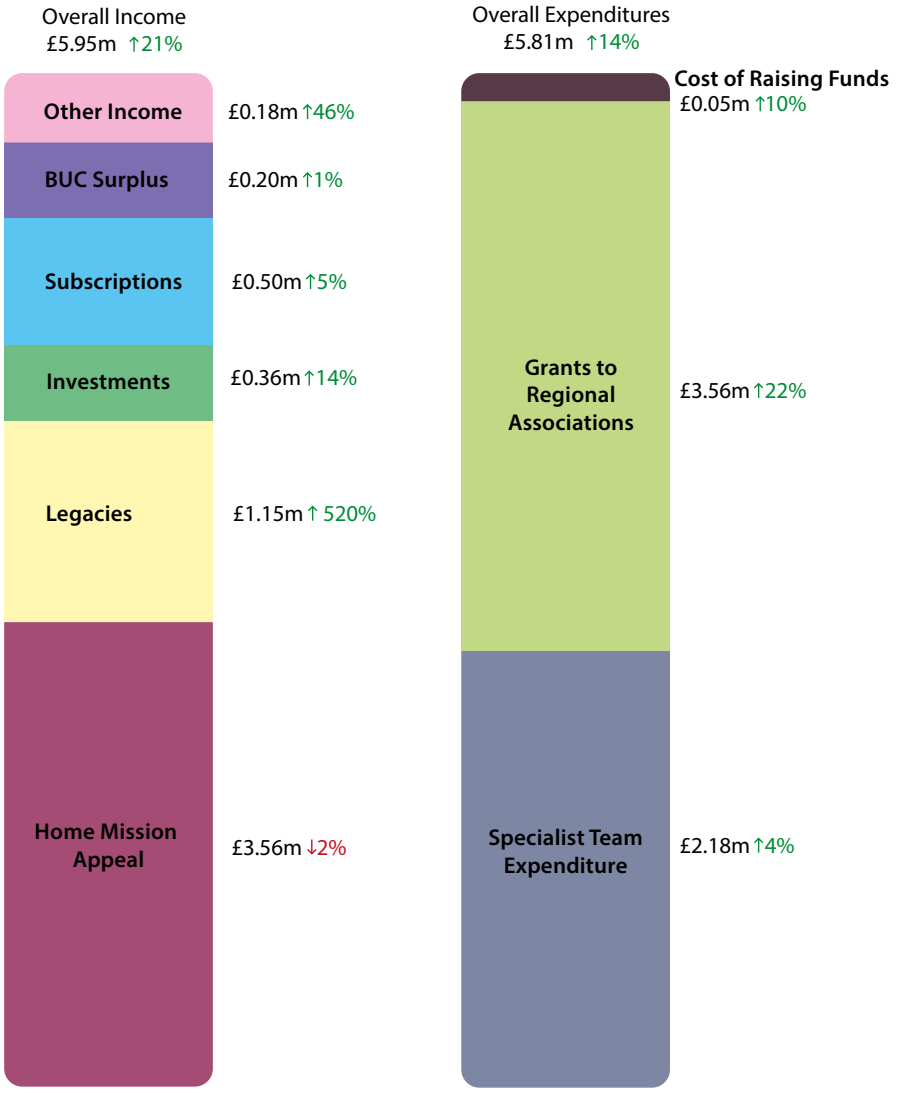
£20m
improvement in Defined Benefit scheme position since 2019

Deficit eliminated
on a Technical Provisions basis

UNDERPINNING SUPPORT

Home Mission Fund Review

The Home Mission Fund, which is the name given to the General Fund of the Union, showed an operating surplus of £0.14m, which was £0.29m better than the £0.15m deficit in 2020.



The Home Mission Appeal, our largest source of income, continued its long-term decline, falling by £0.06m compared to 2020. Overall, the Home Mission Appeal has fallen by 26% in ten years, when allowing for inflation. Legacies were more than double the average of the previous five years. Other income sources grew by 11% to £1.24m from £1.12m, resulting in a 21% increase in overall income.

The increase in overall income resulted in a 22% increase in grants to regional associations under the Baptists Together funding formula. The specialist teams costs increased by 4% in the year, broadly in line with inflation. Our overall target is to operate on a breakeven basis in the medium term.

'Ridgeway Sky' by Mike Lowe

Designated and Restricted Reserves

The Pension Reserve is a fund held by the Union to support the Baptist family in dealing with the deficit in the Baptist Pension Scheme. Across the Designated and Restricted sections, the Pension Reserve received total income of £1.76m (2020: £1.36m) comprising: £1.04m (2020: £0.70m) of proceeds from closures of churches where the Union is the beneficiary of the Ultimate Trust, £0.55m (2020: £0.55m) from Baptist Union Corporation to support the interest costs on the loan from RBMHO and £0.17m (2020: £0.11m) of other income. Expenses totalled £0.82m (2020: £0.71m) comprising £0.62m (2020: £0.65m) in interest on the loan from RBMHO, £0.15m (2020: £nil) on supporting churches with pension deficits and £0.05m (2020: £0.06m) on legal fees and expenses relating to pensions.

The Restricted section of the Pension Reserve was fully expended in the year and the Designated section had a deficit balance of £16.33m (2020 £17.28m), comprising the £20m liability RBMHO and £3.67m in cash. Of the cash balance, £0.76m was set aside in an escrow account to support the Defined Contribution Section of the Baptist Pension Scheme in meeting the financial sustainability requirements of its Master Trust authorisation and therefore not available for general use. The long-term plan is to repay the £20m loan from RBMHO using anticipated future cash surpluses from RBMHO that will be shared with the Union under a memorandum of understanding between the Union's Trustees and the Trustees of RBMHO, which will resolve the deficit in the Fund.

The Baptist Strategy Building Scheme is a closed scheme which made interest free loans to churches for building works. Repayment plans are only put in place when it is felt that the church is able to afford it. Any loan without an active repayment plan is fully offset by a provision in the accounts as well as any repayments due more than five years into the future. Repayments of £17k (2020: £10k) were received and the review of the provisions held at year end resulted in a reduction in the provision (shown in the accounts as a negative expenditure) of £17k. There were 24 loans outstanding at year end with a gross value of £1.02m (2020: £1.04m).

The Baptist House Reserve: which holds the assets involved in the Union's co-ownership with BMS World Mission of the Baptist House premises. £0.07m (2020: £0.07m) of depreciation was recorded against the fund, leaving a balance of £3.02m (2020: 3.09m)

Fixed Asset Reserve: holds the Union's other property assets. This fund recorded £0.03m (2020: £0.05m) of depreciation against the properties, leaving a final balance of £3.75m (2020: £3.78m).

Pastoral Funds: The Pastoral Fund and Retired Ministers' Benevolent Fund continued to make grants for pastoral support of members of the Baptist family totalling £0.13m (2020: £0.15m). The Pastoral Fund received investment income of £0.07m (2020: £0.07m) and had a year end balance of £2.16m (2020: £2.12m) after gains on investments of £0.10m (2020: £0.00m).

Strategic Projects Fund: £0.03m was used to support the appointment of a Centenary Development Worker to build on the centenary of women in Baptist ministry, £0.02m was spent investigating options around a future financial model of Baptists Together and £0.04m was expended in strategic grants, leaving a balance of £0.04m at the end of 2021 (2020: £0.13m).

Coronavirus Fund: The Union Trustees created this fund in March 2020 in response to the pandemic and lockdown in the UK. In 2021 £0.04m (2020: 0.17m) was paid out in grants to support member churches. At the end of the year the fund was wound up with the closing balance of £0.74m transferred to the general fund.

Baptist Assembly: The operation of the Baptist Assembly event, which is jointly staged with BMS World Mission, is put through this fund. The 2021 event had costs of £0.03m, of which £0.02 was received in donations and £0.01m was contributed by BMS.

Subsidiary and Related Entities

The associated entities of the Union operate according to their own Governing Documents and, where required, report to the Union's Trustee Board. The Trustee Board works in partnership with the relevant officers or Directors of these entities where issues arise that impact upon the wider life of the Union. The Union is involved in the following related companies and bodies:

1 Baptist Union Corporation Limited (BUC): is a registered Charity (charity number 249635) and a Company Limited by Guarantee (company number 32743) and operates as a subsidiary of the Union. The members of the BUC are the Trustees of the Baptist Union of Great Britain. The organisation's activities include holding as Custodian Trustee the property and investments of the Union and Baptist churches in trust with the BUC, together with trust funds in cash. The BUC recorded an operating surplus for 2021 of £0.75m (2020: deficit £0.13m) prior to gifts to the Union of £0.75m (2020: £0.75m). The reserves at year end were £4.39m (2020: £3.39m), after an injection of £1.00m of additional funds from the Union.

2 The Retired Baptist Ministers' Housing Organisation (RBMHO): is a Charitable Incorporated Organisation registered with the Charity Commission (charity number 1177649), which provides housing for retired Baptist ministers and their spouses. Eight of the 15 Trustees of RBMHO are appointed by the Trustees of the Union. On 31 December 2018 RBMHO took on the operations, assets and liabilities from its predecessor organisation, The Retired Baptist Ministers' Housing Society. RBMHO is accounted for as a Restricted Fund within the Union's Consolidated Financial Statements. During 2021 RBMHO made a surplus of £2.69m (2020: £1.33m) and had total reserves at the year-end of £37.19m (2020: £34.50m).

3 The Retired Baptist Ministers' Housing Society (RBMHS): The Society is a charitable Community Benefit Society registered with the Financial Conduct Authority under number 21462R. The Trustees of Retired Baptist Ministers' Housing Organisation (RBMHO) are the members of the Society. The society is now dormant, having transferred its assets, liabilities and operations to RBMHO on 31 December 2018, which continues its work.

4 Baptist House Limited (BHL): The BUC is one of the two members of this Company Limited by Guarantee (company number 2366122), which operates Baptist House on behalf of The Union and BMS World Mission. The Union may appoint up to three of the six Directors of the company. BHL recorded a comprehensive income of £0.026m (2020: £0.035m) and total reserves at 31 October 2021 were £0.30m (2020: £0.28m). The Union's share of the results for the year to 31 October 2021 are included in the consolidated financial statements.

5 Baptist Pension Trust Limited: This Company Limited by Guarantee (company number 03481942) is responsible for managing the administration and investments of the Baptist Pension Scheme. The Directors are the only members of the company. The Directors appoint Baptist Union-nominated Directors to the Board of the Company and at least one-third of the Board are member-nominated Directors as required by law. The results are not included in the Union's consolidated accounts.

Investment Performance

The governing documents give the Charity Trustees the power to invest in such securities and on such terms as the Charity may deem fit. The Trustees have delegated the detailed monitoring of the portfolio to the Finance and Audit Committee of the Union.

The investments are managed within ethical guidelines set down by Baptist Union Council. These comprise both positive and negative screening. In summary the positive screening means investing in companies or sectors which reflect Christian values in areas like environmental protection, supporting sustainable development, health including healthy food, education, employment, human rights including addressing modern day slavery, good corporate social responsibility, good governance, financial transparency, anti-corruption controls, safe working practices, natural justice and sensitivity towards the communities in which their business operates. Our negative screening excludes companies with more than 10% of revenue in any of the following: gambling, pornography, the supply of tobacco products, alcoholic beverages, armaments, high interest rate lending, human embryonic cloning or genetically modified organisms (except where research is absolutely essential), companies involved in human exploitation or injustice and the extraction of coal and tar sands and any other fossil fuel extraction. Where we invest in pooled funds these are screened to ensure that no more than 5% of assets in the fund are in companies that fail to meet the direct investment criteria. This policy was revised by Baptist Union Council in 2021.

Within the investment strategy, Schroders Plc have been appointed as investment managers with discretion over investments. Details of the investments are set out in note 13 to the financial statements. Our investments are managed in two portfolios, a general portfolio and an endowment portfolio. Since the fourth quarter of 2020, both portfolios have targeted performance on a total return basis of CPI+4% per annum net of fees over the long-term. The Finance and Audit Committee has put in place composite benchmarks for Schroders as follows:

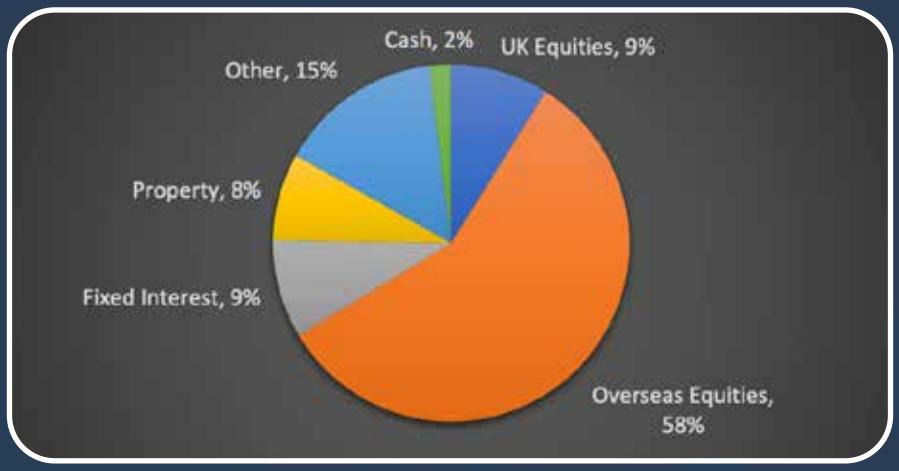
	General Portfolio	Endowment Portfolio
MSCI AC World GBP	65%	65%
FTSE All Share TR	5%	5%
IBOXX UK Non-Gilt TR	5%	5%
IPD Property (UK) Index	10%	10%
UK CPI + 3%	15%	15%

A summary of investment performance in the 12 months to 31 December 2021 is presented in the following table:

	2021 Performance	Composite Benchmark	Performance vs Benchmark	Long-term target (CPI+4%)	Performance vs long-term target
General Portfolio	12.4%	13.7%	-1.3%	9.6%	+2.8%
Endowment Portfolio	13.0%	13.7%	-0.7%	9.6%	+3.4%
Combined	**12.5%**	**13.7%**	**-1.2%**	**9.6%**	**+2.9%**

Although the short term performance fell short of the benchmarks, the Trustees were pleased to note that over a five-year period, overall performance in both General portfolio (+6.9% pa) and Endowment portfolio (+7.1% pa) exceeded the long-term target (+6.6% pa). The Trustees continue to monitor performance and hold regular meetings with the Investment Manager. The Trustees continue to have confidence in the management of our investments.

Actual consolidated Asset Allocation as at 31 December 2021 is shown below:



Approach to fundraising

The Baptist Union of Great Britain funds the majority of its work through funds raised from its members, who are churches, regional associations and colleges. The Home Mission Appeal, through which funds are collected from member churches, is organised by our partner regional associations. We also request a subscription from each member church, association and college, which is requested annually by writing to each organisation's treasurer. We also have a small number of personal members, from whom we also request a subscription on an annual basis.

Our main avenue for raising funds from the general public is through legacies. We offer a will writing scheme in partnership with the National Free Wills Network, which is run by Capacity Marketing, a Division of Ashton Maund Associates. Capacity Marketing is a member of the Institute of Fundraising, which requires all members to sign up to the Code of Fundraising Practice. This scheme is promoted via our member churches and referrals are passed to National Free Wills Network for referral on to their member solicitors, who are regulated by the Solicitors Regulation Authority. Solicitors are required to check that a client is not under duress when making a will, which provides protection from undue pressure. Capacity Marketing only send at most two standard form letters when contacting individuals referred to the network and no telephone calls are made to potential donors.

We also accept direct donations from the public via our website. There are links provided to make a donation from various pages of our website. We do not actively promote the online donation facility through any direct marketing. We do promote our work to our member churches by letter and email to their church leaders and by email to subscribers to our mailing lists.

Fundraising complaints are handled through our standard complaints procedure. No complaints relating to fundraising were received in 2021. Complaints are monitored and reviewed for any concerns in relation to fundraising practices, which would then be reported to the Trustee board.

Baptist Pension Scheme (BPS)

The Baptist Union of Great Britain is a participating employer in the BPS, which has a defined benefit section relating to pensionable service up until the end of 2011. The BPS is recognised in our accounts as a liability based on a discounted cashflow of the contributions due under the agreed recovery plan in force at 31 December 2021, amounting to £0.17m (2020: £0.21m). A gain of £0.002m was recorded in the financial statements on the re-measurement of the liability. The Union has been provided with an estimated cost of settling its liabilities to the scheme at 31 December 2021 of £0.81m (2020: £0.79m).

In September 2020, BPS completed a triennial valuation of the scheme as at 31 December 2019. This showed a deficit of assets compared to liabilities of £18m. The associated schedule of contributions and funding plan was developed in consultation between the Pension Trustee and the Pension Employers' Group and approved by the Union. The Union made a one-off contribution of £0.5m in December 2020 under this schedule of contributions in addition to the current employer contribution plan which ends in June 2026.

During 2019 £0.76m from the Pension Reserve was set aside in an escrow account to support the Baptist Pension Scheme in meeting the financial sustainability criteria necessary for obtaining Master Trust authorisation from the Pension Regulator. Following a review it is anticipated that this sum will be able to be reduced in the course of 2022.

Policy on Reserves

During the year, the Trustees reviewed the reserves policy of the Union. The policy is put in place to ensure that the Union has sufficient free and available funds to cope with unplanned expenditure or an unforeseen drop in income. Having considered the risks relating to income and expenditure, the Trustees consider that it is appropriate to hold between 6 and 12 month budgeted expenditure, based on the timescales they anticipate it would take to reduce ongoing cost commitments due to notice periods for staff (typically between 3 and 9 months) and suppliers (up to 12 months) and the time it would take grant recipients to adjust to any reduction (estimated at between 6 and 12 months). This equates to reserves in the range of £2.8m - £5.7m. The unrestricted free reserves, excluding Designated Income Funds and capital assets, totalled £10.0m at year end, giving an excess above the top end of the range stated in the reserves policy of £4.3m. The Trustees feel it is appropriate to hold these additional funds to partially offset the significant deficit in the Pension Reserve Designated fund, which totalled £16.3m at the end of 2021 and to absorb any impact of the Covid-19 pandemic on the Union's finances.

The Union holds a number of Designated Income Funds which can be spent at the discretion of the Trustees in furtherance of the Union's objects. The Trustees note their obligations to justify the holding of such funds and the details of these funds are provided in note 22 to the financial statements.

Report of the Finance and Audit Committee

The Finance and Audit Committee continues to oversee the finances of the Union. The key elements of work of the Committee in 2021 were:

- Monitoring the finances of the Union, its subsidiaries and Baptists Together as a whole, including the income and expenditure, management of capital and liquidity and the management of assets.
- Monitoring the performance of the Union's investment portfolio including overseeing the implementation of the Union's updated ethical investment policy and reviewing the benchmarks used for monitoring performance of the investment managers.
- Monitoring the position of the Baptist Pension Scheme and the potential strategies for managing the remaining liability in the defined benefit scheme.
- Reviewing the Risk Register, insurance cover and financial controls.
- Overseeing the year-end process for production of the annual report and accounts for BUGB and subsidiary entities, including reviewing the report of the auditors, Moore Kingston Smith, on the 2020 accounts and planning for the 2021 audit.
- Monitoring the financial support schemes for churches during the Covid-19 pandemic.
- Contributing to the first phase of the Financial Model Review of Baptists Together.
- Reviewing the proposals for the future funding of ministerial training.

Key focus areas in 2022 will be the further stages of the Financial Model Review, monitoring the opportunities for a buyout of the Baptist Pension Scheme and monitoring the development of the pilot scheme for the Funding of Ministerial Training.

BAPTISTS TOGETHER

Painting by Tamsyn Wilson

Structure, Governance and Management

The Baptist Union of Great Britain (the Union) is a Charitable Incorporated Organisation (CIO), consisting of the Baptist churches, regional associations of the churches, colleges, other Baptist organisations and a small number of personal members who affirm the Baptist Union Declaration of Principle and are in membership with the Union.

Prior to 1 January 2020, the Union operated through an unincorporated association charity of the same name, registered charity number 1125912. The Union registered as a CIO with the Charity Commission on 2 January 2019. On 1 January 2020 the assets, liabilities and operations of the Union were transferred to the CIO, which is a more appropriate legal structure for a charity of our size and complexity.

The full constitution of the Union can be found at www.baptist.org.uk/constitution. The unincorporated association charity will be retained to ensure the Union retains its entitlement to any future legacies and other rights and responsibilities. A simplified constitution for the unincorporated association was approved by the 2021 Assembly to simplify the administration and governance arrangements by appointing the CIO as the sole trustee of the unincorporated association.

Baptist Assembly

As a membership organisation, the Union holds an annual Assembly to review the life of the Union. Under the Constitution, Members of Assembly consist of delegates of member churches, associations and colleges alongside ministers, officers of the Union and members of Baptist Union Council.

During the Assembly the President is inducted for the forthcoming year, and some formal business is carried out – the Treasurer elected by Baptist Union Council is affirmed, new General Secretaries are appointed, and any constitutional changes are voted upon.

Due to the Coronavirus pandemic the 2021 Assembly was held as an online event on 15 and 16 May, during which Geoff Colmer was inducted as President.

Baptist Union Council

The Baptist Union Council usually meets twice per year to set the broad strategic direction of our Union. The Council also oversees the work of the Ministerial Recognition Committee which administers the accreditation of Baptist ministers and church workers and the national recognition of preachers, pastors and pioneers. The Council also elects the Treasurer.

It has around 80 members consisting of:

- Three members nominated by each regional association
- One member nominated by each college
- The Trustees of the Baptist Union
- The members of the Core Leadership Team
- The President, Ex-President and Vice-President of the Union
- Two representatives each of BMS World Mission, Baptist Union of Scotland, Baptist Union of Wales and a representative of Irish Baptist Networks
- Two ecumenical representatives
- Up to 12 co-opted members

A full list of Council members and a report from each BU Council meeting are available at www.baptist.org.uk/council.

Memberships and Associations

The Union is a member of the following bodies with which it collaborates in pursuit of its charitable objectives.

- Baptist World Alliance
- European Baptist Federation
- Fellowship of Baptists in Britain and Ireland
- Churches Together in England
- Churches Together in Britain and Ireland
- The Conference of European Churches
- World Council of Churches
- Joint Public Issues Team (JPIT)
- The United Board which commends ministers to armed forces chaplaincy
- Church Investors Group
- Christian Aid
- Churches Legislation Advisory Service

Safeguarding Committee has oversight of the Union's National Safeguarding team and safeguarding policies.

Finance and Audit Committee supports the Trustees in overseeing the Union's financial reporting, planning, policy, audit, risk and compliance and investments.

Remuneration Committee makes recommendations to Trustees on pay and reward of staff of the Union.

Trustee Board

The Trustee Board comprises a Moderator (Chair), the General Secretary, the Treasurer and up to nine other persons. The Trustees oversee the Baptist Union charity, in particular the legal, financial and strategic life of the Union, and have regard to the public benefit of the charity. Trustees oversee implementation of the broad strategic direction determined by the Baptist Union Council.

Our Trustees are unpaid, except the General Secretary as detailed in note 11 to the financial statements, where details of Trustees' expenses are also disclosed. To help the Trustee Board with governance of the charity, sub-committees have been put in place by the Trustees.

Following a governance review in 2017 the Trustees agreed to adopt the Charity Governance Code in full and produced a Trustee Board Governance Handbook incorporating this. During 2021 the Governance Handbook was updated to reflect the revised Charity Governance Code published in 2020. The Governance Handbook can be found at www.baptist.org.uk/governancehandbook

Baptist Pension Scheme Employers' Group engages with the Baptist Pension Scheme on behalf of the Union and other employers and advises the Trustees on matters relating to the Scheme.

Core Leadership Team (CLT) is a gathering of national and regional leaders who aim to discern what God is saying to us, build relationships and encourage the flourishing of our Movement.

Recruitment of Trustees

The General Secretary is appointed by the Assembly. All other Trustees are elected by the Council from a list of suitable nominations provided by the Key Roles Nomination Team. Moderator of Trustees (chair) and the Honorary Treasurer are affirmed annually by the Assembly. Applications for Trustee roles are sought via advertising on the Baptists Together website, in email communications to our member churches and other suitable avenues.

The Trustees maintain a skills matrix and share this with the Key Roles Nomination Committee to help them identify any capability gaps. The Key Roles Nomination Committee endeavours to ensure that the Trustee Board reflects the full range of diversity of Baptists Together.

Induction and Training of Trustees

New Trustees are usually familiar with many aspects of the Union's work prior to appointment. All Trustees receive an induction into the work of the Union by meeting senior staff and being advised of the general nature of their work.

They receive financial statements and other relevant documentation including a copy of the Charity Commission's publication CC3, *The Essential Trustee*. Formal training on financial matters is provided as appropriate. Our Governance Handbook is provided to all new Trustees. Trustees also receive training from time to time as a group and individuals to address any skills gaps identified.

Principal Risks and Uncertainties

All significant activities undertaken are subject to a risk review. Risks are identified, recorded in a risk register and ranked in terms of their potential significance and probability and then classified into Red, Amber and Green, with Red being the most severe. The risk register is reviewed by the Finance and Audit Committee and Trustees, with Red Risks reviewed at every meeting and a full review carried out annually. A specific review of risk has been carried out in the light of the Covid-19 pandemic and incorporated into the evaluation of risks. Risk (vii) below was added to the list of major risks following this review.

Red risks and the plans and strategies for managing them are:

(i) Sexuality and diversity issues. There are strongly held and often divergent views across Baptists Together. The need for genuine dialogue within the context of the Declaration of Principle continues to be essential if the unity of the Baptist family is to be nurtured. In 2016, following widespread consultation, Council issued a statement concerning the registering of buildings for same sex marriages. Then in 2017, the Ministerial Recognition Committee reviewed the Ministerial Recognition (MR) Rules and produced Ministerial Recognition Guidelines on this issue. Resources to enable churches to reflect and engage in a listening process on the wider issues of sexuality and gender identity are available on our website. Trustees continue to monitor significant developments in this area including responding to a request for further changes to the MR Rules.

(ii) Safeguarding of children and adults at risk. Focus on this area continues to ensure that the Baptist denomination provides a framework of best practice for protecting those who attend or come into contact with our churches and other bodies. Progress against the current Safeguarding three-year plan is reported to each meeting of the Trustee Board. A Safeguarding Committee has also been established by the Trustee Board to provide a linkage between the Trustees and this critical area of work.

(iii) Significant numerical decline. The numerical decline of members of our churches continues to be experienced for Baptists as with other historic denominations in the UK. To mitigate or reverse the decline, we are encouraging pioneering mission, discipleship, younger leaders and embracing adventure through our values, communications, strategic working and investment of resources. Alongside supporting churches throughout the pandemic, we are also encouraging and equipping our churches to make the most of the opportunities for change that have been presented, most notably with the embracing of digital approaches to worship and mission.

(iv) Ineffective operation of collaborative leadership and working across Baptists Together, including lack of a common vision. We continue to work together to make our vision, values, key areas of work and current priority areas more deeply embedded among us. Following Council's decision at the end of 2019 to adopt a different approach to collaborative leadership across Baptists Together the Core Leadership Team was created. Council asked the Core Leadership Team to fulfil the role of perceiving what is happening across the life of our Movement and nurture collaborative, partnership working to align action and resources towards our common aims. At the same time, Council tasked the Trustees with the continuing work of stewarding the Baptist Union of Great Britain as a charity.

'The Hiddenness of Death' by Mike Lowe

During the pandemic the Core Leadership Team has met weekly online and has agreed a pattern of regular meetings for 2022 and beyond which includes online and in-person meetings.

(v) Recruitment of ministers, which may not match demand from churches. We continue to monitor the balance of supply and demand for ministers through the settlement process, overseen by the Ministries Team. Following the pandemic there has been a decrease in the number of churches which can afford either full time or part time ministry. The appointment of a Ministries Adviser (Ministerial Development) is enabling us to improve our communication for recruitment of ministerial students and also work with associations and colleges to strengthen recruitment. The appointment of a Younger Leaders' Development Coordinator in March 2022 will hopefully see an increase in the number of younger people training for ministry.

(vi) Affordability of ministerial training, if Baptist colleges can no longer sustain training for ministry at affordable cost. Following a review of funding for training in October 2021 Baptist Union Council approved a set of new measures to provide financial support to Ministers in Training. A pilot scheme is due to launch in 2022 with a view to developing a permanent scheme depending upon the financial resources that can be identified.

(vii) One or more regional associations becomes unviable. If one or more of our regional associations is unable to sustain their operations within the funding available to them, this could compromise the viability of the operating model of Baptists Together. The probability of this risk occurring has risen due to the Coronavirus crisis and the potential for a significant decline in income as a result. During 2021 we initiated a review of the financial model of Baptists Together. The first phase report went to Baptist Union Council in March 2022 and it is anticipated that this process will continue throughout 2022.

(viii) Inability to recruit sufficient suitably skilled Trustees. Overseeing the operation of a complex charity like the Union requires trustees with considerable skills and expertise. The term of office of the last Moderator ended in August 2021 and the current Treasurer has indicated he will step down in 2023, and successors have not yet been identified. As a result, this risk has increased in likelihood in the last year. Without suitable Trustees in place there is a significant risk of a failure of governance. The Key Roles Nomination Team is working to identify suitable candidates, including by public advertising, and we are considering how to make the roles attractive to suitable candidates.

(ix) Inability to obtain adequate insurance for our activities at a viable price. In recent years we have experienced increasing challenges in obtaining professional indemnity insurance with premiums increasing substantially. We continue to work with our brokers to obtain cost-effective insurance and have amended our renewal dates to a time of year when we believe the insurance industry will have more capacity.

BAPTISTS TOGETHER

Grants

The Union makes grants as one of its ways to achieve its charitable objects. The largest grants made are those to fund the 13 Baptist regional associations in their work as part of Baptists Together, which totalled £3.57m in 2021. These grants are given on a formula agreed by the Union's Trustees to enable sharing the income of the Home Mission Fund.

The Union also makes other grants as follows:

Strategic Mission Grants: These grants are given to organisations to develop strategic mission projects. The allocation of grants from the budget of £0.13m is delegated to the Baptists Together Mission Forum under the supervision of the Union's Trustees.

Supporting other Baptist bodies and ecumenical bodies: We contribute to the running costs of various bodies of which we are members, through a membership subscription that we classify as a grant in our accounts as we receive no services in return for our contribution.

Supporting Ministerial Training: We make grants to individuals to support ministerial training. These include a book grant of £120 for all ministers in training, and a student bursary fund of £0.13m. Each of the five main training colleges are asked to oversee distribution of a proportion of these funds to students.

Further studies grants: We make grants to individuals to support post-graduate theological studies, including up to one PhD scholarship. The grants are made in response to applications by the Scholarship and Further Studies Committee, which is made up of representatives from each Baptist college and the Ministries Team.

Pastoral grants: to individuals who are working in a Baptist church or other Baptist organisation: These grants are usually up to £1,500 and are made in response to an application or nomination that is recommended by a regional minister and approved by two specialist team leaders. During the Coronavirus pandemic the usual £1,500 limit on grants was increased to £5,000, particularly to assist those who suffered financial hardship due to the pandemic. This temporary measure has now come to an end.

Coronavirus grants: During 2020 the Trustees of the Union established a Coronavirus grant scheme to support churches suffering financially due to the circumstances of the pandemic. Grants of up to £15,000 were available, prior to the scheme coming to a close at the end of 2021. During 2021, a total of £42k was granted to 11 churches.

Volunteers

The Union is grateful for the support of volunteers in carrying out its work. Their main direct contribution is through serving on committees and working parties to support our work. Volunteers also make a significant contribution to our member churches, regional associations, colleges and other bodies within the Baptist family. Due to the wide range of different ways in which volunteers participate in our work, it is impossible to quantify their support.

'Cloud of Unknowing' by Mike Lowe

Funds Held as Custodian Trustee on Behalf of Others

The Baptist Union Corporation holds financial assets as Custodian Trustee for nine Baptist churches, all of which have the same objects as the Company for the advancement of the Christian faith and its practice especially by the means of, and in accordance with, the principles of the Baptist denomination. The Company acts solely as an Agent and carries no decision-making capacity.

The Baptist Union Corporation acts as property trustees for 1,040 churches and charity organisations. Arrangements are made for the safe custody of deeds and documents, with each set stored in a labelled packet, and included in an index system. For all financial accounts a separate account is kept for each beneficial owner and records are maintained of the beneficial owner of each account. A three-year project to digitalise key church property deeds was completed in 2020.

Type of Assets Held	£'000	Organisations
Cash Deposits	308	2
Income Units	527	9
National Savings Income Bonds	13	1
UK Equities	2,301	12
Total	**3,149**	**24**

The names of the churches and other charities for whom the Company acts as a Custodian Trustee are available at: www.baptist.org.uk/custodianlist2021. The organisations are all Baptist organisations and therefore have objects that are compatible with the charitable objects of the Company.

Key Management Personnel Remuneration

Day-to-day management of the Union's business is delegated to a group of employed staff and appointed ministers who operate within the frameworks set by the Trustees; senior staff are detailed in the Who We Are section of this report.

All staff and appointed ministers of the charity are employed by the Baptist Union of Great Britain and the arrangements for setting the pay and remuneration are the responsibility of the Trustee Board. A Remuneration Committee advises and makes recommendations to the Trustees. In line with the Pay and Reward Policy Statement approved by the Trustees, remuneration is benchmarked against information relevant to the sector and affordability to the Union. The aggregate amount paid to key management personnel during the year was £282,060 (2020: £277,213).

Who We Are

The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT.

TRUSTEES
Mr Alastair Mitchell-Baker (Moderator, to 31 August 2021)
Mr John Levick (Treasurer)
The Revd Lynn Green (General Secretary)
Mrs Christina Carter
The Revd Andrew Cowley (Acting Moderator from 1 September 2021)
The Revd Phil Jump
Mr Peter King (from 15 October 2021)
Mrs Suzie Leveson
The Revd Philip Lutterodt
The Revd Prof Philip McCormack
Mr Mark Spriggs
The Revd Shayla Waugh

SENIOR STAFF
The Revd Lynn Green (General Secretary)
The Revd Andy Hughes (Team Leader, Ministries)
Mrs Rachel Stone (Team Leader, HR and Safeguarding)
The Revd Diane Watts (Team Leader, Faith and Society)
Mr Richard Wilson (Team Leader, Support Services)

CUSTODIAN TRUSTEES
The Baptist Union Corporation Limited
Registered Charity Number 249635
Company Registration Number 32743
Registered office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT

PRINCIPAL BANKERS
HSBC, 186 Broadway, Didcot, Oxfordshire OX11 8RP

AUDITORS
Moore Kingston Smith LLP, Devonshire House, 60 Goswell Road, London, EC1M 7AD

SOLICITORS
Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, B3 2ES

SURVEYORS
Savills Plc 33 Margaret Street, London, W1G 0JD

INVESTMENT MANAGERS
Schroders Investment Management Limited
1 London Wall, Barbican, London EC2Y 5AU

CORE LEADERSHIP TEAM
The Revd Seidel Abel Boanerges (from 1 September 2021)
The Revd Adrian Argile
The Revd Phil Barnard
The Revd Ken Benjamin (from 21 June 2021)
Ms Amie Buhari (from 22 September 2021)
The Revd Dr Anthony Clark (from 1 October 2021)
The Revd Mark Clay
The Revd John Claydon (to 31 August 2021)
The Revd Nigel Coles
The Revd Geoff Colmer
The Revd Andrew Cowley (from 1 September 2021)
The Revd Sandra Crawford (from 13 January 2022)
The Revd Stuart Davison
The Revd Dr Rob Ellis (to 30 September 2021)
The Revd Graham Ensor
The Revd Mark Fairweather-Tall
The Revd Tim Fergusson
The Revd Dr Steve Finamore
The Revd Andrew Ginn (from 24 November 2021)
The Revd Simon Goddard (from 1 July 2021 to 12 January 2022)
The Revd Lynn Green
The Revd Jonny Hirst (to 8 December 2021)
The Revd Clare Hooper
The Revd Andy Hughes
The Revd Dr Rosa Hunt
The Revd Phil Jump
The Revd Dr Ed Kaneen
Mr John Levick
The Revd Nigel Manges
The Revd Glen Marshall
The Revd David Mayne (to 31 August 2021)
The Revd Dr Philip McCormack
Mrs Judith Miller (from 17 November 2021
Mr Alastair Mitchell-Baker (to 31 August 2021)
The Revd Colin Norris
The Revd Yinka Oyekan
The Revd Beth Powney
The Revd Gale Richards (from 1 November 2021)
The Revd Dr Clara Rushbrook
The Revd Carl Smethurst
Mrs Rachel Stone
The Revd Diane Watts
Mr Richard Wilson
The Revd Gary Woodall (from 15 November 2021)
The Revd Hayley Young

'Home' by Mike Lowe

TRUSTEES' RESPONSIBILITES

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:

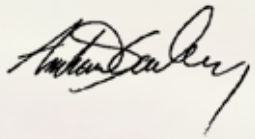
- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material 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 2011. 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.

On behalf of the board



Andrew Cowley
Acting Moderator

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BAPTIST UNION OF GREAT BRITAIN

Opinion

We have audited the financial statements of the Baptist Union of Great Britain ('the charity') and its subsidiaries ('the group') for the year ended 31 December 2021 which comprise the Group and Charity Statements of Financial Activities, the Group and Charity Balance Sheets, the Group Cash Flow Statement 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 group's and charity's affairs as at 31 December 2021, and of the group's and charity's 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 group and 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.

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:

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- 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 77, 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 group's and 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 group or 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 144 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.

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 group and 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 group and 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 group or 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

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

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.

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 Charity 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

Date: 5 May 2022

Devonshire House
60 Goswell Road
London
EC1M 7AD

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

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BAPTIST UNION OF GREAT BRITAIN

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Income							
Donations and legacies	2	5,206	-	809	-	6,015	5,069
Charitable Activities	3	1,569	1,430	660	-	3,659	3,092
Investment income	4	324	73	2	39	438	454
Other income	5	20	200	-	-	220	8
Total Income		7,119	1,703	1,471	39	10,332	8,623
Less share of gross income resources from Joint Venture		-	(393)	-	-	(393)	(202)
Total Net Income before Joint Arrangement share		7,119	1,310	1,471	39	9,939	8,421
Expenditure							
Raising funds	6	53	9	-	7	69	66
Charitable activities	7	6,427	559	1,201	-	8,187	8,376
Total Expenditure	8	6,480	568	1,201	7	8,256	8,442
Net income before gains/ (losses) on investments, Fixed Asset Sales and Joint Arrangement share		**639**	**742**	**270**	**32**	**1,683**	**(21)**
Net interest in the results of the year for the joint venture		-	12	-	-	12	17
Net gains on investments	13	659	98	3	112	872	(9)
Net gains on sale of fixed assets		159		1,808	-	1,967	588
Net income before transfers		**1,457**	**852**	**2,081**	**144**	**4,534**	**575**
Transfers between funds	20, 21, 22	815	(1,198)	415	(32)	-	-
Net income before other recognised losses		**2,272**	**(346)**	**2,496**	**112**	**4,534**	**575**
Actuarial gains on defined benefit pension schemes	18	2	-	-	-	2	107
Net movement in funds		**2,274**	**(346)**	**2,496**	**112**	**4,536**	**682**
RECONCILIATION OF FUNDS							
Total funds brought forward		11,135	(7,672)	34,619	1,111	39,193	38,511
Total funds Carried forward		**13,409**	**(8,018)**	**37,115**	**1,223**	**43,729**	**39,193**

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 86 to 104 form an integral part of these financial statements.

BAPTIST UNION OF GREAT BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Income							
Donations and legacies	2	5,404	550	-	-	5,954	5,163
Charitable Activities	3	224	1,037	-	-	1,261	929
Investment income	4	267	73	-	39	379	305
Other income	5	20	200	-	-	220	8
Total Income		5,915	1,860	-	39	7,814	6,405
Expenditure							
Raising funds	6	52	10	-	7	69	62
Charitable activities	7	5,761	1,180	4	-	6,945	6,230
Total Expenditure	8	5,813	1,190	4	7	7,014	6,292
Net income before gains/ (losses) on investments, Fixed Asset Sales and Revaluations		102	670	(4)	32	800	113
Net gains on investments	13	659	98	-	112	869	(6)
Net gains on sale of fixed assets		160	-	-	-	160	1
Net income before transfers		**921**	**768**	**(4)**	**144**	**1,829**	**107**
Transfers between funds	20, 21, 22	1,351	(1,127)	(193)	(32)	-	-
Net income before other recognised gains		**2,273**	**(359)**	**(197)**	**112**	**1,829**	**107**
Actuarial gains on defined benefit pension schemes	18	2	-	-	-	2	107
Net movement in funds		**2,275**	**(359)**	**(197)**	**144**	**1,831**	**214**
RECONCILIATION OF FUNDS							
Total funds brought forward		7,747	(6,050)	210	1,111	3,018	2,804
Total funds Carried forward		**10,022**	**(6,409)**	**13**	**1,223**	**4,849**	**3,018**

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 86 to 104 form an integral part of these financial statements.

CONSOLIDATED BALANCE SHEET AT 31 DECEMBER 2021

	Notes	2021 £'000	2021 £'000	2020 £'000	2020 £'000
Fixed assets					
Tangible assets	12	41,338		42,839	
Intangible Assets	12	120		157	
Investments	13	13,836		10,580	
			55,294		53,576
Current assets					
Debtors	14	19,494		20,583	
Cash and Bank	15	28,399		20,875	
		47,893		41,458	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(59,286)		(55,633)	
Net current liabilities			(11,393)		(14,175)
Total assets less current liabilities			43,901		39,401
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(172)		(208)
Net assets			43,729		39,193
CONSOLIDATED FUNDS					
Endowment funds	20		1,223		1,111
Restricted income funds	21		37,115		34,619
Designated funds	22		(8,018)		(7,672)
Unrestricted income funds			13,409		11,135
Total consolidated funds			43,729		39,193

The financial statements were approved by the Trustees on 4 May 2022 and signed on their behalf by

The Revd Andrew Cowley - Moderator

The notes on pages 86 to 104 form an integral part of these financial statements.

BALANCE SHEET AT 31 DECEMBER 2021

	Notes	2021 £'000	2021 £'000	2020 £'000	2020 £'000
Fixed assets					
Tangible assets	12	3,812		5,633	
Intangible Assets	12	120		157	
Investments	13	16,413		12,172	
			20,345		17,962
Current assets					
Debtors	14	1,209		2,809	
Cash and Bank	15	3,792		2,710	
		5,001		5,519	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(325)		(255)	
Net current assets			4,676		5,264
Total assets less current liabilities			25,021		23,226
Long-Term liabilities					
Loan	17		(20,000)		(20,000)
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(172)		(208)
Net assets			4,849		3,018
THE FUNDS OF THE CHARITY					
Endowment funds	20		1,223		1,111
Restricted income funds	21		13		210
Designated funds	22		(6,409)		(6,050)
Unrestricted income funds			10,022		7,747
Total charity funds			4,849		3,018

The financial statements were approved by the Trustees on 4 May 2022 and signed on their behalf by

The Revd Andrew Cowley - Moderator

John Levick – Treasurer

The notes on pages 86 to 104 form an integral part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	2021 £'000	2020 £'000
Net income for the reporting year		**4,554**	**575**
Adjustments for:			
Net gains on investments	13	(871)	9
Net interest in result of Baptist House Limited		(13)	(17)
Net income after gains on investment		**3,651**	**567**
Adjustments for:			
Depreciation	10, 12	164	159
Dividends and interest from investments		(437)	(454)
Net gains on sale of fixed assets		(1967)	(588)
(Increase)/Decrease in debtors		1,107	(3,147)
Increase/(Decrease) in creditors and provisions		3,636	(233)
Movement in defined benefit liability		(36)	(7)
Net cash provided by operating activities		**6,118**	**(3,703)**
Cash flows from investing activities			
Dividends and interest from investments		438	454
Proceeds from sale of property		5,110	1,893
Purchase of tangible fixed assets		(1,769)	(2,062)
Proceeds from sales of investments		10,185	2,021
Purchase of investments		(12,818)	(2,277)
Cash withdrawn from investment managers		260	298
Net cash used in investing activities		**1,406**	**327**
Changes in cash and cash equivalents in the year		**7,524**	**(3,376)**
Cash and cash equivalents brought forward		20,875	24,251
Cash and cash equivalents carried forward	15	**28,399**	**20,875**

The notes on pages 86 to 104 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

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. Baptist Union of Great Britain is a registered charity, no. 1181392, 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.

(b) Basis of Consolidation

Where control is exercised by the parent charity over another entity, these entities are consolidated as subsidiaries on a line by line basis in accordance with FRS102 – section 9 and the Charities SORP (FRS102). The charity's interests in a joint arrangement are accounted for using the equity method in accordance with FRS102. The joint arrangement is accounted for by including the charity's share of the income, expenditure, assets and liabilities relating to the activity of the joint arrangement. Details of the entities and interests are given in note 13 to the financial statements. Where an entity's reporting period end differs from that of the parent, the consolidated financial statements include the financial statements of the subsidiary as of its last reporting date before the parent's reporting date, as adjusted for the effects of significant transactions or events that occur between the date of those financial statements and the date of the consolidated financial statements. Details on an entity-by-entity basis are given in note 13.

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

The Trustees have considered the effect of the COVID-19 outbreak and the measures taken to contain it on the charity's operations. The Union and BUC have provided financial support to some member churches to deal with the immediate impact of the pandemic throughout 2020 and 2021. However, as churches have returned to more normal operations, the call on this support has reduced and the Union wound up its schemes at the end of 2021. The Trustees continue to monitor the macro-economic environment but are confident that the Union has adequate resources to continue in operational existence for the foreseeable future. The charity has therefore continued to adopt the going concern basis in preparing its financial statements.

(d) Funds Accounting

- Unrestricted Funds: General unrestricted funds represent funds which are expendable at the discretion of the Union in the furtherance of the objects of the charity and which have not been designated for other purposes. These funds are known as the Home Mission Fund. Such funds may be held to finance both working capital and capital investment.
- Designated Funds: These represent amounts set aside by the Union for specific purposes as set out in note 22. They may be returned to General Funds at the discretion of the Union.
- Restricted Funds: These represent amounts which have been restricted by the donors for use for specific purposes as set out in note 21.
- Endowment Funds: These represent amounts where the income may be used but where the capital is not expendable as set out in note 20.

(e) 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.
- Subscription income is accounted for gross when received.
- Funds received under Ultimate Trusts are accounted for when received.
- Interest receivable from loans is accounted for on an accrual's basis.
- Accommodation fees charged on loans which remain undrawn after 6 months are recognised on an accrual's basis.
- Trading income is accounted for in the period in which the associated event takes place.
- The long-term target for the quoted investment portfolio is to deliver a total return of CPI plus 4% per annum. After a change in investment strategy made in September 2020 the investment managers are targeted on overall total return irrespective of whether that return is in the form of dividends, interest or capital growth. As a result, from 2021 the Trustees have agreed to adopt a total return accounting policy, taking an income of 3.5% per annum from the investment portfolio. Investment income is initially accounted for when received or on an accruals basis where the amount can be measured reliably, and entitlement is certain. At the end of each financial year, the difference between the actual investment income received and 3.5% of the portfolio is drawn down from the portfolio as income. This amount is listed note 4 as "Total Return Adjustment".

(f) 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.

- Costs of raising funds represents publicity material and promotion of the Union and the Home Mission Fund, and investment management fees.
- Charitable activities represent expenditure in the furtherance of the object of the Union.
- Grants payable are agreed on an annual basis and accounted for in the year in which they are committed. Multi-year grants are subject to performance conditions and are only recognised to the extent that conditions under the control of the Charity are met.
- Support costs represent central finance and computer facilities, fixed asset depreciation, storage, insurance and stationery, together with an appropriate allowance for salaries and other office costs.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charity considers that support costs are incurred as part of the delivery of that activity. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(g) Tangible fixed assets

Depreciation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Land	Not depreciated
Non-residential Freehold Buildings	2%
Solar Panels	7%
Furniture and fittings	10% and 25%
Computers and equipment	20% and 33%

Freehold residential buildings are maintained during the period of ownership such that the overall difference between residual values

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

and carrying value are not material and as a result no depreciation is provided. Depreciation is provided on long leasehold properties over the remaining life of the lease. Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment. These reviews involve assessing current property market conditions and their impact on the estimated market values of the Union's properties. Any material deficit between the anticipated recoverable amount of freehold property and its cost is recognised in the statement of financial activities.

(h) Intangible fixed assets

Amortisation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Computers software	20% and 33%

Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment.

(i) 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.

(j) Investment Property

Investment property is property deemed to be held for financial gain and is carried as the Trustees best estimate of valuation. It includes the proportion of a Baptist House (a mixed-use property) that is let out on a commercial basis. The Trustees review the valuation annually and changes in value are reported in the Statement of Financial Activities.

(k) Debtors

Accrued income is recognised in the period to which it relates. Loans are considered concessionary loans made as they are made by the charity 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. Prepayments and other debtors are recognised at the settlement amount due. Debtors are measured at their recoverable amount.

(l) Cash at bank and in hand

Cash at bank and in hand includes notice deposits and short-term deposits.

(m) 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. Trust accounts and loan fund deposits are recognised where held at the amount received and the carrying amount is adjusted to reflect any interest payable. 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.

(m) 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.

(n) Employee benefits

The charity operates a defined contribution plan for its employees. 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 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 charity in 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. A liability for the agreed pension scheme deficit plan of the Baptist Pension Scheme has been included, in accordance with the Schedule of Contributions dated 30 September 2020.

(o) Taxation

Included within the consolidation are charitable companies that are considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore meet the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(p) 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. Estimates based on externally published data are also made for investment properties.

(a) Judgements in applying the entity's accounting policies

(i) Multi-employer defined benefit pension schemes: Certain employees participate in multi-employer defined benefit pension schemes with other organisations. In the judgement of the Trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes: see note 25 for further details.

(b) Accounting estimates and assumptions

(i) Multi-employer defined benefit pension scheme: The charity has an obligation to pay a deficit funding arrangement in respect of the Baptist Pension Scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management estimates these factors in determining the new pension obligation in the balance sheet.

(ii) 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 12 for the carrying amount of the fixed assets and note 1(g) for the useful economic lives for each class of assets.

(iii) Bad Debt provisions: The recoverability of loans is assessed annually, and at the balance sheet date provisions for doubtful debts are provided based on prior year experiences.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

2. DONATIONS AND LEGACIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Donations	3,557	-	24	-	3,581	3,774
Legacies	1,149	-	785	-	1,934	819
Subscriptions	500	-	-	-	500	476
Gifts from other Baptist Constituents	-	-	-	-	-	-
Total	**5,206**	**-**	**809**	**-**	**6,015**	**5,069**

In 2020, £116k of charitable activities income was attributed to Designated Funds, £672k was attributable to Restricted Funds and the remaining £4,281k was attributable to Unrestricted Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2021 2021 £'000	2020 2020 £'000
Donations	3,555	-	-	-	3,555	3,755
Legacies	1,150	-	-	-	1,150	185
Subscriptions	500	-	-	-	500	475
Gifts from Other Baptist Constituents	199	550	-	-	749	748
Total	**5,404**	**550**	**-**	**-**	**5,954**	**5,163**

In 2020, £666k of charitable activities income was attributed to Designated Funds, £19k was attributable to Restricted Funds and the remaining £4,478k was attributable to Unrestricted Funds.

3. CHARITABLE ACTIVITIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Publication sales	7		-	-	7	7
Rent	64		658	-	722	795
Grant Income	58		-	-	58	
Funds received under Ultimate Trusts	-	1,037	-	-	1,037	698
Interest receivable from loans	1,242		-	-	1,242	1,203
Expenses receivable on trusts	89		-	-	89	64
Fee for operating gift aid scheme	2		-	-	2	3
Accommodation fees	6		-	-	6	6
Trading Income	96		3	-	99	112
Debt Recovered – BSBS	-		-	-	-	-
Other Income	4		-	-	4	2
Income: Joint Venture	-	393	-	-	393	202
Total	**1,568**	**1,230**	**661**	**-**	**3,659**	**3,092**

The Trustees of the Charity have agreed to designate monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations, to the Pension Reserve Fund. In 2020, £900k of the charitable activities income was attributable to Designated Funds, £682 was attributed to Restricted Funds, and the remaining £1,510k was attributable to Unrestricted Funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

3. CHARITABLE ACTIVITIES (Continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Publication sales	7	-	-	-	7	6
Rent	63	-	-	-	63	116
Funds received under Ultimate Trusts	-	1,037	-	-	1,037	697
Grant Income	58	-	-	-	58	
Trading Income	96	-	-	-	96	110
Debt Recovery	-	-	-	-	-	-
Total	**224**	**1,037**	**-**	**-**	**1,261**	**929**

Monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations. The Trustees of the Charity have agreed to designate such receipts to the Pension Reserve Fund.

In 2020, £697k was attributable to Designated Funds, and the remaining £232k was attributable to Unrestricted Funds.

4. INVESTMENT INCOME

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Quoted Investments:						
UK listed Bonds	44	4	-	5	53	51
UK listed Equities	71	9	-	10	90	86
Overseas listed Equities	3	-	-	-	3	77
Overseas listed Bonds	113	11	-	16	140	30
UK Property Unit Trusts	34	3	-	8	45	
Other:			-			
Interest on Cash Deposits	59		2	-	61	165
UK Property	-	46	-	-	46	
Other	-	-	-	-	-	45
Total	**324**	**73**	**2**	**39**	**438**	**454**

In 2020, £351k of the investment income was attributable to Unrestricted income funds, £70k was attributable to designated income funds, £1k was attributed to restricted income funds, and the remaining £32k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Income before Total Return Adjustment	217	61	-	24	304	454
Total Return Adjustment	107	12	-	15	134	-
Total	**324**	**73**	**2**	**39**	**438**	**454**

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

4. INVESTMENT INCOME (Continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Quoted Investments:						
UK listed Bonds	44	4	-	5	53	51
UK listed Equities	71	9	-	10	90	85
Overseas listed Equities	3	-	-	-	3	76
Overseas listed Bonds	113	11	-	16	140	-
UK Property Unit Trusts	34	3	-	8	45	31
Other:			-			
Interest on Cash Deposits	2		-	-	2	17
UK Property	-	46	-	-	46	45
Other	-	-	-	-	-	-
Total	**267**	**73**	**-**	**39**	**379**	**305**

In 2020 £203k of the investment income was attributable to Unrestricted income funds, £70k was attributable to Designated income funds, and the remaining £32k was attributable to endowment income funds.

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Income before Total Return Adjustment	160	61	-	24	245	305
Total Return Adjustment	107	12	-	15	134	-
Total	**267**	**73**	**-**	**39**	**379**	**305**

There was no Total Return Adjustment made in 2020.

5. OTHER INCOME

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Other income	20	200	-	-	220	8
Total	**20**	**200**	**-**	**-**	**220**	**8**

In 2020, £10k of other costs was related to Unrestricted funds, and the remaining £(2)k was related to Designated Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Other income	20	200	-	-	220	8
Total	**20**	**200**	**-**	**-**	**220**	**8**

In 2020, £10k of other costs was related to Unrestricted funds, and the remaining £(2)k was related to Designated Funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

6. RAISING FUNDS

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Investment	53	6	-	7	66	63
Publication expenses	-	3	-	-	3	3
Total	**53**	**9**	**-**	**7**	**69**	**66**

In 2020, £7k of costs in relation to raising funds was attributable to Endowment funds, £8k was attributable to Designated funds, and the remaining £51k was attributable to Unrestricted funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Investment	52	6	-	7	65	59
Publication expenses	-	4	-	-	4	3
Total	**52**	**10**	**-**	**7**	**69**	**62**

In 2020, £7k of costs in relation to raising funds was attributable to Endowment funds, £8k was attributable to Designated funds, and the remaining £47k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

7. CHARITABLE ACTIVITIES

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Regional Association						
- Mission & Operations	3,581	-	-	-	3,581	2,944
Faith & Society						
- Team Costs	787	82	-	-	869	889
- Baptist Assembly	-	32	-	-	32	(2)
- Ecumenical	57		-	-	57	61
- Other grants	91	44	-	-	135	93
Ministries						
- Team Costs	420	44	-	-	464	535
- Mission Grants	108	59	-	-	167	146
- Student Training	154		-	-	154	131
Safeguarding						
- Team Costs	532	56	-	-	588	420
Support Services						
- Advice & Information	31	3	-	-	34	33
- Pension Cost	-	151	-	-	151	2
- BSBS	-	(17)	-	-	(17)	(1)
- Benevolent Funds	-	105	5	-	110	332
Other						
- Retirement Housing		-	1,196	-	1,196	1,189
- BU Corporation	666	-	-	-	666	1,604
Total	**6,427**	**559**	**1,201**	**-**	**8,187**	**8,376**

In 2020, £1,195k of costs in relation to charitable activities was attributable to Restricted funds, £545k was attributable to Designated funds, and the remaining £6,636k was attributable to Unrestricted funds.

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Regional Association						
- Mission & Operations	3,581	-	-	-	3,581	2,944
Faith & Society						
- Team Costs	787	82	-	-	869	888
- Baptist Assembly	-	31	-	-	31	(2)
- Ecumenical	57	-	-	-	57	61
- Other grants	91	44	-	-	135	93
Ministries						
- Team Costs	420	44	-	-	464	536
- Mission Grants	108	59	-	-	167	146
- Student Training	154	-	-	-	154	131
Safeguarding						
- Team Costs	532	55	-	-	587	420
Support Services						
- Advice & Information	31	4	-	-	35	33
- Pension Costs	-	772	-	-	772	649
- BSBS	-	(17)	-	-	(17)	(1)
- Benevolent Funds	-	106	4	-	110	332
Total	**5,761**	**1,180**	**4**	**-**	**6,945**	**6,230**

In 2020, £6k of costs in relation to charitable activities was attributable to Restricted funds, £1,192k was attributable to Designated funds, and the remaining £5,032k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

8. ALTERNATIVE ANALYSIS OF EXPENDITURE

Consolidated	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2021	TOTAL 2020
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	3,581	-	3,581	2,944
Faith & Society					
- Team Costs	417	-	452	869	889
- Baptist Assembly	32	-	-	32	(2)
- Ecumenical	-	56	-	56	61
- Other grants	-	135	-	135	93
Ministries					
- Team Costs	223	-	241	464	535
- Mission Grants	167	-	-	167	146
- Student Training	-	154	-	154	131
Safeguarding					
- Team Costs	282	-	306	588	420
Support Services					
- Advice & Information	16	-	18	34	33
- Pension Costs	151	-	-	151	2
- BSBS	(17)	-	-	(17)	(1)
- Benevolent Funds		110	-	110	332
Other					
- Retirement Housing	1,135		12	1,147	1,189
- BU Corporation	641		74	715	1,604
	3,047	**4,036**	**1,103**	**8,187**	**8,376**
Cost of raising funds	69	-	-	69	66
Total	**3,116**	**4,036**	**1,103**	**8,256**	**8,442**

In 2020 £3,798k related to Direct Charitable expenditure, £3,561k to Grants and £1,083k to Support Costs

Charity	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2021	TOTAL 2020
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	3,581	-	3,581	2,943
Faith & Society					
- Team Costs	417	-	452	869	889
- Baptist Assembly	32	-	-	32	(2)
- Ecumenical	-	56	-	56	61
- Other grants	-	135	-	135	93
Ministries					
- Team Costs	223	-	211	464	535
- Mission Grants	167	-	-	167	146
- Student Training	-	154	-	154	131
Safeguarding					
- Team Costs	282	-	306	588	420
Support Services					
- Advice & Information	16	-	18	34	33
- Pension Deficit Cessation	772	-	-	772	649
- BSBS	(17)	-	-	(17)	(1)
- Benevolent Funds	-	110	-	110	332
	1,892	4,036	1,017	6,945	6,230
Cost of raising funds	69	-	-	69	62
Total	**1,961**	**4,036**	**1,017**	**7,014**	**6,292**

In 2020 £1,760k related to Direct Charitable expenditure, £3,561k to Grants and £971k to Support Costs

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

9. SUPPORT COSTS

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Staff	391	26	-	-	417	386
Depreciation	63	94	-	-	157	153
Property	74	-	-	-	74	64
Insurance	17	-	-	-	17	10
Printing and postage	6	-	-	-	6	8
IT	125	-	-	-	125	129
Other Office Costs	16	-	-	-	16	14
Bank charges	9	-	-	-	9	10
Office facilities	4	-	-	-	4	8
Strategic Projects	40	-	-	-	40	21
Pension Deficit	-	3	-	-	3	7
Total	745	123	-	-	868	810
Governance costs						
Annual Assembly	-	-	-	-	-	3
Council	15	-	-	-	15	2
Committees	7	-	-	-	7	11
Auditors' remuneration (note 10)	67	-	9	-	76	80
Legal and Professional	55	62	3	-	120	160
Trustee Insurance	17	-	-	-	17	17
Total Governance costs	161	62	12	-	235	273
Total Support costs	**906**	**185**	**12**	**-**	**1,103**	**1,083**

In 2020, £39k of support costs were attributable to Restricted funds £164k were attributable to Designated funds, and the remaining £880k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

9. SUPPORT COSTS (Continued)

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2021 £'000	Total 2020 £'000
Staff	391	26	-	-	417	387
Depreciation	63	94	-	-	157	153
Property	74	-	-	-	74	64
Insurance	17	-	-	-	17	10
Printing and postage	6	-	-	-	6	8
IT	125	-	-	-	125	129
Other Office Costs	16	-	-	-	16	13
Bank charges	9	-	-	-	9	10
Office facilities	4	-	-	-	4	8
Strategic Projects	40	-	-	-	40	21
Pension Deficit	-	3	-	-	3	7
Total	745	123	-	-	868	810
Governance costs						
Annual Assembly	-	-	-	-	-	3
Council	15	-	-	-	15	3
Committees	7	-	-	-	7	11
Auditors' remuneration	38	-	-	-	38	45
Legal and Professional	20	61	-	-	81	88
Trustee Insurance	8	-	-	-	8	11
Total Governance costs	88	61	-	-	149	161
Total Support costs	**833**	**184**	**-**	**-**	**1,017**	**971**

In 2020, £164k of support costs were attributable to Designated funds, and the remaining £807k was attributable to Unrestricted funds.

10. NET INCOME FOR THE YEAR

	Consolidated		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
This is stated after charging/(crediting):				
Depreciation/amortisation	157	159	157	153
Auditors' remuneration:				
Audit work	76	62	35	36
Audit work - previous year	-	18	3	9
Non-audit work	-	-		

11. EMPLOYEES AND TRUSTEES

	Note	Consolidated 2021 £'000	Consolidated 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Staff and appointed minister costs:					
Salaries and stipends		1,340	1,321	1,340	1,321
Social security costs		120	119	120	119
Pension costs	**25**	155	136	155	136
Other costs					
		1,615	**1,576**	**1,615**	**1,576**
Less: Attributable to other Baptist entities		(191)	(189)	(482)	(462)
Total		**1,424**	**1,387**	**1,133**	**1,123**
Average number employees during the year:		46	42	33	32

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

11. EMPLOYEES AND TRUSTEES (continued)

No employee received emoluments in between the band of £60,000 to £70,000 during the year (2020: NIL).

Total aggregate remuneration paid to key management personnel during the year was £282,060 (2020: £277,213).

Trustee emoluments, including pension contributions of £8,762 (2020: £7,431), were paid for one trustee (2020: 1), Rev. Lynn Green, amounting to £54,160 (2020: £55,231). Her appointment as trustee is in accordance with the Union's constitution. No emoluments were paid to any other trustees for their work as Trustees.

No trustee (2020: one) received a Study grant (2020: £600). Applications had been treated in exactly the same way as all other grant applications. No emoluments were paid to any of the other trustees for their work as Trustees.

A total of £3,748 was paid to 9 Trustees in reimbursement of travelling and subsistence expenses as Trustees (2020: £922 to 8 Trustees).

Total redundancy payments were £24,403 (2020: £NIL).

12. TANGIBLE AND INTANGIBLE FIXED ASSETS

Consolidated	TANGIBLE FIXED ASSETS				TANGIBLE	INTANGIBLE	GRAND
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	Total	Computer Software	Total 2021
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January 2021	41,972	1,326	67	81	43,446	255	43,701
Additions	1,742	-	8	-	1,750	18	1,768
Disposals	(3,218)	-	-	-	(3,218)	(2)	(3,220)
31 December 2021	**40,496**	**1,326**	75	**81**	**41,978**	**271**	**42,249**
Depreciation/Amortisation							
1 January 2021	420	50	64	73	607	98	705
Charge for the year	94	6	4	7	111	53	164
Disposals	(77)	-	-	-	(77)	(1)	(78)
31 December 2021	**437**	**56**	**68**	**80**	**640**	**150**	791
Net Book Value							
31 December 2021	**40.059**	**1,270**	**7**	**1**	**41,337**	**121**	**41,458**
31 December 2020	41,552	1,276	3	8	42,839	157	42,996

Charity	TANGIBLE FIXED ASSETS				TANGIBLE	INTANGIBLE	GRAND
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	TOTAL	Computer Software	TOTAL 2021
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January 2021	6,042	-	67	81	6,190	255	6,446
Additions	7	-	8	-	15	18	33
Disposals	(1,809)	-	-	-	(1,809)	(2)	(1,831)
31 December 2021	**4,240**	**-**	**75**	**81**	**4,396**	**271**	**4,667**
Depreciation/Amortisation							
1 January 2021	420	-	64	74	558	98	656
Charge for the year	94	-	4	6	104	53	157
Disposals	(78)	-	-	-	(78)	-	(78)
31 December 2021	**436**	**-**	**68**	**80**	**584**	**151**	**735**
Net Book Value							
31 December 2021	**3,804**	**-**	**7**	**1**	**3,812**	**120**	**3,932**
31 December 2020	5,622	-	3	7	5,633	157	5,790

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

13. FIXED ASSET INVESTMENTS

Consolidated	Quoted at market value	Cash with Managers	Investment Property	Total 2021	Total 2020
	£'000	£'000	£'000	£'000	£'000
Balance at 1 January	8,322	73	2,046	10,441	10,504
Additions	5,584	5,933	1,300	12,817	2,277
Disposals	(4,594)	(5591)	-	(10,185)	(2,035)
Realised and unrealised gains/(losses)	863	8	-	871	(7)
Withdrawals		(260)	-	(260)	(298)
Balance at 31 December	**10,175**	**163**	**3,346**	**13,684**	**10,4**
Add / (deduct) share of net assets of Baptist House Limited				152	139
Total Fixed Asset Investments				**13,836**	**10,580**
Historical Costs of Investments					7,918

Charity	Unquoted at cost	Quoted at market value	Cash with Managers	Investment in Property	Total 2021	Total 2020
	£'000	£'000	£'000	£'000	£'000	£'000
Balance at 1 January	1,760	8,293	73	2,046	12,172	12,232
Additions	1,000	5,584	5,933	1,300	13,827	2,278
Disposals	-	(4,594)	(5,591)	-	(10,185)	(2,005)
Realised and unrealised gains/(losses)	-	861	8	-	869	(35)
Withdrawals	-	-	(260)	-	(260)	(299)
Balance at 31 December	**2,760**	**10,144**	**163**	**3,346**	**16,413**	**12,171**
Historical cost of investments					8,073	7,633

The following investments exceeded 5% of the total portfolio:	**2021 £'000**	**2020 £'000**
Royal London Ethical Bond Fund	852	1,353
Charities Property Fund	653	591

Unquoted investments at cost	**2021 £'000**	**2020 £'000**
Baptist House Ltd	300	300
Baptist Union Corporation Ltd	2,460	1,460
Total unquoted investment at cost	**2,760**	**1,760**

The unquoted investments represent 50% of share capital of Baptist House Limited and The Union's capital loan to the Baptist Union Corporation Limited which provides the capital for the Baptists Together Loan fund.

The following entities have been consolidated because of the control exercised by the parent charity:

- Baptist Union Corporation Limited is a company limited by guarantee, registered number 00032743, and a registered charity, number 249635. It has been consolidated on a line-by-line basis. During the year ended 31 December 2021 Baptist Union Corporation Limited made a surplus of £1,000k (2019: deficit £877k) based on a turnover of £2,465k (2020: £1,492k), before consolidation. The company had capital and reserves of £4,387k (2019: £3,387k).
- Retired Baptist Ministers' Housing Organisation (RBMHO) is a Charitable Incorporated Organisation, registered charity number 1177649. It has been consolidated on a line-by-line basis. During the year ended 31 December 2021. RBMHO made a surplus of £2,683k (2020: £1,327k), before consolidation, and the Company had accumulated capital and reserves of £37,189k (2020: £34,496k).
- Baptist House Limited is a company limited by guarantee, registered number 02366122. The Union's share has been consolidated as a joint arrangement. During the year ended 31 October 2021 Baptist House Limited made a surplus of £13k (2020: surplus of £35k) and the Company had reserves of £151k (2020: £139k).

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

14. DEBTORS

	Consolidated		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Accrued income	303	467	214	201
Prepayments and other debtors	153	702	1	657
Loans to staff	-	7	-	7
Amounts owed by group entities	-	-	147	1,120
Other Baptist Organisations	-	-	4	-
	456	**1,176**	**366**	**1,985**
Loans:				
- Baptist Strategy Building Scheme (BSBS) loans	45	45	45	45
- Baptist Union Corporation Ltd	-		798	779
- Manse Loans	4,589	4,049	-	-
- Church Loans	12,732	13,424	-	-
- Pension Loans	394	512	-	-
- Baptist Colleges	1,986	2,003	-	-
- Secured advances to churches	92	251	-	-
- Provision for Doubtful Debts	(800)	(877)		
	19.038	**19,407**	**843**	**824**
Total	**19,494**	**20,583**	**1,209**	**2,809**

In respect of the outstanding BSBS loans of £45k, £9k is due to be repaid within 12 months (2020: £10k), and £36k is due to be repaid between two and five years (2020: £36k).

In respect of the outstanding loans of £19,701k (2020: £19,988k), £1902k (2020: £4,043k) is due to be repaid within 12 months, £2,520k (2020: £1,550k) is due to be repaid between one and two years, £3,538k (2020: £4,026k) is due to be repaid between three and five years, and £10,369k (2020: £10,620k) is due to be repaid in more than five years.

Loans totalling £2,253k (2020: £3,312k) have been approved but not taken up as at 31 December 2021.

15. CASH AND BANK BALANCES

	Consolidated		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Short-term Deposits	17,461	20,111	3,028	1,946
Notice deposits	10,938	764	764	764
Total	**28,399**	**20,875**	**3,792**	**2,710**

Short-term deposits are available in less than three months; notice deposits are available in more than three months but less than 12 months.

Included within the total cash balance is £nil (2020: £nil) attributable to the endowment fund.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

16. CREDITORS

	Consolidated		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Amounts falling due within one year:				
Accruals and other creditors	433	392	320	255
Staff Loans	-	-	1	-
Trust accounts	13,099	13,245	-	-
Covenant Trust accounts	-	1	-	-
Loan fund deposits	43,590	39,891	-	-
Inter-company creditors	17	-	-	-
Other Baptist Organisations	-	-	-	-
Loans	2,147	2,104	-	-
Total	**59,286**	**55,633**	**321**	**255**

Included in the Loans Fund deposits is £2,147k (2020: £2,104k) of interest free loans which 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 the dates of repayment cannot be determined.

17. LONG-TERM LIABILITY

	Consolidated		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Loan from Group Entity				
RBMHO		-	20,000	20,000
Total	**-**	**-**	**20,000**	**20,000**

The loan from RBMHO is an interest only loan at an interest rate of 3% above the Bank of England base rate. There is no fixed repayment date and it can only be recalled by the lender by giving no less than 12 months notice.

18. PROVISION FOR LIABILITES

	Consolidated		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Defined Benefit pension scheme liability				
Balance sheet liability at 1st Jan	208	334	208	334
Deficiency contributions paid	(37)	(26)	(37)	(26)
Interest losses (recognised in Sofa)	3	11	3	11
Actuarial (Gains)	(2)	(7)	(2)	(7)
(Gain) in funding plan	-	(100)	-	(100)
Balance sheet liability at 31st Dec	**172**	**208**	**172**	**208**

For more details on pension liabilities, please see note 25.

19. CONTINGENT ASSET

In 2020, the Union has been co-claimant alongside the Baptist Pension Scheme (BPS) in a claim against the BPS's former legal advisors. The Union entered into a costs agreement with BPS under which the Union shared in the cost of the litigation and would be able to recover these costs in the event that a settlement was achieved. The costs expended amounted to £133k as at 31 December 2020 which were drawn from the Pension Reserve. The litigation was subsequently settled by mediation on 22 March 2021. As a result of the settlement the Union has now received reimbursement of these costs.

There were no contingent assets for the year ended 31st December 2021.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

20. ENDOWMENT FUNDS

Consolidated and Charity	1 Jan 2021 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2021 £'000
Sustentation Fund	1,111	39	(7)	112	(32)	1,223
Total	1,111	39	(7)	112	(32)	1,223

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
Sustentation Fund	-	1,215	8	1,223
Total	-	1,215	8	1,223

The Sustentation Fund income is available for provision of Ministry and the net income was transferred to unrestricted income to support grants for ministry in accordance with the Trust Deed.

21. RESTRICTED FUNDS

	1 Jan 2020 £'001	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2020 £'001
Pension Reserve	193	-	-	-	(193)	-
Retired Ministers' Benevolent Fund	17	-	(4)	-	-	13
Total Charity	**210**	**-**	**(4)**	**-**	**(193)**	**13**
RBMHO	34,409	1,471	(1,196)	1,810	608	37,102
Total Consolidated	**34,409**	**1,471**	**(1,196)**	**1,810**	**618**	**37,115**

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
(a) Pension Reserve			-	-
(b) Retired Ministers' Benevolent Fund			13	13
Total Charity			**13**	**13**
(c) RBMHO	37,526	32	(456)	37,102
Total Consolidated	**37,526**	**32**	**(443)**	**37,115**

(a) The Pension Reserve has been established to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to (1) clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme.

(b) The Retired Ministers' Benevolent Fund assists retired ministers on the accredited list.

(c) RBMHO provides housing for retired Baptist ministers and their spouses.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

22. DESIGNATED FUNDS

	1 Jan 2021 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2021 £'000
Loan fund capital	1,460	-	-	-	1,000	2,460
Baptist Strategy Building Scheme	45	-	17	-	(17)	45
Pension Reserve	(17,461)	1,755	(821)	-	193	(16,333)
Baptist House Reserve	3,092	-	(67)	-	-	3,025
Fixed Asset Reserve	3,780	-	(27)	-	(1,559)	2,194
Pastoral Fund	2,120	73	(130)	98	-	2,161
Covid-19 relief fund	785	-	(41)	-	(744)	-
Strategic Projects	129	-	(89)	-	-	40
Baptist Assembly	-	32	(32)	-	-	-
Total Charity	**(6,050)**	**1,860**	**(1,190)**	**98**	**(1,127)**	**(6,409)**
Elimination / Adjust on consolidation						
- Loan Fund Capital	(1,460)	-	-			(1,460)
- Pension Reserve	-	(550)	621	-	(71)	-
- Baptist House Reserve	(162)	-	-	13		(149)
Total Consolidated	**(7,672)**	**1,310**	**(569)**	**111**	**(1,198)**	**(8,018)**

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Long-Term Liability £'000	Total £'000
(a) Loan fund capital	-	2,460		-	2,460
(b) Baptist Strategy Building Scheme	-		45		45
(c) Pension Reserve	-	-	3,667	(20,000)	16,333
(d) Baptist House Reserve	1,738	1,286	-	-	3,024
(e) Fixed Asset Reserve	2,194	-	-		2,194
(f) Pastoral Fund	-	806	1,356		2,162
(g) Covid-19 relief Fund	-	-	-		-
(h) Strategic Projects	-		39		39
Total Charity	**3,932**	**4,553**	**5,106**	**(20,000)**	**(6,409)**
Elimination / Adjust on consolidation					
(a) Loan fund capital	-	(2,460)	1,000		(1,460)
(c) Pension Reserve	-		(20,000)	20,000	-
(d) Investment in Baptist House Ltd	-	(149)			(149)
Total Consolidated	**3,932**	**1,944**	**(15,894)**	**-**	**(8,018)**

(a) The Loan Fund Capital is the investment in Baptist Union Corporation to provide capital to the Baptist Union Loan Fund. The loan fund primarily assists churches with finance for new buildings, for extensions and/or refurbishment of church premises, for the purchase of church manses and loans to enable churches to pay off their pension deficits

(b) The Baptist Strategy Building Scheme provided loans to finance to church building. The fund represents balances outstanding and is not open to new applications. Repayments are transferred to Unrestricted funds.

(c) The Pension Reserve has been established by the Baptist Union of Great Britain to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to (1) clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme.

(d) The Baptist House Reserve recognises the investment in Baptist House that is used for operational purposes to provide office accommodation for the Specialist Teams and is not readily a liquid asset.

(e) The Fixed Asset Reserve holds fixed assets used to support the ongoing operations of BUGB. This is not a readily liquid asset.

(f) The Pastoral Fund exists for the relief of need, hardship or distress.

(g) The Covid-19 Relief Fund was created in 2020 to provide relief to member churches who experienced significant financial difficulty due to loss of income due to governmental meeting and opening premise restrictions. It was closed in 2021, and the remaining fund designation transferred back to Unrestricted Funds.

(h) The Strategic Projects Fund is to provide funding for projects deemed of strategic importance to The Union.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

23. ANALYSIS OF NET ASSETS

Consolidated	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds		1,215	8	-	1,223
Restricted Funds	37,526	32	(443)	-	37,115
Designated Funds	3,932	1,944	(13,89)	-	(8,018)
Unrestricted Funds	-	10,645	2,936	(172)	13,409
Total	**41,458**	**13,836**	**(11,393)**	**(172)**	**43,729**

Charity	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,215	8	-	1,223
Restricted Funds	-	-	13	-	13
Designated Funds	3,932	4,552	5,107	(20,000)	(6,409)
Unrestricted Funds	-	10,646	(452)	(172)	10,022
Total	**3,932**	**16,413**	**4,676**	**(20,172)**	**4,849**

24. GRANTS

The Baptist Union of Great Britain makes grants to some of its member churches for the provision of ministers and to other Baptist and ecumenical organisations in the furtherance of the Union's objects as set out in the trustees' report. Grants of £10k and over made during the year were as follows:

	Regional Associations	Other Baptist Partners	Ecumenical Partners	TOTAL
	£'000	£'000	£'000	£'000
Angus Library	-	10	-	10
Baptist World Alliance	-	10	-	10
Central Baptist Association	283	-	-	283
Churches Together in Britain and Ireland	-	-	10	10
Churches Together in England	-	-	24	24
East Midlands Baptist Association	294	-	-	294
Eastern Baptist Association	260	-	-	260
European Baptist Federation	-	68	-	68
Heart of England Baptist Association	302	-	-	302
Jamaica Baptist Union	-	30	-	30
London Baptist Association	489	-	-	489
North Western Baptist Association	274	-	-	274
Northern Baptist Association	176	-	-	176
Project Violet - women in Ministry	-	10	-	10
South Eastern Baptist Association	280	-	-	280
South Wales Baptist Association	238	-	-	238
South Wales Baptist College	-	10	-	10
South West Baptist Association	208	-	-	208
Southern Counties Baptist Association	304	-	-	304
West of England Baptist Association	238	-	-	238
Yorkshire Baptist Association	224	-	-	224
Total Grants of £10k or more	**3,570**	**138**	**34**	**3,742**
Total grants of less that £10k		31	25	56
Total Grants excluding Training & Pastoral	**3,570**	**169**	**59**	**3,798**
Training Grants				128
Pastoral Grants				110
Total Grants				**4,036**

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

25. PENSIONS

The Union is an employer participating in the Baptist Pension Scheme ("the BPS"). The BPS is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited).

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. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the BPS, or through the Baptist Union Staff Pension Scheme (BUSPS). The BUSPS was wound up in 2019 and there is no further liability to the Union. The main benefits in the BPS were a defined benefit 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.

The BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925 and was closed to future accrual of defined benefits on 31 December 2011. The scheme is not contracted out of the State Second Pension.

The table below summarises the main results of the most recent actuarial valuations of the Defined Benefit (DB) Plan in the BPS, which was completed in 2020. This valuation was performed by a professionally qualified Actuary using the Projected Unit Method.

	BPS DB Plan
Date of valuation	31 December 2019
Date next valuation due	31 December 2022
Market value of scheme assets (A)	£298m
Technical provisions (B)	£316m
Deficit [(B) – (A)]	£18m
Funding level [(A) / (B)]	94%

As a result of the valuations, in addition to the contributions to the DC Plan set out above, it was agreed to continue the standard rate of deficiency contributions payable by churches and other employers involved in the DB Plan at a rate of 12% of Pensionable Income/ Minimum Pensionable Income. The contributions are based on each church's or other employer's position at 31 December 2014. Some churches or other employers that were only involved in the DB Plan for a short period pay less than 12%. The Recovery Plan envisages deficiency contributions continuing until June 2026. In addition, BUGB committed to make an additional contribution of £0.5m on behalf of the Baptist denomination in 2020, which had already been accounted for as a current liability at the end of 2019 and was paid to the scheme in December 2020.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

25. PENSIONS (continued)

The financial assumptions underlying the valuations were as follows:

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

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 Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. 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.

The movement in the balance sheet liability is set out in the following table:

	2021 £000	2020 £000
Balance sheet liability at 1st January	208	334
Deficiency contributions paid	(37)	(26)
Interest cost (recognised in SoFA)	3	7
Remaining change to balance sheet liability (recognised in SoFA)	(2)	(6)
Loss/(gain) on change of funding plan	-	(101)
Balance sheet liability at 31st December	**172**	**208**

This liability represents the present value of the 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:

	31 Dec 2021	31 Dec 2020	31 Dec 2019
Discount Rate	2.00%	1.37%	2.15%
Future increases to Minimum Pensionable Income	4.06%	3.07%	3.18%

26. RELATED PARTY TRANSACTIONS

No trustee (2020: one) received a Study grant during the year (2020: £600). All applications had been treated in exactly the same way as all other grant applications of that specific type.

www.baptist.org.uk/annualreport

The Baptist Union of Great Britain
Registered charity number 1181392
The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House,
129 Broadway, Didcot, Oxfordshire OX11 8RT.

'Sunset' by Mike Lowe

THE BAPTIST UNION OF GREAT BRITAIN

England & Wales - Charity number 1181392

Accounts

BAPTISTS TOGETHER

Annual Report

of the Baptist Union of Great Britain

2020

The Declaration of Principle

The basis of our Baptist Union is:

1. That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer His laws.

2. That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again the third day'.

3. That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

Painting by Yinka Oyekan
front image 'Prodigal' by Chris Duffett

Welcome to the 2020 Annual Report of the Baptist Union of Great Britain. We hope it will be a great encouragement to you as you read about all the varied work God is doing across our Baptist movement.

Objectives and Activities	p4-9
Presidential reflections	p10-11
Reflecting on 2020	p12-17
Association Stories	p18-25
Baptist Colleges	p26-29
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Who We Are	p60-61
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The Trustees wish to put on record their thanks to the churches, Regional Associations and Colleges that make up Baptists Together and to the staff of the Specialist Teams based at Baptist House for all their generosity in supporting us to achieve our mission.

Our objectives

The principal object of the Union is the advancement of Christian faith and its practice, especially by the means of and in accordance with the principles of the Baptist denomination.

Our Christian faith understands that we can come to know God in Jesus Christ, who is both human and divine and is the person in whom all that is lost and broken can be redeemed and who inspires his followers to work for a world that is a better place for all.

Our Baptist principles mean that within the covenant relationship of Baptists Together we value the freedom of the local church to discern for itself its practices and policies within the broad scope of Baptist belief. We stress the importance of individual response in faith, and we understand that each Christian is to play their part in advancing Christian faith and witness. Because of our emphasis on personal faith and the freedom of the local church we are committed to religious freedom for people of all Christian traditions and other faiths.

The Union's overriding function is to provide encouragement, advice and support to member churches so that they too may maximise their ability to achieve their own charitable objective of making Jesus Christ known to particular individuals and to society in general.

Baptists believe that each Christian has a duty to share their faith with the wider public and recognises that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education, care of God's creation and peace in the world.

Throughout 2020 our Union continued to support its member churches, regional associations and colleges by providing grants, practical support, guidance and expertise and by representing its members in the public arena. Throughout this report further detail and information is to be found about specific initiatives in 2020 and how they relate to the overall strategy of our Union.

Chris Duffett and Yinka Oyekan are Baptist ministers, with Chris being a former President of Baptists Together and Yinka our current President. Their paintings are used throughout this report. Visit www.chrisduffettart.com and www.howdowegrowfromhere.com to find out more.

BAPTISTS TOGETHER

Our Strategies to achieve success

Whilst the objects of our Union continue much unchanged from year to year, the work of our Union to achieve these is reviewed periodically to ensure there is effective and appropriate provision and support for ministers of religion, other church leaders and the churches, regional associations and colleges.

The 'Futures Review' undertaken in 2012 outlined the main strategic direction, objectives and values of the Union which continue to be implemented. The strategy of our Union arises from this and is encapsulated in the phrase:

'Growing healthy churches in relationship for God's mission'

To do this, we believe that we must intentionally develop a Union that encourages and builds upon our relationships together as more than 1,900 member churches, 13 member Regional Associations and five member Colleges, ie Baptists Together.

We continue to develop relationships with other Baptist organisations in the UK through the Fellowship of Baptists in Britain and Ireland, in Europe through the European Baptist Federation, and around the world through the Baptist World Alliance.

We seek to deliver our vision through...

Painting by Yinka Oyekan

To achieve this vision, Baptists Together is committed to intentionally developing a culture where we...

Seek to be a movement of Spirit-led communities

as those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)

Feel like one team

celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (1 Corinthians 12:24b-27)

Embrace adventure

being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)

Inspire others

with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1-2)

Share a hunger for God's coming Kingdom

nurturing a 'holy discontent' that arises from our desire to give practical expression to our vision of God's purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9-10)

Areas of strategic focus

Whilst we continue to develop our four key areas (see page 6), we are working on these strategic priorities.

- Given the urgent need to pursue God's mission in our UK context, we believe that we need to focus on our value: '**Embrace adventure**: Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things (Matt 28:18-20)'.
- To work through the remaining recommendations of the Ignite report into the future of ministry. **Developing leadership in all its forms**, together with a focus on equipping the whole body of Christ.
- **Children, Young People and Families** – our CYF Round Table is offering leadership in this area.
- A similar but separate focus on **Emerging Adults aged 18-35** – a group which is largely missing from our churches.
- **Digital revolution** – not only our own digital capacity but reflecting on the implications of the digital revolution on mission, ministry and society.

'Good Harvest' by Chris Duffett

It goes without saying that 2020 was a year like no other. Finding ourselves pitched into a global pandemic for much of the year has meant that we have experienced, and continue to experience, some huge challenges, together with some beautiful opportunities. As I have watched, prayed and offered leadership over this past year, what I have witnessed most clearly is the maturity of Baptists Together as a Movement. Maturity that has been lived out in our local churches, leaders and communities. I read recently, 'Maturity is not the absence of struggle, but the ability to struggle well; it is not the absence of pain, but the ability to know God in the midst of pain'. [1] 2020 has been a tough year, yet in the midst of the reality of all the demands we have faced, I am encouraged and inspired to see how we have been faithful in following Jesus through it all.

The New Testament writer, James says,

'Consider it a sheer gift, friends, when tests and challenges come at you from all sides. You know that under pressure, your faith-life is forced into the open and shows its true colours. So don't try to get out of anything prematurely. Let it do its work so you become mature and well-developed, not deficient in any way.' James 1:2-4 (*The Message*)

So, I am seeing a Movement that is ***spiritually mature*** and this has been expressed very clearly through our praying together. I believe that when we look back on 2020 in years to come, our desire for prayer will stand out. The 60 Baptists Together Prayer Broadcasts have been part of this outpouring of prayer, connecting us together across the nations as we have also been praying earnestly locally and regionally too.

Our work together encouraging ***maturity in leaders*** through Continuing Ministerial Development could not have been more timely, and I have been so encouraged to see the authenticity of our leaders as they have been growing in the vital work of attending to their own spiritual, emotional and physical needs as they seek to offer leadership to others.

I have also seen a Movement that is ***maturing in relationships***; realising our need for each other and the power of partnering together for the sake of the Gospel. This has been expressed in so many ways across Baptists Together, but particularly in the advice, resources and inspiration that have been consistently offered through our website and the Baptists Together fund that was made available to support our churches as they faced financial uncertainty.

Maturity in mission has also been evident. Right from the start of the pandemic, I gave thanks to God for all the investment in community relationships that so many of our leaders and churches have patiently nurtured over the years. I saw how the relationships forged immediately provided open doors and clear channels for God's love and blessing to flow where it was needed most. We were able to 'keep in step with the Holy Spirit', even in the midst of huge upheaval and uncertainty because the relational 'infrastructure' was already there. Individuals and communities have experienced Kingdom transformation. Baptists Together have truly been Beacons of Hope wherever God has placed them!

As our familiar patterns of 'doing church' have been so restricted, I have been inspired to see the ***resilience of maturity*** revealed in the flexibility, creativity and innovation that has been continually applied to our mission. Again, as our leaders and churches have been wise in perceiving what they CAN do, rather than what cannot be done, precious mission and ministry has been offered. The stories that have been gathered together in this document reflect that brilliantly.

As I reflect on 2020, I recognise the massive challenges, demanding work and deep grief that we have experienced. Yet, at the same time, what I see is the unique beauty and preciousness of our Baptist Movement. We are big enough to be able to offer strong support to each other through the storm, but we are also small enough, connected enough and Baptist enough, to be agile, flexible and creative! We have proven that we are able to be blown along by the wind of the Spirit even in the thick of the storm that has surrounded us as, together, we grow healthy churches in relationship for God's mission. I am honoured to be able to continue to offer spiritual leadership to a mature Movement like this.

Lynn Green, General Secretary Baptists Together

[1] Helena Wilkinson interviewing Tom Varney in *The Christian Counsellor* Vol 2, No. 3, summer 1992, p13

Ken Benjamin - President 2019-20

I started my time as President with a simple prayer. I've ended with an ongoing burden. Our God does that with our prayers, doesn't he?

My prayer and theme were the same words: **'Where do we grow from here?'** We invited churches, associations and colleges to join in – taking an honest look at the words in that question. Prayerfully asking: 'where's '**here**'?' 'What do we really mean by '**grow**'?' 'How wide's my view of '**we**'?' And finally, looking for **where** we might see growth.

In the light of Covid, it's interesting to look back on the core themes of missional communities and whole-life discipleship that emerged.

Two key messages were consistently repeated:

The times we live in call for churches to think beyond our existing patterns and programmes in creative ways.

And that:

We'll never get anywhere until we equip our people for their everywhere.

Both have a new resonance in the pandemic. We've been forced to think totally outside of the box. And crucially, those who emphasise equipping people for their everyday frontlines have been best placed to weather this storm. Our mission should never be confined to our buildings. When we equip people to join God at work in their daily lives, we see him do amazing things through them.

It was a privilege to travel across England, Wales (and the Isle of Man!) and an honour to represent our denomination at key events. Travelling with my wife Sue, we visited over 70 locations (including during the Vice-President year) with approximately 150 speaking opportunities across all 13 associations, connecting with hundreds of our churches.

But it's never really about the numbers, is it? We spent time with brilliant ministers and leaders and congregations, who were humbly serving and willing to explore and experiment.So often we found ourselves encouraging them to do less rather than more, because in doing less we might achieve more. So often the wrong things shout for our attention. Our to-do list screams; the call to whole-life disciplemaking is often a whisper.

That's why I now find myself with a burden for whole-life discipleship beyond the church I've served for 24 years.

At the end of the presidential year, I joined the London Institute for Contemporary Christianity (LICC) as Director of Church Relationships. That's meant moving on from Chichester Baptist Church, who've so positively supported me during my time as President (and all the years before that!)

I hope and pray I can continue this story with as many of you as possible – particularly as we equip whole-life disciples for their everywhere.

'Dancing Golden Wheat' by Chris Duffett.

Yinka Oyekan - President 2020-21

It has been an extraordinary privilege serving as your President in what have been extraordinary times. I stood on the platform of evangelism which I believe is an essential part of our mission in our endeavour to connect with a hurting world.

World events left me having to represent our Baptist family in spaces I had not previously attempted to occupy. I found myself speaking to Shadow Government ministers and others working in Government about issues around Black Lives Matter and injustice; nevertheless, I stayed focused on my commitment and the priority of training those who signed up in how to engage in evangelism, but we had to change how we delivered this support.

What made training deliverable was that we refocused our support to monthly online Zoom coaching sessions. These sessions covered how to start an Art community (Jenny Whitfield); Healing ministry (Alastair Mitchell-Baker); Family evangelistic outreach (Gareth and Rachel Owen); new group or church Pioneering (Yinka Oyekan); Social Action group, all with packs provided, and last but not least Millennials (Mark Hirst).

We had 69 churches signing up covering 14 areas of the country. It was also a blessing to have three regional team leaders join us for some of the sessions. In July 2021, we are still planning on supporting a gathering of millennials, so watch out for the precise dates. I wish to express huge thanks to the teams that helped with the delivery of these programmes.

I plan as a follow-through, between 21-22 October, to offer evangelistic evenings for clusters once lockdown ends; we have 29 signed up so far. You can still sign up for one of these evangelistic evenings with me at www.howdowegrowfromhere.com. We will also look at re-running the programme post-lockdown for churches.

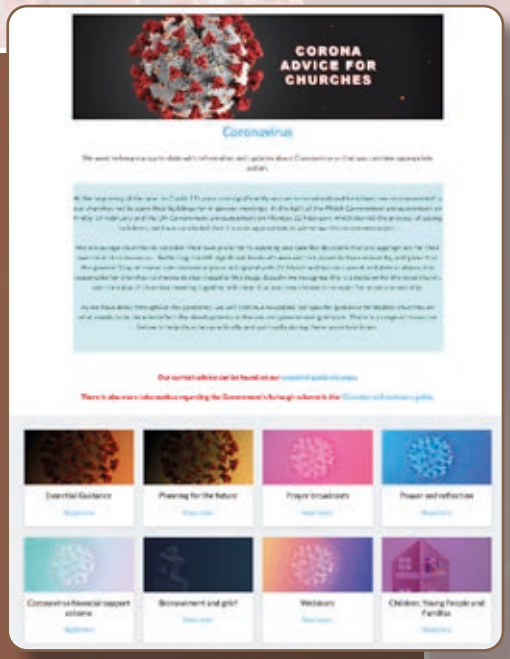
Art
"I have had words spoken over me prophetically in the past that have finally come to pass during this course and God really speaking deeply about things that he wants to do in terms of art and evangelism and prophetic release of creative worship in our church." Nicki Walker-Williams, Gold Hill Baptist Church and Hope Community Church, Chalfont St Giles, Bucks

Healing
"The podcasts were very helpful, informative, exciting, interesting, and if you're not sure about healing ministry, I would really recommend that you watch those" Janet Nock – Highgate Baptist Church, Birmingham

Family
"Rachel, Gareth and Yinka were directing things, chucking in pearls of wisdom, and chucking in a few hand grenades which would stretch our thinking a bit more… our vision, our belief, our confidence was enlightened and enlarged as part of the conversation." Jason Borlase – Kidderminster Baptist Church, Worcestershire

Pioneering
"It's been a real privilege to put in to action some of the things that we've heard from these Tuesday pioneer sessions and to journey with a group of people; to shape kingdom culture into these small groups" Dave Barker – Cheriton Baptist Church, Kent

Baptists adapting to Coronavirus



2020 was a year like no other - who could have imagined what it would hold back in January? The pressure on our ministers and leaders has been enormous as they have continued to offer leadership and pastoral care amidst huge restrictions on social contact, financial concerns, as well as their own family responsibilities. And yet, despite the difficulties that the Coronavirus has brought to us all, we have been so encouraged by the ways in which God has been at work in our churches during the year. It's been inspiring to see such creativity and innovation in their ministry and mission as they have continued to serve God, one another and their community.

As we began to find ourselves caught up in a global pandemic in early March, we issued a call to prayer which had over 12,000 views on our website. This was followed, on 17 March, by the first of our national online prayer broadcasts in which our General Secretary was joined by other members of the Baptist family leading us in prayer. These broadcasts continued on a regular basis - with 58 Prayer Broadcasts taking place through the year. In addition, we have shared prayers and reflections which were contributed by a range of voices from across our Associations and churches, and have continued to encourage our churches to persevere in prayer.

Whilst church buildings were forced to close, our churches have been very much alive across the country. We have heard stories of ministers and church members learning and sharing new skills in technology, enabling worship services to move online. Church WhatsApp groups have been set up to help members feel connected, and these have allowed prayer requests and messages of encouragement to be shared during times of loneliness and anxiety. Pastoral teams have kept in regular contact with older members of their congregations by phone or safe doorstep visits, with deeper conversations emerging and requests for prayer being made.

Some church buildings have remained open in order to meet the needs of the most vulnerable in their community, adapting their procedures to keep everyone safe. This has enabled, for example, many foodbanks to continue to support the increasing number of people finding it impossible to make ends meet as jobs have been lost, and people taken ill. Church members have worked alongside other community groups in demonstrating extraordinary acts of kindness as they have shared time and resources with those in need.

90000
views of our 'Coronavirus Essential advice for churches' section

Image: Geralt, pixabay.com

'Is there a need to focus less on our Sunday gatherings and instead invest more intentionally in disciples making disciples? Yes, even amongst children and young people!'

Jodie Thorpe – Children Youth and Families Enabler with the Yorkshire Baptist Association

55000

views of our Guidance on re-opening church buildings' – revised 31 times before the end of the year

40000

views of our 'Guidance on church worship' – first published on 30 June and revised 26 times before the end of the year

'Thank God for the technology that we have today to post messages of hope and comfort to combat the fear that is out there with the love, comfort and peace of a loving Saviour Jesus'

Cathy Buntin - minister of Laird Street Baptist Church, Birkenhead

'God has been challenging and changing us. We've not been able to meet physically, but God is still calling us to be church. There has been lots of support and encouragement about God's people who love each other. We are opening our mindset as a people who love Jesus. We are hoping this will continue.'

Denzil Larbi – associate minister of Selsdon Baptist Church

Recognising that some of our member churches and other Baptist organisations would be placed under significant financial strain, the BUGB trustees designated £1m from reserves to a Coronavirus fund to respond to any needs that might arise.

A financial support scheme was put together for member churches which distributed £172k to 23 churches over the course of 2020 and continues to operate into 2021. The Baptist Union Corporation also supported the scheme by waiving £52k in interest on loans for projects delayed by the pandemic and postponing £286k in scheduled repayments. The usual £1,500 limit on grants from the Pastoral Fund was also increased to £5,000 to assist those who suffered significant financial hardship due to the pandemic, and £50k in Coronavirus-related pastoral grants was distributed in 2020. The Union Trustees also recognised a responsibility to the wider Baptist family by making a gift of £50k to the European Baptist Aid Coronavirus appeal.

11000
views of our 'Time to reflect' area

'Online worship has fulfilled a long hoped for dream. More disabled people have accessed church fully for the first time. Many are using their gifts for the first time and are shaping worship for everyone else.'

Glen Graham – minister of Cullompton Baptist Church and Chair of Churches for All

'As chaplains we have been trying to help support staff along with other services in the hospitals. I have been asked to pray with ward staff, lead mindfulness sessions and attend ward 'huddles' where staff can talk about their feelings and wellbeing. When the immediate pressure lifts there will be a need for lots of formal and informal support - and we will play our part then, too.'

Mark Burleigh - Head of Chaplaincy & Bereavement Services, University Hospitals of Leicester

Image: Geralt, pixabay.com

Throughout 2020 each of the Specialist Teams has kept a close eye on Government updates in order to provide up-to-date guidance for our churches when we went into lockdown, as they prepared to re-open, and then faced lockdown again. From practical guidance for churches navigating the Government's furlough scheme to webinars helping churches live-stream a worship service, our website has been a key resource for churches. By the end of March 2020 we had created a whole new area of the website with resources related to Coronavirus – not only offering practical advice, but also acknowledging the need to take time to listen and reflect on what God was saying to us through the pandemic. This included ideas for Easter services, helpful material for children, young people and families, as well as missional ideas and resources. As guidance was updated to reflect the latest Government regulations, we publicised the changes on our website and through our social media channels.

During the first four months of the pandemic we offered 16 webinars on Covid topics. These included considering leadership in a time of crisis, managing stress and anxiety, support for church treasurers, and evangelism off the streets. These invaluable resources are now available to watch in the webinar section of our Resource Library.

Recognising the need to make space in our lives and to listen to God, we hosted two online Quiet Days, led by Regional ministers Geoff Colmer and Beth Powney. Whilst not everyone was able to join in live, over a thousand others were able to take part by watching the recordings on our YouTube channel. In the autumn, we also commissioned a series of 16 Listening to God videos which were made in partnership between the Faith and Society Team, Mission Forum and The Fuelcast. In these videos, a variety of Baptists shared their reflections on what God had been saying to them during 2020.

In response to the pandemic and its effects on our churches, the Autumn 2020 and Spring 2021 editions of our *Baptists Together* magazine focused on listening to God and one another. Their aim was to capture some of the stories and reflections from around our Union in an attempt to help our understanding and prepare us for what lies ahead. The *Baptist Times* has also been a place to share church stories and reflections throughout the pandemic. It's perhaps significant that the two most clicked pieces in 2020 reflected the pressures of the year (Why is it SO challenging to live through this pandemic? and Caring for your pastors through Covid-19).

Of course we are very aware of the struggle that 2020 has been for so many people in churches and communities, not just in the UK but around the world, and we continue to cry out to God for an end to the pandemic.

Journeying to justice

‘Sharing a hunger for God’s coming kingdom’ is one of our five culture values. It asserts that we seek to ‘nurture a ‘holy discontent’ that arises from our desire to give practical expression to our vision of God’s purpose for creation – confronting evil, injustice and hypocrisy... both within and beyond our Union.’ The events of 2020 showed both progress made in this regard - and what more needs to be done.

The murder of George Floyd in May was a pivotal moment in the year. The ensuing protests expressing anger and longing for change catapulted race onto the public agenda in an unprecedented way.

‘For the first time in my life, white people have had little choice but to listen,’ wrote Wale Hudson-Roberts, Justice Enabler of the Baptist Union of Great Britain. ‘George Floyd’s death has effected a global exposure of just how black people feel about the discrimination they habitually experience in a way I’ve not witnessed before.’

To help better understand the discrimination we hosted several webinars in the summer, some alongside Churches Together in Britain and Ireland. The Hostile Environment, the Grenfell fire tragedy, the Windrush scandal and the shameful treatment of Black Britons were among the examples of racial injustice highlighted. We encouraged people to deepen their knowledge and understanding of the issues with an exhaustive reading list.

As the year progressed the Racial Justice Group co-ordinated a series of blogs. Published throughout Black History Month in October and beyond, the blogs were authored by writers from different perspectives.

They tackled uncomfortable areas such as white privilege and leadership diversity in the local church, and offered several challenges to our whole movement. One pertinent question was: ‘What will happen next now that most of the furore has passed?’ Underlying that question was the challenge – will anything really change?

Several other notable things happened in 2020.

In the immediate aftermath of George Floyd’s murder, Baptist ministers co-ordinated a short film in solidarity with the struggle. The film opened with Black ministers saying “I can’t breathe”. These clips were followed by white ministers replying “I can’t breathe until you can.” None of us are fully free until everyone is, the film underlined.

Many Baptists issued statements condemning the murder, including General Secretary Lynn Green, President Yinka Oyekan, the Core Leadership Team, along with several Associations and Colleges.

Ministers formed the Anti-Racism Reflective Action group to help Baptists set aside time to reflect with God and others about racial bias and how that is reflected in our ministry and mission. Regional ministers and Baptist college tutors were also part of the group. A petition from ministers also precipitated an inclusion in the Ministerial Recognition rules challenging racial injustice.

Wale has reported increased contact from churches in the wake of the Racial Justice blogs – people looking for help and support as they seek to deepen commitment to the

Image: Munshots, unsplash.com

issue in their churches. The Baptist-led youth organisation Hebe Foundation had a similar response during the summer, while demand for our Just Aware resource, an intersectional conversation with Baptists Together around race, gender and disability, also increased.

President Yinka Oyekan has campaigned for racial justice. 'You can't turn a blind eye to injustice, you have to do something about it', he explained in a *Baptists Together* magazine interview. He mobilised our movement to sign a petition calling on the Government to implement the recommendations of several reviews into the treatment of people of colour in our nation; a call backed by the Core Leadership Team. Regionally there was a growth in the number of Association Justice Hubs now in operation and stepping up their work.

Justice issues were at the heart of the Baptist Union Council in October. At that meeting Diane Watts, the Faith and Society Team Leader, said there was a sense that the killing of George Floyd had served as "a catalyst to bring many justice issues to the fore". In small group and plenary sessions council members expressed a sense of pain alongside a desire to do something about the injustices they encountered in their contexts. They subsequently approved six measures that seek to embed justice concerns at the heart of our movement. A call to work towards more direct leadership across our structures was also made.

Our work among a range of justice concerns and towards building inclusive communities continued in 2020, and was, we hope, strengthened by the commitment expressed by Council. In December Trustees agreed to seed fund theological action research on women in ministry in conjunction with Regent's Park College. The research will move towards deeper cultural shifts for Baptists Together and shape the next phase of Jane Day's role. Jane began the role of Centenary Development Enabler in 2019 to offer sustained input to make progress and overcome barriers towards greater equality in ministry in Baptist life. Challenges still exist for present day Baptist women, and in 2020 we heard of painful stories, the silencing of women's voices, sexism and outright rejection because of gender. 'This is not acceptable and a great cause for lament', wrote Jane.

The year began with an edition of *Baptists Together* magazine focused on marginalisation in our churches, entitled 'All are welcome here'. Our Disability Justice Group had a major role in shaping the edition. The Group exists to encourage our churches and members to value people of all abilities equally. Regional representatives link between the national and the local, with the goal of at least one representative for each region. By the end of the year five regions were covered.

Our input and commitment to highlighting the needs and concerns of the most marginalised continued through our involvement in the Joint Public Issues Team. A key campaign in 2020 was 'Reset the Debt' to address the growing household debt crisis caused by Covid-19. Other justice developments in 2020 included the launch of the Baptist Union Environment Network, which connects Baptists with a passion for the environment and climate change; while a new Listening area of the website offered a space and encouragement to genuinely listen to each other on areas of our shared life where there may be pain and disagreement.

A long way still to go, then, but the journey to justice continues.

Regional Associations

The main work of Baptists Together in supporting churches continues to be through our 13 regional associations. These are separately constituted charities, but receive a substantial part of their income from the Home Mission Fund administered by the Union. Total funding for associations from the Home Mission Fund in 2020 totalled £2.94m (2019: £3.14m).

Each regional association has a small team of Regional Ministers and administrative staff, who support the churches in their area pastorally, assist in the settlement of minsters, advise on mission and practical matters, and organise training events.

The regional associations are also responsible for administering Home Mission grants to churches and other organisations to support development of Baptist mission and ministry where it would not otherwise be financially viable. This includes pioneering mission, church planting, renewing local churches and other mission project grants.

The following pages provide some examples of the work of regional associations and the churches they support on behalf of Baptists Together.

Painting by Yinka Oyekan

'It has been a faith stretching decision'

The Millfield Community Fridge, part of the ministry of Open Door Baptist Church in Peterborough, has been in operation for over two years. During this time they have built up good relationships with local retailers, and served 60 people per day, three times a week.

When lockdown was announced in March 2020, minister Carol Knight's first reaction was 'Lockdown = shutdown'. But as the church saw other providers close in Peterborough they asked themselves who was going to feed those in food poverty? Those workers on zero hours contracts who fell through the cracks and families waiting for Universal Credit to arrive.

Although many of their regular volunteers needed to self-isolate and the church wondered how they would cope, they recognised the need and decided to stay open. Praying each day for 'our daily bread' took on a new perspective as they trusted God to provide for the 100 or more people who were queuing at a safe distance. New volunteers who all lived within a few minutes' walk of the church materialised, food has turned up from unexpected sources, and the church has received a few financial grants. For such a time as this, the Millfield Community Fridge is feeding the hungry – from a table outside the church hall.

Deepening relationships in lockdown

Shirley Warren Action Church has developed deeper community connections by meeting local needs during the coronavirus crisis – and a Baptist Union grant has played a part. The Baptist church's building is a key community gathering point in the Shirley Warren area of Southampton. Lots of groups meet there in addition to the church's numerous activities, which include a daily community café and a Friday lunch club. Like many with much-used buildings, the church experienced a sudden loss in revenue as a result of the lockdown. It made use of our Baptist Union's coronavirus financial support scheme.

"We are a key community building in Shirley Warren and have lost a lot of income", explains minister Jenny Elliott. "So some of the grant is towards general costs, keeping the building running.

"Some of the grant has helped our community work, and we have been very grateful for it."

Jenny explained that when lockdown happened, the church created a new contacts list based on these connections and its own membership. It contacted everybody on the list, asking them what kind of support they needed at that point. Many responded.

"We have definitely stepped up connections with members of the community", says Jenny.

Young Adults

"This is a city full of young adults and we want to really invest in them, both within the local church context and to release them into the wider church family. As an Association, we want to learn from young adults, to listen to their voices, so that they are helping shape what we do."

So says Pete Herbert-James, the Children, Youth and Young Adults Lead at London Baptists. Pete, alongside Regional Minister Lee Johnson, created and led a new internship programme, the London Baptists' Leadership Year. The programme has four key elements: theological and ministry training; leadership development training; placement in a local church three days a week, along with a regional element; and mentoring. In 2020 Nosa Idehen, Matt Reeves, and Robert Glendenning (pictured) were the first group of young adults to complete the programme.

Lee says, "It's been great to have them in the Association and get some great input on all sorts of things. They've been able to get involved with all sorts of levels of leadership in the church. We seem to be getting very positive feedback from the churches and the interns themselves, so it's been a great experience for them and us."

The journey continues in 2020-2021, with Archie Catchpole, Femi Onanuga and Josh Amos joining the London Baptists' Leadership Year.

King's Corner, Biggleswade Baptist Church

Founded in 1771, Biggleswade Baptist Church has a long, established presence in the historic Bedfordshire market town of Biggleswade. Over the years it has adapted to the needs of the town in different ways, and today is no different as it has explored how to reach out to the 'King's Reach' estate, a new growing community that will eventually comprise 2000 new households.

Much time was given to prayer and discernment, and a vision of a permanent place in the estate emerged, a shared space with others that would support the community and other local services; a space where friendships and relationships could develop without the expectation for someone to come to a 'church service.'

The church enquired about an empty retail space in September 2019, and 'King's Corner', a community hub from the church on the corner of the central square in the estate, opened in February 2020. Relationships already established in the community beforehand were vital in the lead up to the opening of the hub, and it was of 'enormous encouragement' to the church to see the interest and reception from the local community.

For the full story, see baptist.org.uk/biggleswade

Seaton Baptist Church

The vision of a Devon church, released in part by a Home Mission grant at the start of 2020, led to the explosion of a brand new missional adventure over the weeks of lockdown.

Ben Tucker is the minister of Seaton Baptist Church. Because of Home Mission, Ben had been able to increase the number of days he gave to the church from three to four. This extra time enabled the church to pursue a health and well-being project called Restored. Through Restored Ben had been asked to co-ordinate a new project to help make Seaton more mental-health aware - just weeks before coronavirus hit.

When that happened this new group were subsequently contacted by the Mayor asking how they might support Seaton during this time, particularly the isolated, lonely and vulnerable.

Ben suggested creating a network of volunteers, and putting cards into each house with a phone number to call and email address to contact if anyone needed anything.

Very quickly they were able to set up 11 co-ordinators and 160 volunteers across Seaton, with every road covered.

"What grew naturally was this real care and love for the neighbour," Ben explains.

"We facilitated friendship and it was incredible to witness."

All photos belong to each respective church, individual or organisation
Painting by Yinka Oyekan

Do not be afraid

‘Do not be afraid’ are words heard several times in the Christmas story, but they are also the title of an amazing song written Kevin Whitehouse, part of the congregation of Shirley Baptist Church, Solihull, shortly before he died in July 2018. Kev, as he was known to many, was a person of deep faith, full of gentleness and kindness, as well as being a very gifted musician.

Kev wrote the song whilst grappling with a terminal illness and, although written primarily as a children’s song, it has the ability to encourage all generations with the hope of Jesus. Kev’s good friend Mike finished the song so it could be played for the first time at his funeral. Since then this powerful song has been used from time to time at his church and they have created a recording to use in their online worship.

During this pandemic God is saying to us again ‘Do not be afraid’, and so the prayer of Kev’s family and the musicians who recorded the song is that it should be a blessing to others. You can watch the video at https://youtu.be/-AoMo76p62s or via this QR code

“A gift of love to the community”

As the minister of Trinity Church in Rawdon, Leeds, Helen Lambert normally conducts around four to five funerals a year. 2020 has proved to be very different

At the start of the first lockdown Helen sensed a clear call to offer to lead a short service for the sadly growing number of people dying at that time. Coffins for any deaths relating to Covid-19 were simply brought into Harrogate crematorium with neither service nor mourners.

She led short services most days throughout April, with each featuring a time for prayer, scripture and a committal. The services were filmed and sent to each family. She offered to do this free of charge, as “a gift of love to the community”, so strongly did she sense God’s call.

“It was so painful that somebody could be taken into the crematorium with no words, no prayer, no nothing,” Helen says. “And their family had seen their loved ones go into hospital – and never seen them again. They couldn’t say goodbye. It was just awful to see so much pain. By me doing that, they had some sense of a service for that person.”

The Maker's Place and the Friday Night Art Club

The Vine Church in Eye is a small Baptist church making worldwide connections thanks to its online arts group, Friday Night Art Club, which began in June 2020. It all began with the creation of an arts based missional community called The Maker's Place.

Starting in Summer 2019, the vision for The Maker's Place was to have an informal group, focussed on art and the Christian faith - a place to explore different art forms, discover God and make friends. As Christmas approached, the group felt called to do something 'public' and contacted local shops, the town council and library about creating an enormous Jesse Tree art trail in shop windows around the town. Artists from The Maker's Place each chose a Bible story and made a visual display of it, alongside which they shared something about what the story meant to them. People were invited to join in and maps of the trail were available to help them learn about God's salvation plan in the Bible and its relevance today.

As lockdown began in 2020, Friday Night Art Club emerged as an online art group to chat, pray, study the Bible, and work individually on a creative response to the Scripture. This has now grown to a community of 30 members from all across the world, who took part in an online Global Jesse Tree Project. They have seen those initially shy about their artistic skill flourish with very creative ideas to express their response to the Bible passages.

Facebook Live with Gerald the puppet

Parents and toddlers in St Asaph flocked to their screens to stay in touch with the puppet Gerald. Gerald was already well-known to 'Stay and Play' weekly toddler group at Llanelwy Community Church, as he regularly helped with the short Bible story or Christian-themed message.

But during the periods of social restrictions in 2020 his popularity increased, as the team behind the group continued to offer Gerald at the same weekly time on Facebook Live. At its peak there were 25 families with people making comments, answering quiz questions, sending in requests for songs and joining in from home. The children sent in photos of things they had made in response to craft ideas from the previous week, and Gerald and his helper congratulated them. It was also an opportunity to chat and interact for parents, with the children enjoying the familiarity and connection too.

"I admit to being surprised to hear how well it was working!" says minister John Thompson. "It was wonderful to see God is at work at the missional fringes of church as well as through online services and home groups. Perhaps at a time when they are more open to thinking about God, who knows what God might do?"

All photos belong to each respective church, individual or organisation, Painting by Yinka Oyekan

"We can't press pause on the Great Commission during the Covid-19 pandemic"

"People have always asked big questions about God, life, the universe, and everything. Too often we try and ignore them. But the Covid-19 pandemic, when death and fear stalk us and life is turned upside down, simply makes it harder to avoid asking those", says Nick Megoran, Minister of Wallsend Baptist Church.

So the church offered *Big Questions During the Pandemic* online discussion group in Tyneside in April and May. Each of its five hour-long sessions looks at an apologetics question such as the existence of God, the meaning and purpose of life, making sense of suffering, and life after death. Alongside a 20-minute pre-recorded talk to watch together, there is guidance on leading a discussion. The talks are accessible and illustrated with examples from film, books, music and real-life stories.

"People are open as never before", says Nick. "We should seize this opportunity to share the gospel in new ways. We can't press pause on the Great Commission during the Covid-19 pandemic."

Big Questions is available from the church website, with pre-recorded talks, and guidance on how to set up, promote and run a course. See wallsendbaptistchurch.org.uk/big-questions

Fishponds Baptist Church

Fishponds Baptist Church is a vibrant church engaged in a range of projects across Fishponds and the City of Bristol. They're home to a Foodbank and two homes for those vulnerable to homelessness which they run in partnership with the national Christian charity Hope into Action.

God has been doing incredible things in Fishponds recently, bringing people with challenging backgrounds, including homelessness, drug addiction and spiritual oppression, into community, freedom and faith - even in these difficult times.

Four people were baptised there in the autumn, following four unique encounters with Jesus, which led each one to put their faith in him. As you can imagine, this has been a real encouragement to the church as they've had the joy of welcoming these newcomers into the church, to see them regularly engage and to bear witness to the difference Jesus has been making in their lives already.

Multi-Congregational Church

Two years ago Dinas Powys Baptist Church started to make intentional moves to look outward into their communities and gradually started to see a few people come to faith. Naturally they looked to disciple these new Christians but soon realised that their normal way of discipling people through Sunday morning services or traditional house groups would not work.

Instead a more radical change was required, which led to those from within the church meeting and discipling the new believers in their own settings, with the attitude that minister Jonathan Davis described as, "we've gone and done mission where these people are, so we'll go and do discipleship where they are".

From this a multiplication began to happen as these new Christians went on to create further groups themselves, often identified by friendships or a certain commonality. They meet to pray, read the Bible and essentially 'do discipleship' and, as Jon describes, "they are just as much an expression of church as what happens in Dinas Powys on a Sunday morning".

The structures of the church have been challenged and reshaped into what could now be described as a multi-congregational church endeavouring to see where the Spirit of God is already moving and join in where God is already present.

The Bread of Life

John Western was appointed by the South Eastern Baptist Association as a pioneering minister in the Medway town of Strood in Kent in April 2020. It's a largely unchurched area, ideally suited for mission. Using his particular passion for baking, John is preparing to open a coffee shop and bakery, along with offering cooking classes, with the aim of seeing a worshipping community develop.

In preparation for this, John has developed *The Bread of Life* – a six session course teaching bread-making skills which also opens up opportunities to speak about Jesus, the Bread of Life. He has found it to be a fun and relaxed way to share faith, and during the Lockdown has been able to offer it as an online course.

John is project managing the development of the shop, hoping to open in 2021 with a micro bakery making artisan loaves to order. Whilst there are some legal obstacles to overcome before the building work can commence, John senses that God is in this and has affirmed the project through the provision of grant funding. Meanwhile, John has been building relationships with local people which he hopes will enable him to find volunteers to talk to customers and wait on tables once ready to launch.

This is an example of integral mission – it will be church for people to find faith and grow in it. John is praying for a movement of the Holy Spirit to enable this missional adventure to flourish and become self-sustaining.

All photos belong to each respective church, individual or organisation
Painting by Yinka Oyekan

Baptist Colleges

Our Baptist colleges share their highlights from 2020

Spurgeon's College

2020 was a challenging year. By the grace of our sovereign Lord, the whole College community, of staff and students, rose to the enormous challenges they faced. The professionalism of the staff and the dedication of the whole student body was wonderful to watch.

Many will know that the College took the decision to seek its own Degree Awarding Powers (DAPs). In October 2020 we applied for Full DAPs. After passing through the first two phases, the College has now entered the visits and observation phase, which is conducted by the Quality Assurance Agency (QAA). This is a detailed and demanding examination. If the College is successful, Degree Awarding Powers will give it a significant degree of institutional and academic independence. Please pray for the College as it goes through this examination.

The College's significant investment in IT infrastructure and cutting edge technology enabled it to respond instantly and professionally when we had to deliver our courses digitally. We are using the same software system used by 22 out of the top 25 universities in the world. Our partnership with BMS deepens and we are exploring exciting opportunities to equip Christian leaders in conjunction with international partners. In December we signed an agreement with Liverpool Hope University to validate two new Master's Degrees: a Master of Ministry Degree and a Master of Arts Degree in Digital Theology. These are exciting additions to our range of Masters' courses.

In July and August the College held a virtual public consultation on its redevelopment plans. You can see some of the details at https://www.spurgeons.ac.uk/virtual-consultation

This is an enormous project and part of a larger strategic plan for the College to place the College on a more solid financial footing and fit it for the demands of the 21st century.

'One of great value' by Chris Duffett, photos belong to each respective Baptist College

Like all the other Baptist colleges, Covid has forced us to move online this year – but as the vast majority of our students are part-time, this has been a blessing in disguise. It has meant that we have been able to reinforce our sense of community with daily Zoom prayer meetings and fortnightly pastoral support. The shift to a flipped classroom (an approach which encourages students to engage with lecture material outside contact hours, so that face to face time can be spent more creatively and usefully) has also enabled us to provide a wider variety of resources for students to engage with before we come together once a month for 'face to face' interaction over Zoom.

We have had other significant changes this year too. Our student body continues to grow and so we have appreciated the support of associate tutors. After 14 years of faithful service our College Manager Martyn Moss retired, and has been replaced by the formidable team of Helen Ede, who is the new College Manager, and Rob ap Whitehouse who is our site manager. Our Pathways course for training local church leaders also continues to grow, and we have started the process of making our college library open to a far wider audience – not just students, but also ministers. As occupancy of our site has changed, we are looking into redeveloping part of it in order to generate some more income for the College, and we are in the process of renewing our partnership with Cardiff University to develop a Centre for Theology and Christian Practice.

Last, but not least, we are in the process of changing our name so that the acronym works in both Welsh and English. So, we anticipate that next year's report will come from Cardiff Baptist College – Coleg y Bedyddywr Caerdydd, CBC!

Regent's Park College continues to thrive as a diverse community, a member of Baptists Together and part of Oxford University, with a range of other undergraduate, postgraduate and visiting students alongside our ministerial cohort. The intake of ministerial students in 2019 was one of the largest groups in recent years and has brought added life to the whole group. In response to both the changing culture and the changing needs of ministry, the College continues to develop new and flexible approaches to ministerial formation.

This last year we launched both a new pathway for those who already come with significant theological study and also a new partnership with the CMS Pioneer Mission Leadership Training to create an integrated route for those who sense a call to pioneer mission and ministry. We were also delighted to relaunch our Centre for Baptist Studies with the appointment of Chris Joynes as Director and look forward to the ways this will encourage and showcase a wide range of Baptist scholarship. We continue to deepen partnerships with the Associations close to us and have been exploring how the Community Learning part of College life, where we engage with and offer teaching and training to those in local church, can develop further.

Baptist Colleges - continued

Northern Baptist College
A Learning Community

This year we have continued to provide ministerial formation that is, at its heart, relational whilst having been under almost continual lockdowns which has given us the opportunities to try new things. Most of our leaving students settled into a range of ministries while we were delighted to welcome a gifted cohort of new ministers in training (MiTs). Our Baptist Leadership Programme has temporarily moved online, and we have enjoyed virtual weekends together exploring Marks of Ministry, Myers Briggs, Baptists Together and Diversity Awareness.

Our vision of seeking to grow leaders for a changing church in a changing world remains prophetically relevant as we have begun working together to discern our priorities for the next five years. We remain committed to working in partnership with others including Urban Expression, Rural Ministries, The Centre for Theology and Justice and have been particularly blessed by being part of the partnership that has put together the *Creating Sanctuary* resource. Central to our way of working is our partnership with our various Hubs: Luther King House, The Light College, St. Hild and Cranmer Hall. These hubs enable our students to undertake their academic work geographically closer to home while we all gather together at regular points through the year through the Baptist Leadership Programme.

At Luther King House, moving validation arrangements from Manchester to Durham Common Awards has led to new opportunities eg, an MA in Chaplaincy and modules in Intersectionality and Theologies from the Majority World. Zoom classrooms has enabled our relational and interactive styles of learning, and our weekly community worship is a highlight. We are considering including more online teaching in the future.Our new partnership with The Light College is overseen by Rob Beamish and supported by the Mission Forum and NWBA. This exciting new venture has started well and promises to draw on, and support, the increased interest in pioneering ministry reaching those beyond the church.

At St Hild some students have really thrived on digital college, while others have missed the face-to-face interaction. Developments include a Baptist student place on the college council; Sally Nelson, our hub tutor, taking research leave; and two MiTs being on chaplaincy/pioneering pathways.We have been delighted to welcome Ian Galloway as the newly appointed Director of the Free Church Track at Cranmer Hall working with Linda Donaldson our hub tutor and Roy Searle who has been covering for Linda's sabbatical. Core to this has been our weekly Baptist discipleship group encouraging and praying for one another.

Lastly, we had an encouraging start to our first ever online Edifi course for local leaders exploring Corporate Discernment, engaging with leadership teams from twelve churches. Three additional Edifi events looking at Listening to God in Lockdown, Being Church beyond Lockdown and Preaching in a Time of Crisis were a particular highlight. We look forward to offering a wider range of online learning opportunities starting in the next academic year.

For most of us 2020 has been dominated by the ways we have responded to the Coronavirus epidemic and the associated lockdown. This has been the case at Bristol Baptist College. We have faced many issues over the centuries, but we have never dealt with anything quite like this, at least not within living memory.

Sadly, the lockdown has meant that lots of our favourite activities, such as annual dinners, valedictory services, and retreat days together to the countryside, all had to be cancelled. The shared meals, the trips out and the visits from special guests, all of which help to build community life, had to be put aside. The overseas mission trips were cancelled. The lively class conversations that spill over into coffee time had to go along with the chapel communion services that have always been the heart of our weeks. The virus has robbed us of a great deal. Yet at the same time it has taught us just how valuable these things, that we so often simply took for granted, really are.

There have been other lessons for us. In particular the graciousness of God's provision. We were able to thank Peter Hatton for his years of service to us as a ministerial tutor and our tutor in biblical studies, and to recruit Helen Paynter on a full-time basis in his place. In addition, all our programmes have continued. The lectures, seminars, conferences, reflection groups and services all quickly moved online. The astonishing technology that is now available has enabled us to carry on with our work and to recreate something of our sense of belonging. This has taught us about what may be possible in the future. We are grateful to God that he has enabled us to count the year a success even if we never want to return to the circumstances in which this success was achieved.

Perhaps even more importantly, we have all been reminded of a truth we ought to have grasped more clearly. Our calendars, timetables and schedules are not the last word. They are just human plans. We are utterly dependent on God for everything. We always knew this, but the events of the year have driven home the point. In his kindness, God has allowed us to continue and, in many ways, to flourish. His continuing care along with the hard work and commitment of staff and of students, has meant that 2020 was a year in which the college continued to fulfil the purposes God has given it. We have learned some important lessons about what God may call it to do and to be in the future.

'One of great value' by Chris Duffett,
photos belong to each respective Baptist College

Mission Forum

Over the last twelve months Mission Forum has also been reviewing its purpose and processes. The allocating of funding from Baptists Together Strategic Mission Fund has now been delegated to a newly convened Grants Committee, leaving the Mission Forum free to give more time to listening to what God is doing missionally across our Baptist family, and to discerning ways that we can enable strategic participation in this across our churches, Colleges, Associations and Specialist Teams. Both the Grants Committee and Mission Forum are accountable through Hayley Young who is 'Embracing Adventure' representative on the Core Leadership Team.

Pioneer Ambassadors and Round Table £22,500 The Mission Forum continues to support pioneering across the Baptist family through the ministry of Ali Boulton, Roy Searle and Simon Goddard. Together they engage with our churches, Colleges, Associations and others to encourage and support pioneers. During 2020 a Round Table was convened with Pioneer Advocates from across the regions and a variety of networks to ensure the voices of grassroots pioneers are being heard and responded to.

Fuelcast £2,000 As the Covid restrictions began to impact the life of Baptists Together we wanted to reflect on the question 'What is God saying to us?' Mission Forum commissioned The Fuelcast (a professional and Baptist film production company) to put together a series of short films listening to 16 voices from across the Baptist family. Films were released on a weekly basis and are an ongoing resource that will continue to inspire. Visit www.baptist.org.uk/listening

Susan Myatt £20,000 Over a number of years Mission Forum has supported Susan Myatt as she enables ministry with the deaf community and helps our Baptist family grow in their deaf awareness. She leads the Open Hands Signing Church and hosts a Deaf Café and a BSL Craft Group. During the period of Covid restrictions she has also been involved in ensuring that our online activities, such as the Baptist Union Prayer Broadcasts, have been accessible to deaf people.

Renew Wellbeing £40,000 This exciting and timely project seeks to facilitate 'quiet shared spaces where it's okay not to be okay'. In 2020 it received a 'double portion' of the grant it's received in recent years to help bring forward its plans to recruit and deploy four new regional co-ordinators. The expansion of the team enabled Renew Wellbeing to adapt to the online environment necessitated by Covid, and to respond to an increased demand from churches wanting to serve the wellbeing of their communities.

Paintings by Yinka Oyekan

(C) YINKA

baptist assembly

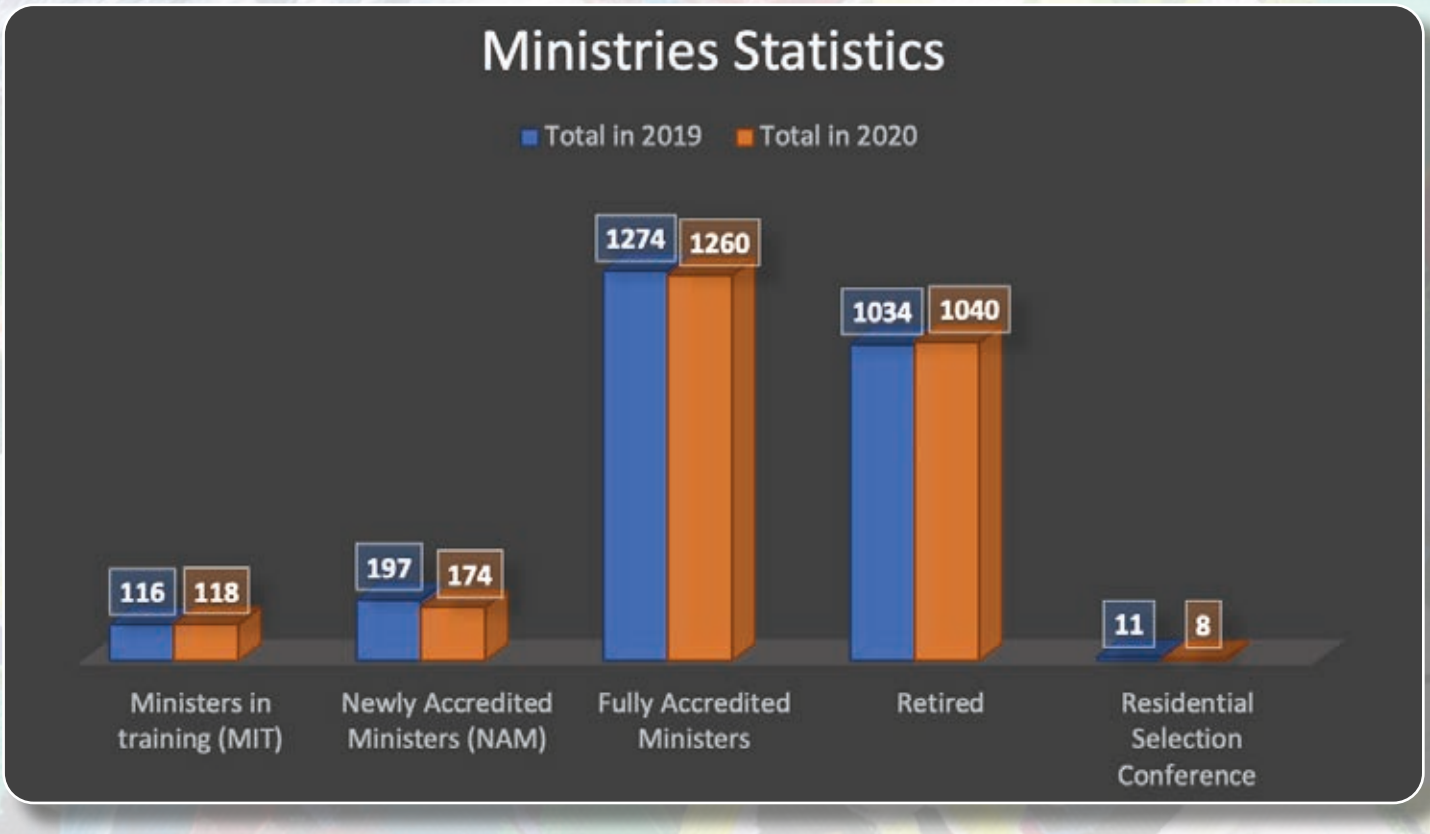
Baptist Assembly

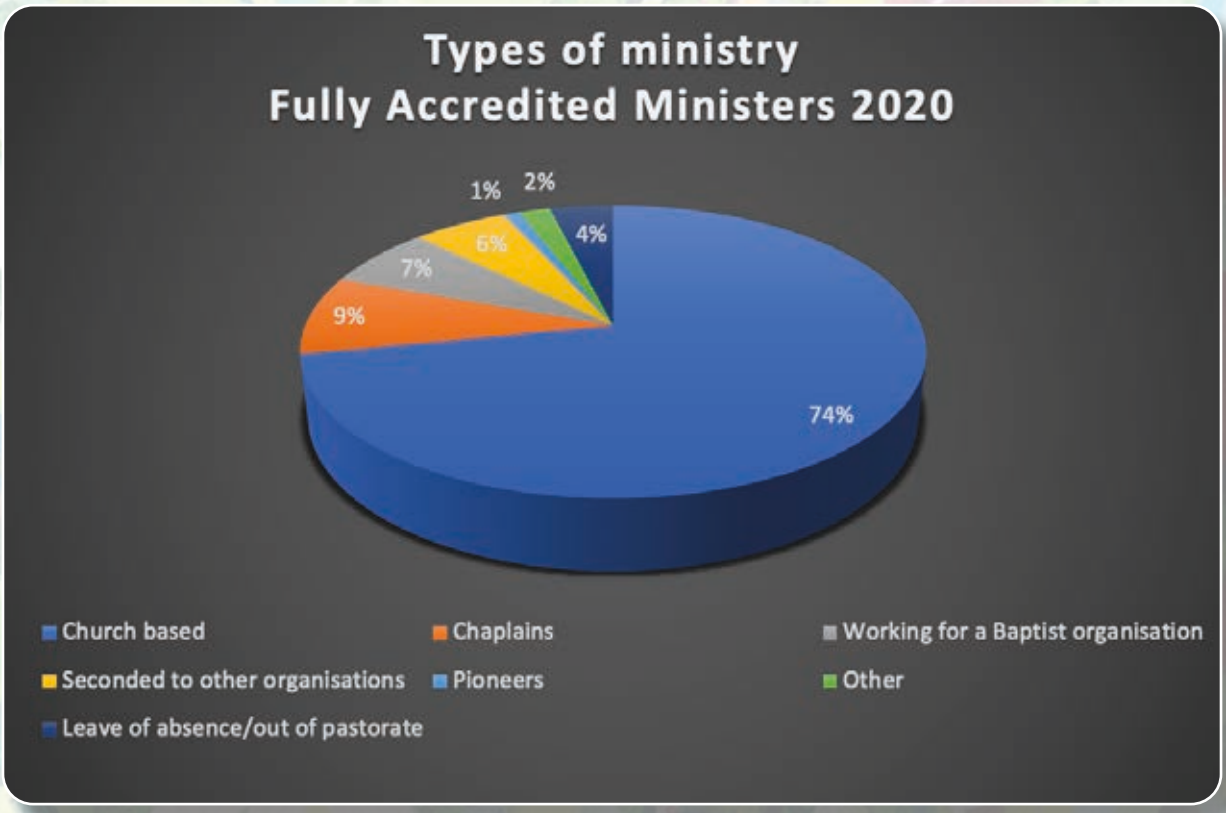
The annual gathering of the Baptist Assembly that was planned for Bournemouth in May 2020 was unable to go ahead due to the Coronavirus pandemic. A one-hour online meeting of the Assembly did take place on 18 September 2020 to fulfil the constitutional requirement for a meeting of the Assembly. This also provided an opportunity to present the 2019 Annual Report and provide an update on the work of Baptists Together to our member churches and other stakeholders. The event was well attended with more than 800 attending on the interactive platform and on our YouTube channel.

Plans are now well advanced for the 2021 Assembly which will be held online over the weekend of 13-16 May. This event will have a broader scope than was possible in 2020, and although we will miss the opportunity for in-person fellowship, it will include a range of opportunities to be together as Baptists. We look forward to being able to hold an in-person Assembly again in 2022 in Bournemouth.

Ministries

The Ministries Team works in collaboration with the 13 regional associations and five colleges in supporting the training and ongoing development of accredited ministers, nationally recognised preachers, pastors and pioneers to serve within Baptist churches, in a wide range of chaplaincies, trans-locally, in church planting and pioneering, and other contexts.





Continuing Ministerial Development
The CMD programme was launched in the autumn aiming to promote a healthier approach to ministry through a commitment to ongoing learning and accountability. It is built around five habits; Learning, Attentiveness, Accountability, Connection and Review. The purpose of CMD is to sustain the well-being and capability of ministers. We hope that in time this will become normative for all ministers. Enrolment is on a voluntary basis for those already accredited and by the beginning of February 2021, 308 ministers (22%) had enrolled. The programme for Newly Accredited Ministers is being revised to align it with CMD and the Marks of Ministry. CMD is now required for all those who join the register of accredited Baptist ministers. We are aware that this is an additional financial burden for churches but would ask that churches do all they can to enable their minister to engage with CMD. Further consultation is taking place with chaplains regarding the funding of their CMD. The Union trustees have made some additional funding available to help fund CMD where lack of money is preventing engagement.

Settlement
2020 saw a dramatic reduction in the number of churches settling through NST falling from 98 in 2019 to 60. The pandemic has made the process far more challenging.

Painting by Yinka Oyekan

ministries

Settlement Review
The settlement process is changing and will in future be known as the Baptists Together Settlement Process. Regional Teams will still seek to accompany ministers and churches through the process but the meetings of the National Settlement Team where nominations were made to churches will no longer take place. Instead churches will be able to share information about them in a secure area on our website, and accredited ministers will then be able to share their profile with the churches they believe may be suitable for them. We hope that by better using the technology available to us that the Regional Teams will have more time available to engage with ministers and churches. The new online Pastoral Vacancy List will go live on 12 May.

Recruitment of Ministers
We are very aware of the financial challenge of training for Baptist ministry, particularly if you have already gone to University. The Funding for Ministerial Training Working Group has been exploring ways of responding to this challenge in the hope that more women and men will be able to respond to God's call on their lives. We have also published a new guide 'An Introduction to Accredited Baptist Ministry' which contains a range of diverse stories form those who have made the journey before as well as explaining what ministry is and how you become an accredited Baptist minister. As more young people engage in one year internships with Baptist churches and Associations the Ministerial Recognition Committee (MRC) have approved a quicker route from internship to ministerial training.

Racial Justice
Following the death of George Floyd we received an open letter calling on the MRC to make changes to the disciplinary policy for ministers which are now in place; and to require diversity and equality training as an ongoing requirement for all accredited ministers. The MRC have recommended to Baptist Union Council changes to the Ministerial Recognition Rules embracing this request.

Support
Covid-19 – Throughout the last year we have provided guidance to ministers and churches. This has been revised on many occasions as the situation has developed. We've also organised webinars and made available other resources to support ministers through this highly challenging time. We responded to the challenges of testing calls to ministry by allowing greater flexibility and held our first online Residential Selection Conference. The Preparing for Retirement Conference had to be cancelled and will now take place in October.

The Ministries Team has continued to administer the Churches' Ministerial Counselling Service on behalf of several denominations. Through 2020, 110 ministers or members of their households were able to access subsidised confidential counselling as a result.

100+
Guidance leaflets published

Specialist advice and support for churches

We continue to support churches with free advice and support on a range of specialist topics. Our aim is to provide a comprehensive suite of guidance to enable churches to operate effectively and substantially reduce their need to pay for external advice.

- We publish and maintain over 100 guideline leaflets on topics including church finance, charity governance, legal and trust issues, listed buildings, property and tax.
- We also provide bespoke advice to support churches where they have specific queries or complex issues not covered by our leaflets, which is provided via phone, email and site visits as appropriate. The scope of work we can carry out is supported by two of our staff holding Legal Practising Certificates issued by the Solicitors Regulation Authority.
- During 2020 we devoted significant effort to supporting churches with issues relating to the Coronavirus pandemic. This included creating a new guidance leaflet covering specific legal and governance issues for Baptist churches and the creation of detailed guidance for churches re-opening their buildings. Both of these were updated multiple times during the year as the situation developed and new Government legislation or guidance was issued.
- As a result of the focus on Coronavirus issues we scaled back our usual webinar programme, but did still carry out three webinars and an online training day for churches considering becoming a CIO. A fuller webinar programme is planned for 2021.

3
webinars hosted, along with an online training day

Supporting Baptists Together

The Support Services Team supports the internal operations of Baptists Together and the Baptist Union charity itself. This includes

- Administration of the Home Mission Fund to bring together the funds collected by regional associations and distribute them according to the agreed funding formula.
- Collection of Subscriptions from member churches, associations, colleges and personal members.
- Operation of the Collaborate database which is a national web-based database of our churches and ministers, which is accessible to staff in the Specialist Teams, Regional Associations and Colleges, enabling the teams to work more efficiently.
- Operation of the IT that supports Baptists Together.
- Supporting the operation of the governance structures that underpin Baptists Together, which are described on pages 52-59.

Painting by Yinka Oyekan

supportservices

£56.0million
in deposits at end 2020

Financial Services for churches

The Support Services Team continues to operate the Baptists Together Deposit Scheme and Loan Fund on behalf of the Baptist Union Corporation.

The Deposit Scheme continued to offer highly competitive rates of interest of up to 1% on deposits with Baptist Union Corporation during 2020. The scheme continues to prove valuable to churches, with deposits of £56.0m, which was stable over the year in spite of the drain on church finances from the Coronavirus pandemic. We paid out over £355,000 to Baptist organisations in interest to support their work.

£42.0million
on loan supporting Baptist organisations

Deposits under the Deposit Scheme provide the funds to make loans to Baptist organisations. Loans to churches such as Haddenham-cum-Dinton Baptist Church (see page 37) support the acquisition and development of churches and manses and the settlement of pension debts. Loans are offered with competitive interest rates and much lower fees than typical commercial lending.

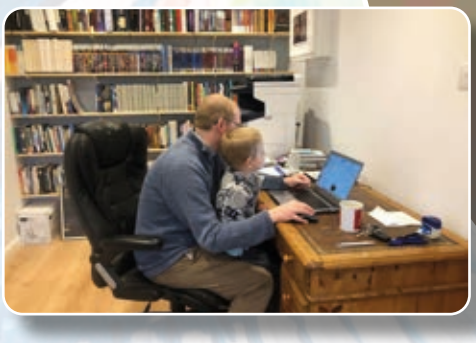
We also make loans to other Baptist organisations, with £2m on loan to the Retired Baptist Ministers' Housing Organisation to support its work in housing retired ministers, £20m to support the Pension Family Solution and £2.3m to Spurgeon's College to support their work. Overall loans increased by £3.4m to £42.0m.

up to
1.0%
was offered on deposits in 2020

£355,000
paid in interest to depositors

Painting by Yinka Oyekan

Haddenham-cum-Dinton



In preparation for the arrival of a new minister with his young family, Haddenham-cum-Dinton Baptist Church made use of a small Baptist Union Loan to update their manse and convert the garage in to a work space for the minister. Whilst the project was fairly modest it achieved a very positive result, giving the family a comfortable and modern property to live in and the minister some much needed space in which to focus on his role as minister.

£950,000
distributed to Baptist organisations following 5 church closures

2,268
properties in trust across 1,040 churches and other charities

£5.8 million
of property transactions supported

Property Trustee Services for churches

The Baptist Union Corporation continues to support member churches and other Baptist organisations by acting as a Property Trustee for church buildings, manses and other properties. As the majority of our member churches are unincorporated associations, they are unable to directly hold property, so this service is a key practical support to churches in their work. We also operate the East Midland Baptist Trust Corporation on behalf of its Trustees.

As part of this service, we assist churches in the acquisition and disposal of properties, helping the church to comply with its trust deeds and Charity Commission requirements. During 2020 we completed our project to digitise trust deeds to safeguard key church legal documents from deterioration and risk of fire and other damage, and to make them more readily accessible for churches.

As Property Trustee, we also support churches that are closing. Whilst it is always sad when a church closes, we wish to ensure that resources are efficiently recycled into future Baptist work. We advise churches on the closure process and then dispose of assets, settle any liabilities and distribute the remaining funds to beneficiaries of the relevant trusts.

Faith & Society

The Faith and Society Team has continued to support our churches, regional associations and colleges in their mission and ministry. Our aim has been to equip Baptists Together to play its full part in the wider Church, offering the distinctive insights that reflect the local nature and impact of our Baptist churches. We seek to resource and promote engagement with local communities providing benefit to and speaking of God's love in our society.

Throughout 2020 the Faith and Society Team has been listening carefully to the challenges faced by so many. The aim has been to encourage attentive conversation, build wise connections and share effective resources, all of which responds to the imperative for justice, mercy and love across Baptists Together.

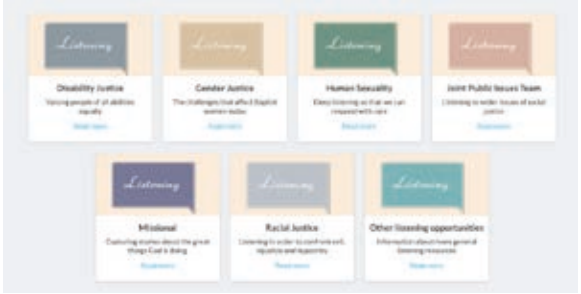
Connecting, listening and sharing

It is important that Baptists Together is represented at national and international groups and organisations. This helps with the exchange of creative ideas and resource sharing. Faith and Society manage the appointment and support of representatives, making sure there is a good two-way flow of information and stories to both inform and encourage our mission and work. In 2020 most of the meetings usually attended on behalf of Baptists Together were either cancelled, postponed or taken online.

The value of ecumenical links continued to be proved in 2020 as we have worked with our ecumenical partners in the response to the Covid-19 crisis and joint engagement with Government. We also belong to the Joint Public Issues Team - a Baptist, Methodist, United Reformed Church and Church of Scotland collaboration which provides resources and speaks out on issues of justice, social affairs, peace-making, international affairs and the environment.

JPIT Joint Public Issues Team
Churches working for peace & justice

Painting by Yinka Oyekan



Communication

Communication is central to our work. In response to needs of local church and ministry in Baptists Together, 2020 saw new areas of the website being developed. These included:

Coronavirus section: helping churches navigate the frequently changing Covid-19 advice and regulation from Government.

Listening section: providing resources for churches to reflect on a range of issues pertinent across the generations of British Baptists. This included the broadcast of a new series of videos filmed during the summer of 2020 reflecting on what God may be saying to the church as Baptists listened during the early months of the pandemic.

Racial Justice section: Following the death of George Floyd in USA in May 2020, a range of resources and reflections were drawn together and new ones developed to help on-going conversation and initiate change towards a racially just environment. This included a series of blogs by a number of contributors.

We have continued to publish the *Baptists Together* magazine three times each year, and our monthly news update and prayer diary.

Baptist Times has continued to enable a range of opinions and voices to be heard as well as encouraging each other by sharing the stories of God at work in local contexts.

Safeguarding, guidance and training

2020 started well with more than 1,000 church leaders and volunteers attending our Level 2 or 3 safeguarding training in January and February. With the start of lockdown in March, our safeguarding focus shifted to supporting churches with safeguarding guidance for increased online meetings and for the community support activities taking place in many of our churches. New guidance for those using social media to communicate with young people was published in June, and webinars on domestic abuse and understanding trauma were broadcast and added to our resources for churches.

A 90-minute Safeguarding Update film, supported by online question and answer sessions led by our network of safeguarding trainers, was made available in the autumn and continues to be available to all churches who would want to update their workers and volunteers before face-to-face training can resume.

DBS checking service

Not surprisingly, the number of DBS checks carried out on church workers and volunteers dropped to just over 6,000 for 2020 (down from 11,000 in 2019). We expect to see a return to normal levels as soon as churches can re-open. The DBS contract is paid for by the Union and offers DBS checking services to all Union member churches.

DDC
DUE DILIGENCE CHECKING

Paintings by Yinka Oyekan

IICSA inquiry into child sexual abuse in faith based settings

The Independent Inquiry into Child Sexual Abuse continued its work examining child protection in religious organisations and settings this year. Following extensive investigations into the Church of England and the Catholic Church in the UK, the inquiry turned its attention to other Christian denominations and other faiths. The Union took part as a core participant, providing evidence about our 'Excellence in Safeguarding' commitment, policies, procedures and training. Hearings were held online in May and August, and we expect to see the inquiry's report in the summer of 2021.

IICSA
INDEPENDENT INQUIRY INTO CHILD SEXUAL ABUSE

Human Resources

Churches have sought out guidance on the impact of lockdown on their staff throughout the year. Our *Coronavirus: A Guide for Employers* provided early detailed guidance on how to move staff to homeworking arrangements and make use of the government's Job Retention Scheme ('furlough'). As the furlough scheme has changed and developed, updated guidance and templates have helped churches respond to new rules and requirements.

Risk assessment tools for churches in relation to returning staff to on-site working have also been developed and are available to download free of charge from our website. Over and above this, more than 200 churches used our HR service for specific support on issues relating to lockdown including furlough, restructuring and redundancy processes.

It has been a privilege to support the staff of the Specialist Teams as they have adapted to lockdown and provided support and advice to our churches throughout the year. Six new staff joined the Specialist Teams in 2020, replacing six leavers and retirees.

Family Solution

Pensions

Since 2012 the Baptist Pension Scheme has provided a Defined Contribution section for ministers and other staff of churches and other Baptist employers. This allows employers to meet their legal obligation to provide a pension through a high quality pension scheme. The scheme has achieved authorisation as a Master Trust and has over £50m of assets held on behalf of more than 2,000 members.

In 2020 the Union, represented by the Baptist Pension Scheme Employers' Group, agreed the formal valuation of the closed Defined Benefit Section Baptist Pension Scheme as at 31 December 2019. On a Technical Provisions basis, the shortfall (also referred to as 'deficit') of scheme assets compared to the target level of assets needed to pay the benefits was £18m at that date, an 80% reduction from the £93m deficit in the previous valuation as at the end of 2016. On a buy-out basis, which reflects the cost of securing all scheme liabilities with an insurance company, the deficit was £51m, down from £162m at the end of 2016.

The key contributions to the reduction in deficit were:

- £33m of contributions made by the Union under the Family Solution
- £13m of deficit reduction payments made by all scheme employers over the course of 2017 - 2019
- The purchase of a Bulk Annuity Policy covering most of the pensions in payment in December 2019 on favourable terms

As a result, the Deficit Reduction Contributions payable by employers were temporarily halved in the second half of 2020 to relieve some of the strain on finances caused by the Coronavirus pandemic, and the projected time when the scheme will be fully funded was brought forward by two and a half years to June 2026. During 2020 the Union paid the final £0.5m contribution due under the Family Solution agreed as part of the 2016 valuation.

The Union and the Baptist Pension Scheme Employers' Group continue to work with the scheme Trustee with the objective of eliminating the deficit. The long-term objective is to purchase a further Bulk Annuity Policy to cover the remaining scheme liabilities, thereby removing any risk from employers and providing the greatest possible security of benefits.

2.5 year reduction in recovery plan

50% reduction in deficit recovery contributions in 2nd half of 2020

80% fall in scheme deficit over 3 years

Plans for the future

Here are some highlights from our plans for 2021 and beyond

With the ongoing uncertainty of the Covid-19 pandemic, 2021 will be a year when we need to focus on continuing to be inspired by the greatest Commandment to deepen our love for God, others and ourselves (Matthew 22:37-40). At the same time, we must keep looking for and welcoming signs of emergence as new ways and possibilities open up before us and unfold. You will see below a number of projects that are being initiated that are signs of the new things that God is bringing about in and through us.

Over the coming year we will continue to support and encourage ministers in engaging with Continuing Ministerial Development; provide guidance and support to ministers and churches in the new settlement process; undertake a review of the implementation of the the Ignite Report into the future of accredited ministry, review the system of national recognition and work with the Justice Groups on issues relating to ministry.

In 2021 we will continue to support churches with safeguarding good practice through our online Safeguarding Update film, covering the key points from our Level 2 and 3 courses, and available through your regional association team. We hope to resume face to face training in the autumn, and continue to add to the range of materials and resources for churches available online. We will also be considering learning points for Baptists Together coming out of the report of the Independent Inquiry into Child Sexual Abuse on Child Protection in Religious Organisations and Settings, which is expected in July 2021.

During 2021 we will respond to the challenges presented by the global pandemic of Covid-19 by sharing good practice and providing advice through the website and social media platforms. We will continue to encourage Baptists Together to be attentive, to listen well together and reflect on the significant issues facing our communities. The Faith and Society Team will work to enable the Baptist family as together we seek to express the gospel message in the places we have been called to serve.

Baptist Pension Scheme: Following completion of the valuation process in 2020, we will be working with the Trustee to build a plan for an eventual buy-out of the scheme and looking at what can be done to reduce the ongoing operational cost base.

Church Support: We will be launching a new online system in 2021 that will allow church leaders to conduct a self-assessment of their church against good operational practice and signpost them to the guidance needed to resolve any shortfalls. We will also continue to support churches in adapting to the challenges presented by the Coronavirus pandemic

'Busy bee' by Chris Duffett

The Retired Baptist Ministers' Housing Organisation (RBMHO)

RETIRED BAPTIST MINISTERS
HOUSING ORGANISATION

The Retired Baptist Ministers' Housing Society (RBMHS) began in 1975 with the aim of ensuring that ministers coming to retirement, who did not have the means to provide their own housing, could enjoy a safe and secure future in their own home. At the end of 2018, RBMHS, transferred its work to RBMHO, a newly formed Charitable Incorporated Organisation registered with the Charity Commission, which is governed by its own board of Trustees and is run independently from the Union.

RBMHO is self-financing and its ongoing work is only made possible by the continuing generosity of Baptist churches, their fellowships and individual friends, who give donations, bequeath properties or leave legacies. In 1975, RBMHS started out with no properties of its own but by the end of 2020 RBMHO owned 266 properties, housing over 440 tenants and managed a further seven properties on behalf of others. Thanks to God's goodness, RBMHO was able to support all nine qualifying ministers who applied for assistance during 2020.

RBMHO also supports the Baptist family by provision of a loan to the Union as part of the Family Solution that is addressing the deficit in the Baptist Pension Scheme.

RBMHO is delighted to build on the success of RBMHS in providing good quality homes at affordable prices and values its reputation of caring for its tenants. The organisation looks forward to continuing to serve God through its work with His servants.

For more on the work of RBMHO, **see www.rbmho.org**

ASK… SEEK… KNOCK and the door will be opened. Luke 11:10.

When I was coming up to my retirement my wife and I attended a Pre-Retirement Conference where the representative of RBMHO, Stewart Green, spoke of the work of the Housing Society.

As the time came near for my retirement, I contacted Stewart to discuss the possibility of receiving accommodation from the Society. As this coincided with a slump in the housing market this was difficult to find as most of the available properties were in the South of England and we wanted to remain in the North. After much prayer and asking on our part and Stewart's patience and seeking we were rewarded when the right house became available. We know this was the work of God as we asked, he supplied and we have now entered our 12th year in this comfortable home.

We thank God for his faithfulness and provision

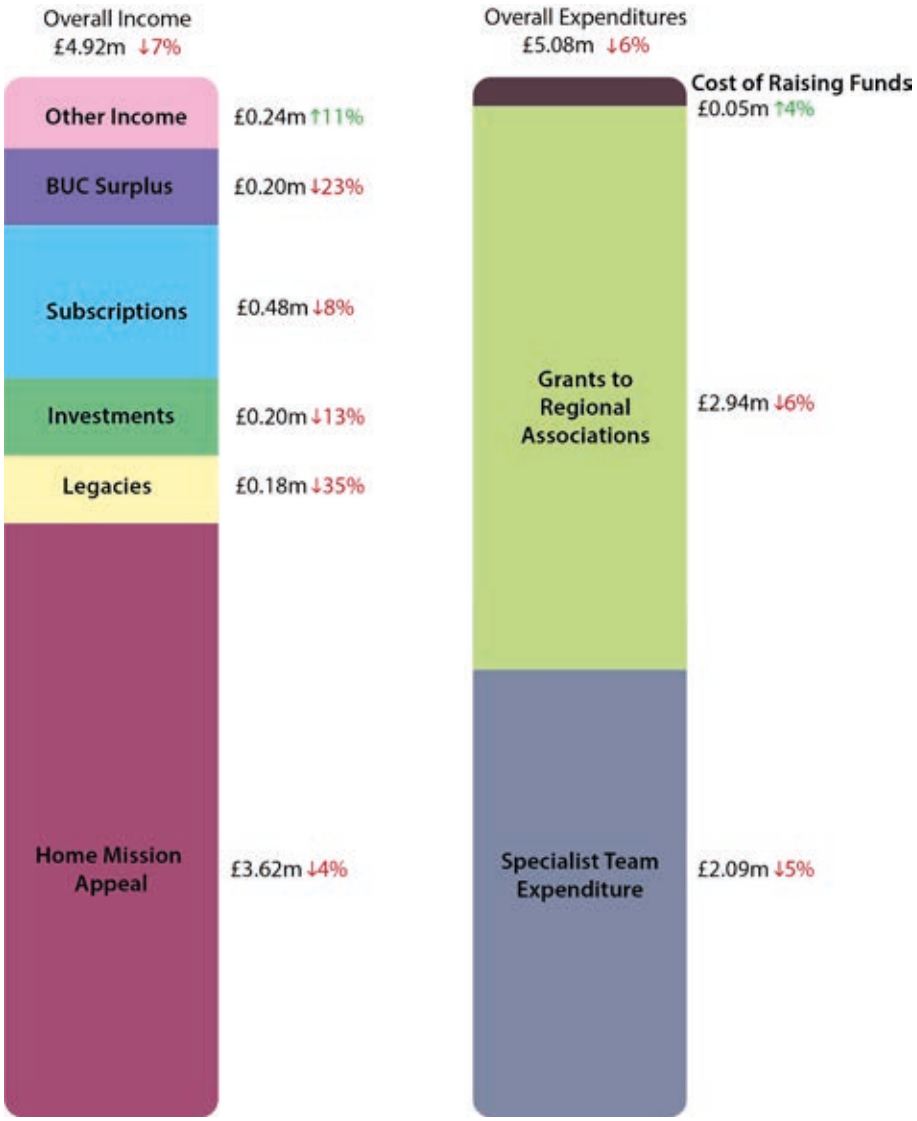
We thank all at RBMHO for their continued care and support

We thank the churches and members of our Baptist family who help to make it all possible

The McEwans (housed by RBMHO since 2009)

Home Mission Fund Review

The Home Mission Fund, which is the name given to the General Fund of the Union, showed an operating deficit of £0.16m, which was £0.05m worse than the £0.11m deficit in 2019.



The Home Mission Appeal, our largest source of income, continued its long-term decline, falling by £0.15m compared to 2019. Although this modest decline was encouraging given the context of the Coronavirus pandemic, we remain concerned that the Home Mission Appeal has fallen by 27% in ten years, when allowing for inflation. Legacies were around 60% below the long-term average of around £0.5m. All other income sources also fell by 8% to £1.12m from £1.22m, resulting in a 7% decline in overall income.

The decline in overall income resulted in reduced grants to Regional Associations under the Baptists Together funding formula. The Specialist Teams also reduced their costs to match the decline in income. Our overall target is to operate on a breakeven basis in the medium term.

'Good Harvest' by Chris Duffett

Designated and Restricted Reserves

The Pension Reserve is a fund held by the Union to support the Baptist family in dealing with the deficit in the Baptist Pension Scheme. Across the Designated and Restricted sections, the Pension Reserve received total income of £1.36m (2019: £1.42m) comprising: £0.70m (2019: £0.65m) of proceeds from closures of churches where the Union is the beneficiary of the Ultimate Trust, £0.11m (2019: £0.17m) of donations and £0.55m (2019: £0.55m) from Baptist Union Corporation to support the interest costs on the loan from RBMHO.

Expenses totalled £0.70m (2019: £0.82m) comprising £0.65m (2019: £0.75m) in interest on the loan from RBMHO, £nil (2019: £0.05m) on supporting churches with pension deficits and £0.05m (£0.02m) on legal fees and expenses relating to pensions.

Across the Restricted and Designated sections, the Pension Reserve had a deficit balance of £17.27m (2019: £17.93m), comprising the £20m liability to RBMHO and £2.73m in cash. Of the cash balance, £0.76m is set aside in an escrow account to support the Defined Contribution Section of the Baptist Pension Scheme in meeting the financial sustainability requirements of its Master Trust authorisation and therefore not available for general use.

The long-term plan is to repay the £20m loan from RBMHO using anticipated future cash surpluses from RBMHO that will be shared with the Union under a memorandum of understanding between the Union's Trustees and the Trustees of RBMHO, which will resolve the deficit in the Fund.

The Baptist Strategy Building Scheme is a closed scheme which made interest free loans to churches for building works. Repayment plans are only put in place when it is felt that the church is able to afford it. Any loan without an active repayment plan is fully offset by a provision in the accounts as well as any repayments due more than five years into the future. Repayments of £10k (2019: £15k) were received and the review of the provisions held at year end resulted in a reduction in the provision (shown in the accounts as a negative expenditure) of £1k. There were 25 loans outstanding at year end with a gross value of £1.04m (2019: £1.05m).

The Baptist House Reserve: holds the assets involved in the Union's co-ownership with BMS World Mission of the Baptist House premises. £0.07m (2019: £0.07m) of depreciation was recorded against the fund, leaving a balance of £3.09m (2019: £3.16m)

Fixed Asset Reserve: holds the Union's other property assets. This fund transferred £0.32m to the Home Mission Fund through the sale of a residential property that was not replaced, due to reduced need for staff housing in a Regional Association and recorded £0.05m (2019: £0.05m) of depreciation against the properties, leaving a final balance of £3.78m (2019: £4.15m).

Pastoral Funds: The Pastoral Fund and Retired Ministers' Benevolent Fund continued to make grants for pastoral support of members of the Baptist family totalling £0.15m (2019: £0.11m) including additional grants in response to the Coronavirus pandemic totalling £0.05m. The Pastoral fund received investment income of £0.08m (2019: £0.03m).

Strategic Projects Fund: £25k was expended to support the appointment of a Centenary Development Worker to build on the centenary of women in Baptist ministry and promotion of legacies as a strategic income stream and £81k was transferred to the general fund to cover the operational deficit in 2019, leaving a balance of £129k.

Covid-19 fund: This fund was established with a transfer of £1m from the Union's unrestricted reserves and a further £6k in gifts was received. £50k was granted to the European Baptist Aid Coronavirus appeal and £172k was granted to 23 churches to support member churches in financial difficulties due to the pandemic.

Subsidiary and Related Entities

The associated entities of the Union operate according to their own Governing Documents and, where required, report to the Union's Trustee Board. The Trustee Board works in partnership with the relevant officers or Directors of these entities where issues arise that impact upon the wider life of the Union. The Union is involved in the following related companies and bodies:

1 Baptist Union Corporation Limited (BUC): is a registered Charity (charity number 249635) and a Company Limited by Guarantee (company number 32743) and operates as a subsidiary of the Union. The members of the BUC are the Trustees of the Baptist Union of Great Britain. The organisation's activities include holding as Custodian Trustee of the property and investments of the Union and Baptist churches in trust with the BUC, together with trust funds in cash. The BUC recorded an operating deficit for 2020 of £0.13m (2019: surplus £0.81m) prior to gifts to the Union of £0.75m (2019: £0.81m). The reserves at year end were £3.39m (2019: £4.26m).

2 The Retired Baptist Ministers' Housing Organisation (RBMHO): is a Charitable Incorporated Organisation registered with the Charity Commission (charity number 1177649), which provides housing for retired Baptist ministers and their spouses. Eight of the 15 Trustees of RBMHO are appointed by the Trustees of the Union. RBMHO is accounted for as a Restricted Fund within the Union's Consolidated Financial Statements. During 2020 RBMHO made a surplus of £1.33m (2019: £1.01m) and had total reserves at the year-end of £34.50m (2019: £33.17m).

3 The Baptist Holiday Fellowship Limited (BHF): The Union was the majority shareholder through the BUC as custodian, and held one deferred share of the issued share capital and had the right to appoint up to five of the Directors of the charitable company (company number 133395). BHF made grants to support Baptist ministers and their dependents until November 2019. During the year to 30 November 2019 BHF made a surplus of £0.08m and had total reserves of £1.31m (2018: £1.23m). The BHF accounts are consolidated with the Union's accounts. In December 2019 BHF transferred its assets, liabilities and operations to the Pastoral Fund of the Union and was dissolved on 24 March 2020.

4 Baptist House Limited: The BUC is one of the two members of this Company Limited by Guarantee (company number 2366122), which operates Baptist House on behalf of The Union and BMS World Mission. The Union may appoint up to three of the six Directors of the company. BHL recorded a comprehensive income of £0.035m (2019: comprehensive expenditure of £0.033m) and total reserves at the end of the period were £0.277m (2019: £0.243m). The Union's share of the results for the year to 31 October 2020 are included in the consolidated financial statements.

5 Baptist Pension Trust Limited: This Company Limited by Guarantee (company number 03481942) is responsible for managing the administration and investments of the Baptist Pension Scheme. The Directors are the only members of the company. The Directors appoint Baptist Union-nominated Directors to the Board of the Company and at least one-third of the Board are member-nominated Directors as required by law. The results are not included in the Union's consolidated accounts.

'Good Harvest' by Chris Duffett

Investment Performance

The governing documents give the Charity Trustees the power to invest in such securities and on such terms as the Charity may deem fit. The Trustees have delegated the detailed monitoring of the portfolio to the Finance and Audit Committee of the Union.

The investments are managed within ethical guidelines set down by Baptist Union Council. These comprise both positive and negative screening. In summary the positive screening means investing in companies or sectors which reflect Christian values in areas like environmental protection, supporting sustainable development, health including healthy food, education, employment, human rights including addressing modern day slavery, good corporate social responsibility, good governance, financial transparency, anti-corruption controls, safe working practices, natural justice and sensitivity towards the communities in which their business operates. Our negative screening excludes companies with more than 10% of revenue in any of the following: gambling, pornography, the supply of tobacco products, alcoholic beverages, armaments, high interest rate lending, human embryonic cloning or genetically modified organisms (except where research is absolutely essential), companies involved in human exploitation or injustice and the extraction of coal and tar sands and any other fossil fuel extraction unless these latter companies are considered to be moving significantly to sustainable energy policies. Where we invest in pooled funds these are screened to ensure that no more than 5% of assets in the fund are in companies that fail to meet the direct investment criteria. This policy was reviewed by Baptist Union Council in March 2021 and it was agreed to amend the negative screening policy to exclude the extraction, production and refining of oil, gas, tar sand and coal.

Within the investment strategy, Schroders Plc have been appointed as investment managers with discretion over investments. Details of the investments are set out in note 13 to the financial statements. Our investments are managed in two portfolios, a general portfolio and an endowment portfolio. Both portfolios target performance of CPI+4% per annum net of fees over the long-term. The general portfolio has an income target of a 3.5% yield whilst the endowment portfolio targets a 3.0% yield. The Finance and Audit Committee has put in place composite benchmarks for Schroders as follows

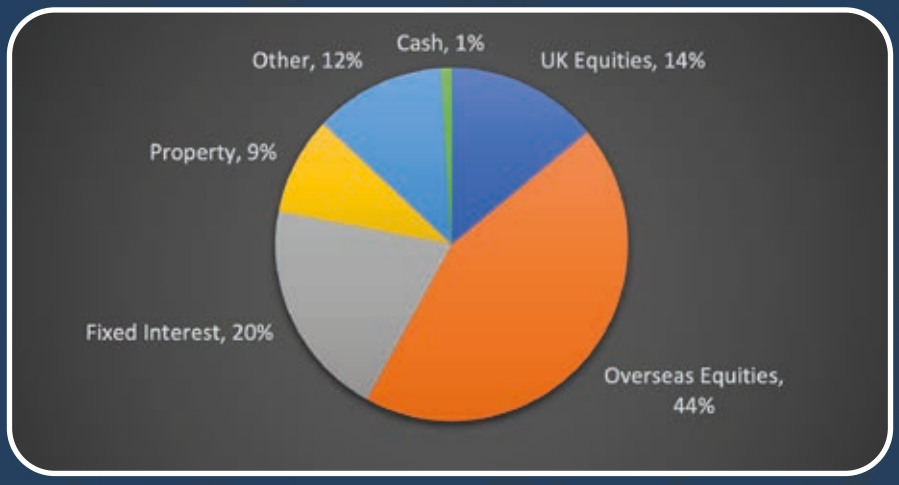
	General Portfolio	Endowment Portfolio
FTSE All Share Index	30%	30%
MSCI World ex UK Index	30%	30%
FTSE Actuaries British Government All Stocks Index	10%	5%
IBOXX Sterling (£) Non-Gilt All Maturities index	20%	20%
IPD property (UK) index	10%	10%
LIBOR	0%	5%

A summary of investment performance in the 12 months and three years to 31 December 2020 is presented in the following table:

	1 year performance			3 year performance pa		
	Actual	Benchmark	Difference	Actual	Target	Difference
General Portfolio	2.3%	4.3%	-2.0%	4.6%	-5.4%	-1.2%
Endowment Portfolio	2.7%	3.9%	-1.2%	3.9%	-5.4%	-1.2%
Combined	**2.4%**	**4.3%**	**-1.9%**	**4.2%**	**-5.4%**	**-1.2%**

The Trustees are concerned to note that the long-term performance overall falls short of the target and, following a review with the Investment Manager, changes were made to the Statement of Investment Principles in December 2020 which we expect will help address the under-performance. The changes provide the Investment Manager with additional scope to achieve the best overall return through flexibility in the asset allocation and a reduced focus on income yield. We will continue to monitor performance and hold regular meetings with the Investment Manager to review performance and take action as necessary. The Trustees continue to have confidence in the management of our investments.

Actual consolidated Asset Allocation as at 31 December 2020 is shown below:



Approach to fundraising

The Baptist Union of Great Britain funds the majority of its work through funds raised from its members, who are churches, regional associations and colleges. The Home Mission Appeal through which funds are collected from member churches is organised by our partner regional associations. We also request a subscription from each member church, association and college, which is requested annually by writing to each organisation's treasurer. We also have a small number of personal members, from whom we also request a subscription on an annual basis.

Our main avenue for raising funds from the general public is through legacies. We offer a will writing scheme in partnership with the National Free Wills Network, which is run by Capacity Marketing, a Division of Ashton Maund Associates. Capacity Marketing is a member of the Institute of Fundraising, which requires all members to sign up to the Code of Fundraising Practice. This scheme is promoted via our member churches and referrals are passed to National Free Wills Network for referral on to their member solicitors, who are regulated by the Solicitors Regulation Authority. Solicitors are required to check that a client is not under duress when making a will, which provides protection from undue pressure. Capacity Marketing only send at most two standard form letters when contacting individuals referred to the network and no telephone calls are made to potential donors.

We also accept direct donations from the public via our website. There are links provided to make a donation from various pages of our website. We do not actively promote the online donation facility through any direct marketing. We do promote our work to our member churches by letter and email to their church leaders and by email to subscribers to our mailing lists.

Fundraising complaints are handled through our standard complaints procedure. No complaints relating to fundraising were received in 2020. Complaints are monitored and reviewed for any concerns in relation to fundraising practices, which would then be reported to the Trustee board.

'Good Harvest' by Chris Duffett

Baptist Pension Scheme (BPS)

The Baptist Union of Great Britain is a participating employer in the BPS, which has a Defined Benefit section relating to pensionable service up until the end of 2011. The BPS is recognised in our accounts as a liability based on a discounted cashflow of the contributions due under the agreed recovery plan in force at 31 December 2020, amounting to £0.21m (2019: £0.33m). A gain of £0.11m was recorded in the financial statements on the re-measurement of the liability. The Union has been provided with an estimated cost of settling its liabilities to the scheme at 31 December 2020 of £0.78m (2019: £0.80m).

In September 2020, BPS completed a triennial valuation of the scheme as at 31 December 2019. This showed a deficit of assets compared to liabilities of £18m. The associated schedule of contributions and funding plan was developed in consultation between the Pension Trustee and the Pension Employers' Group and approved by the Union. The Union made a one-off contribution of £0.5m in December 2020 under this schedule of contributions in addition to the current employer contribution plan which ends in June 2026.

During 2019 £0.76m from the Pension Reserve was set aside in an escrow account to support the Baptist Pension Scheme in meeting the financial sustainability criteria necessary for obtaining Master Trust authorisation from the Pension Regulator. Master Trust authorisation is necessary to continue to run the Defined Contribution section of the scheme and was successfully achieved in September 2019.

Policy on Reserves

During the year, the Trustees reviewed the reserves policy of the Union. The policy is put in place to ensure that the Union has sufficient free and available funds to cope with unplanned expenditure or an unforeseen drop in income. Having considered the risks relating to income and expenditure, the Trustees consider that it is appropriate to hold between 6 and 12 month budgeted expenditure, based on the timescales they anticipate it would take to reduce ongoing cost commitments due to notice periods for staff (typically between 3 and 9 months) and suppliers (up to 12 months) and the time it would take grant recipients to adjust to any reduction (estimated at between 6 and 12 months). This equates to reserves in the range of £2.8m - £5.5m. The unrestricted free reserves, excluding Designated Income Funds and capital assets, totalled £7.5m at year end, giving an excess above the top end of the range stated in the reserves policy of £2.0m. The Trustees feel it is appropriate to hold these additional funds to partially offset the significant deficit in the Pension Reserve Designated fund, which totalled £17.5m at the end of 2020 and to absorb any impact of the Covid-19 pandemic on the Union's finances.

The Union holds a number of Designated Income Funds which can be spent at the discretion of the Trustees in furtherance of the Union's objects. The Trustees note their obligations to justify the holding of such funds and the details of these funds are provided in note 22 to the financial statements.

Report of the Finance and Audit Committee

The Finance and Audit Committee continued to oversee the finances of the Union. The key elements of work of the Committee in 2020 were

- Monitoring the finances of the Union and Baptists Together as a whole
- Monitoring the performance of the Union's investment portfolio including overseeing the implementation of the Union's ethical investment policy and undertaking a review of the Statement of Investment Principles
- Reviewing the balance of cash and investments on the Union's balance sheet, including those on the Baptist Union Corporation balance sheet
- Reviewing the report of Moore Kingston Smith on the 2019 accounts and planning for the 2020 audit
- Reviewing the Risk Register and insurance cover
- Agreeing and monitoring the financial support schemes for churches during the Covid-19 pandemic
- Considering scenario planning for the Union and Associations reflecting the uncertainties of financial outcomes as a result of the pandemic
- Monitoring the position of the Baptist Pension Scheme particularly the impacts post Buy-In in the DB Scheme and following the implementation of the Master Trust in the DC Scheme
- Monitoring the Pastoral Fund and reviewing the terms of reference
- Overseeing the implementation of a new accounting system
- Overseeing the property transactions following the review of the policy for Association Housing
- Undertaking training on cyber security and information security
- A proposal to BUGB Council to review the way funds from the ultimate trusts of closed churches are utilised

In the coming year the committee plans to monitor the ongoing impact of the pandemic and participate in a review of the allocation of funding between BUGB and the Regional Associations.

BAPTISTS TOGETHER

'One of great value' by Chris Duffett

Structure, Governance and Management

The Baptist Union of Great Britain (the Union) is a Charitable Incorporated Organisation (CIO), consisting of the Baptist churches, regional associations of the churches, colleges, other Baptist organisations and a small number of personal members who affirm the Baptist Union Declaration of Principle and are in membership with the Union.

Prior to 1 January 2020, the Union operated through an unincorporated association charity of the same name, registered charity number 1125912. Following an extensive consultation process, the Union registered as a CIO with the Charity Commission on 2 January 2019. The CIO and the unincorporated charity have the same charitable objects, trustees, governance structures and members. On 1 January 2020 the assets, liabilities and operations of the Union were transferred to the CIO, which is a more appropriate legal structure for a charity of our size and complexity.

The full constitution of the Union can be found at www.baptist.org.uk/constitution. It is anticipated that the existing unincorporated association charity will be kept to ensure the Union retains its entitlement to any future legacies and other rights and responsibilities. A simplified constitution for the unincorporated association will be proposed for approval to the 2021 Assembly to simplify the administration and governance arrangements.

Baptist Assembly

As a membership organisation, the Union holds an annual Assembly to review the life of the Union. Under the Constitution, Members of Assembly consist of delegates of member churches, associations and colleges alongside ministers, officers of the Union and members of Baptist Union Council.

During the Assembly the President is inducted for the forthcoming year, and some formal business is carried out – the Treasurer elected by Baptist Union Council is affirmed, new General Secretaries are appointed, and any constitutional changes are voted upon.

The Assembly originally planned for 8-10 May 2020 was cancelled due to the Coronavirus pandemic. Yinka Oyekan was inducted as President via an online gathering on 10 May 2020 and an online meeting of the Assembly was held on 18 September 2020.

Baptist Union Council

The Baptist Union Council usually meets twice per year to set the broad strategic direction of our Union. The Council also oversees the work of the Ministerial Recognition Committee which administers the accreditation of Baptist ministers and church workers and the national recognition of preachers, pastors and pioneers. The Council also elects the Treasurer.

It has around 80 members consisting of:

- Three members nominated by each Regional Association
- One member nominated by each College
- The Trustees of the Baptist Union
- The members of the Core Leadership Team
- The President, Ex-President and Vice-President of the Union
- Two representatives each of BMS World Mission, Baptist Union of Scotland, Baptist Union of Wales and a representative of Irish Baptist Networks
- Two ecumenical representatives
- Up to 12 co-opted members

A full list of Council members and a report from each BU Council meeting are available at www.baptist.org.uk/council.

Memberships and Associations

The Union is a member of the following bodies with which it collaborates in pursuit of its charitable objectives.

- Baptist World Alliance
- European Baptist Federation
- Fellowship of Baptists in Britain and Ireland
- Churches Together in England
- Churches Together in Britain and Ireland
- World Council of Churches
- Joint Public Issues Team (JPIT)
- The United Board which commends ministers to armed forces chaplaincy
- Church Investors Group

'One of great value' by Chris Duffett

Safeguarding Committee was constituted in early 2019 and has oversight of the Union's National Safeguarding team and safeguarding policies.

Finance and Audit Committee supports the Trustees in overseeing the Union's financial reporting, planning, policy, audit, risk and compliance and investments.

Remuneration Committee makes recommendations to Trustees on pay and reward of staff of the Union.

Trustee Board

The Trustee Board comprises a Moderator (Chair), the General Secretary, the Treasurer and up to nine other persons. The Trustees oversee the Baptist Union charity; in particular, the legal, financial and strategic life of the Union and have regard to the public benefit of the charity. Trustees oversee implementation of the broad strategic direction determined by the Baptist Union Council.

Our Trustees are unpaid, except the General Secretary as detailed in note 11 to the financial statements, where details of Trustees' expenses are also disclosed. To help the Trustee Board with governance of the charity, sub-committees have been put in place by the Trustees. In 2017 the Trustees carried out a governance review and agreed to adopt the Charity Governance Code in full.

During 2021 we will be updating our governance handbook in the light of the updates to the Charity Governance Code published in 2020.

Baptist Pension Scheme Employers' Group engages with the Baptist Pension Scheme on behalf of the Union and other employers and advises the Trustees on matters relating to the Scheme.

National Settlement Team facilitates the settlement of accredited ministers into the pastorates of member churches. Following the implementation of the revised settlement process, this group was disbanded in April 2021.

Core Leadership Team (CLT) is a gathering of national and regional leaders who aim to discern what God is saying to us, build relationships and encourage the flourishing of our Movement.

Recruitment of Trustees

The General Secretary is appointed by the Assembly. All other Trustees are elected by the Council from a list of suitable nominations provided by the Key Roles Nomination Team. Moderator of Trustees (chair) and the Honorary Treasurer are affirmed annually by the Assembly. Applications for Trustee roles are sought via advertising on the Baptists Together website, in email communications to our member churches and other suitable avenues.

The Trustees maintain a skills matrix and share this with the Key Roles Nomination Committee to help them identify any capability gaps. The Key Roles Nomination Committee endeavours to ensure that the Trustee Board reflects the full range of diversity of Baptists Together.

Induction and Training of Trustees

New Trustees are usually familiar with many aspects of the Union's work prior to appointment. All Trustees receive an induction into the work of the Union by meeting senior staff and being advised of the general nature of their work.

They receive financial statements and other relevant documentation including a copy of the Charity Commission's publication CC3, *The Essential Trustee*. Formal training on financial matters is provided as appropriate. Our Governance Handbook is provided to all new Trustees. Trustees also receive training from time to time as a group and individuals to address any skills gaps identified.

'One of great value' by Chris Duffett

Principal Risks and Uncertainties

All significant activities undertaken are subject to a risk review. Risks are identified, recorded in a risk register and ranked in terms of their potential significance and probability and then classified into Red, Amber and Green, with Red being the most severe. The risk register is reviewed by the Finance and Audit Committee and Trustees, with Red Risks reviewed at every meeting and a full review carried out annually.

A specific review of risk has been carried out in the light of the Covid-19 pandemic and incorporated into the evaluation of risks. Risk (vii) below was added to the list of major risks following this review.

Red risks and the plans and strategies for managing them are:

(i) Sexuality and diversity issues, the potential mishandling of which could cause a fracturing of the Baptist family due to the strongly held views on this issue. Over the last few years, following widespread consultation, Council issued a statement concerning the registering of buildings for same sex marriages and the Ministerial Recognition Committee has reviewed and updated Ministerial Recognition Rules and produced Ministerial Recognition Guidelines on this issue. Further resources to enable churches to reflect and engage in respectful dialogue on the wider issues of sexuality and gender identity are currently being identified and produced. Trustees continue to monitor significant developments in this area.

(ii) Safeguarding of children and adults at risk. Focus on this area continues to ensure that the Baptist denomination provides a framework of best practice for protecting those who attend or come into contact with our churches and other bodies. Progress against the current Safeguarding three-year plan is reported to each meeting of the Trustee Board. A Safeguarding Committee has also been established by the Trustee Board to provide a linkage between the Trustees and this critical area of work.

(iii) Significant numerical decline. The numerical decline of members of our churches continues to be experienced for Baptists as with other historic denominations in the UK. To mitigate or reverse the decline, we are encouraging pioneering mission, discipleship, younger leaders and embracing adventure through our values, communications, strategic working and investment of resources. Alongside supporting churches throughout the pandemic, we are also encouraging and equipping our churches to make the most of the opportunities for change that have been presented; most notably with the embracing of digital approaches to worship and mission.

(iv) Ineffective operation of collaborative leadership and working across Baptists Together, including lack of a common vision. We continue to work together to make our vision, values, key areas of work and current priority areas more deeply embedded among us. Following Council's decision at the end of 2019 to adopt a different approach to collaborative leadership across Baptists Together the Core Leadership Team was created. Council asked the Core Leadership Team to fulfil the role of perceiving what is happening across the life of our Movement and nurture collaborative, partnership working to align action and resources towards our common aims. At the same time, Council tasked the Trustees with the continuing work of stewarding the Baptist Union of Great Britain as a charity. From March 2020 the Core Leadership Team has met weekly online and has provided a regular point of connection for key leaders across Baptists Together at a critical time.

(v) Recruitment of ministers, which may not match demand from churches. We continue to monitor the balance of supply and demand for ministers through the settlement process, overseen by the Ministries Team. The appointment of a Ministries Adviser (Ministerial Development) is enabling us to improve our communication for recruitment of ministerial students and also work with Associations and Colleges to strengthen recruitment.

(vi) Affordability of ministerial training, if Baptist Colleges can no longer sustain training for ministry at affordable cost. Following a review of funding for training at Baptist Union Council in November 2019, a working party has been established to investigate the situation and make recommendations back to Council. It is expected to produce an initial report in 2021.

(vii) One or more Regional Association becomes unviable, if one or more of our Regional Associations is unable to sustain their operations within the funding available to them, this could compromise the viability of the operating model of Baptists Together. The probability of this risk occurring has risen due to the Coronavirus crisis and the potential for a significant decline in income as a result. During 2021 we will be initiating a review of how our resources are distributed in order to ensure that key activities are appropriately funded.

(viii) Inability to recruit sufficient suitably skilled Trustees. Overseeing the operation of a complex charity like the Union requires trustees with considerable skills and expertise. The term of office of the current Moderator is due to end in August 2021 and the current Treasurer has indicated they will step down in 2023, and successors have not yet been identified. As a result this risk has increased in likelihood in the last year. Without suitable Trustees in place there is a significant risk of a failure of governance. The Key Roles Nomination Team is working to identify suitable candidates, including by public advertising.

BAPTISTS TOGETHER

'Look to Jesus' by Chris Duffett

Grants

The Union makes grants as one of its ways to achieve its charitable objects. The largest grants made are those to fund the 13 Baptist Regional Associations in their work as part of Baptists Together, which totalled £2.94m in 2020. These grants are given on a formula agreed by the Union's Trustees to enable sharing the income of the Home Mission Fund.

The Union also makes other grants as follows:

Strategic Mission Grants: These grants are given to organisations to develop strategic mission projects. The allocation of grants from the budget of £0.13m is delegated to the Baptists Together Mission Forum under the supervision of the Union's Trustees.

Supporting other Baptist bodies and ecumenical bodies: We contribute to the running costs of various bodies of which we are members, through a membership subscription that we classify as a grant in our accounts as we receive no services in return for our contribution.

Supporting Ministerial Training: We make grants to individuals to support ministerial training. These include a book grant of £120 for all ministers in training, and a student bursary fund of £0.13m. Each of the five main training colleges are asked to oversee distribution of a proportion of these funds to students.

Further studies grants: We make grants to individuals to support post-graduate theological studies, including up to one PhD scholarship. The grants are made in response to applications by the Scholarship and Further Studies Committee, which is made up of representatives from each Baptist college and the Ministries Team.

Pastoral grants: to individuals who are working in a Baptist church or other Baptist organisation: These grants are usually up to £1,500 and are made in response to an application or nomination that is recommended by a Regional Minister and approved by two Specialist Team leaders. During the Coronavirus pandemic the usual £1,500 limit on grants was increased to £5,000, particularly to assist those who suffered financial hardship due to the pandemic.

Coronavirus grants: During 2020 the Trustees of the Union established a Coronavirus grant scheme to support churches suffering financially due to the circumstances of the pandemic. Grants of up to £15,000 are available. During 2020, a total of £172k was granted to 23 churches.

Volunteers

The Union is grateful for the support of volunteers in carrying out its work. Their main direct contribution is through serving on committees and working parties to support our work. Volunteers also make a significant contribution to our member churches, Regional Associations, Colleges and other bodies within the Baptist family. Due to the wide range of different ways in which volunteers participate in our work, it is impossible to quantify their support.

Painting by Yinka Oyekan

Funds Held as Custodian Trustee on Behalf of Others

The Baptist Union Corporation holds financial assets as Custodian Trustee for nine Baptist churches, all of which have the same objects as the Company for the advancement of the Christian faith and its practice especially by the means of, and in accordance with, the principles of the Baptist denomination. The company acts solely as an Agent and carries no decision-making capacity.

The Baptist Union Corporation acts as property trustees for 1,040 churches and charity organisations. Arrangements are made for the safe custody of deeds and documents, with each set stored in a labelled packet, and included in an index system. For all financial accounts a separate account is kept for each beneficial owner and records are maintained of the beneficial owner of each account. A three-year project to digitalise key church property deeds was completed in 2020.

Type of Assets Held	£'000	Organisations
Cash Deposits	14	1
Income Units	187	3
National Savings Income Bonds	13	1
UK Equities	1,389	4
Total	**1,604**	**9**

The names of the churches and other charities for whom the Company acts as a Custodian Trustee are available at: www.baptist.org.uk/custodianlist2020. The organisations are all Baptist organisations and therefore have objects that are compatible with the charitable objects of the Company.

Key Management Personnel Remuneration

Day-to-day management of the Union's business is delegated to a group of employed staff and appointed ministers who operate within the frameworks set by the Trustees; senior staff are detailed in the Who We Are section of this report.

All staff and appointed ministers of the charity are employed by the Baptist Union of Great Britain and the arrangements for setting the pay and remuneration are the responsibility of the Trustee Board. A Remuneration Committee advises and makes recommendations to the Trustees. In line with the Pay and Reward Policy Statement approved by the Trustees, remuneration is benchmarked against information relevant to the sector and affordability to the Union. The aggregate amount paid to key management personnel during the year was £277,213 (2019: £228,308).

Who We Are

The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
Registered and Principal Office: Baptist House, 129 Broadway, Didcot, Oxfordshire OX11 8RT.

TRUSTEES
Mr Alastair Mitchell-Baker (Moderator)
Mr John Levick (Treasurer)
The Revd Lynn Green (General Secretary)
Mrs Christina Carter
The Revd Andrew Cowley
The Revd Phil Jump
Mrs Suzie Leveson (from 01 September 2020)
The Revd Philip Lutterodt
The Revd Prof Philip McCormack
Mr Mark Spriggs
The Revd Shayla Waugh (from 01 September 2020)

SENIOR STAFF
The Revd Lynn Green (General Secretary)
The Revd Andy Hughes (Team Leader, Ministries)
The Revd Diane Watts
(Team Leader, Faith and Society) from October 2020
Mrs Rachel Stone
(Team Leader, HR and Safeguarding)
Mr Richard Wilson (Team Leader, Support Services)

CUSTODIAN TRUSTEES
The Baptist Union Corporation Limited
Registered Charity Number 249635
Company Registration Number 32743
Registered office: Baptist House, 129 Broadway, Didcot,
Oxfordshire OX11 8RT

PRINCIPAL BANKERS
HSBC, 186 Broadway, Didcot, Oxfordshire OX11 8RP

AUDITORS
Moore Kingston Smith LLP, Devonshire House,
60 Goswell Road, London, EC1M 7AD

SOLICITORS
Anthony Collins Solicitors LLP, 134 Edmund Street,
Birmingham, B3 2ES

SURVEYORS
Rapleys LLP, 33 Jermyn Street, London SW1Y 6DN

INVESTMENT MANAGERS
Schroders Investment Management Limited
1 London Wall, Barbican, London EC2Y 5AU

BAPTIST STEERING GROUP up to 29 June 2020
The Revd Adrian Argile
The Revd Phil Barnard
The Revd Nigel Coles
The Revd Stuart Davison
The Revd Graham Ensor
The Revd Dr Steve Finamore
The Revd Lynn Green
The Revd Claude Halm
The Revd Andy Hughes
The Revd Stephen Keyworth
The Revd Beth Powney
The Revd Diane Watts (from 03 February 2020)
Mr Richard Wilson

CORE LEADERSHIP TEAM from 29 June 2020
The Revd Adrian Argile
The Revd Phil Barnard
The Revd Mark Clay
The Revd Dr John Claydon
The Revd Nigel Coles
The Revd Geoff Colmer
The Revd Stuart Davison
The Revd Dr Rob Ellis
The Revd Graham Ensor
The Revd Mark Fairweather-Tall
The Revd Tim Fergusson
The Revd Dr Steve Finamore
The Revd Lynn Green
The Revd Jonny Hirst
The Revd Clare Hooper
The Revd Andy Hughes
The Revd Dr Rosa Hunt
The Revd Phil Jump
The Revd Dr Ed Kaneen
Mr John Levick
The Revd Nigel Manges
The Revd Glen Marshall
The Revd David Mayne
The Revd Prof Philip McCormack
Mr Alastair Mitchell-Baker
The Revd Dr Colin Norris
The Revd Yinka Oyekan
The Revd Beth Powney
The Revd Dr Clara Rushbrook
The Revd Carl Smethurst
Mrs Rachel Stone
The Revd Diane Watts
Mr Richard Wilson
The Revd Hayley Young

Painting by Yinka Oyekan

TRUSTEES' RESPONSIBILITES

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 2019 (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 2011. 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.

On behalf of the board

Alastair Mitchell-Baker
Moderator

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BAPTIST UNION OF GREAT BRITAIN

Opinion
We have audited the financial statements of the Baptist Union of Great Britain ('the charity') and its subsidiaries ('the group') for the year ended 31 December 2020 which comprise the Group and Charity Statements of Financial Activities, the Group and Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the group's and charity's affairs as at 31 December 2020, and of its incoming resources and application of resources, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act

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 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 group or 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.

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. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.
In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.
We have nothing to report in this regard.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the group and parent company and its environment obtained in the course of the audit, we have not identified material misstatements in the annual report.
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 charity's 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 61, 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 group and 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 group or charity or to cease operations, or have no realistic alternative but to do so.

'Good Harvest' by Chris Duffett

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud
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 group and charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the group and charity and considered that the most significant are the Charities Act 2011 and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the group and 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.

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 group and 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 group or 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 group or 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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
Statutory auditor

Date: 6 May 2021
Devonshire House
60 Goswell Road
London
EC1M 7AD

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

BAPTIST UNION OF GREAT BRITAIN

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Income							
Donations and legacies	2	4,281	116	672	-	5,069	5,121
Charitable Activities	3	1,510	900	682	-	3,092	2,348
Investment income	4	351	70	1	32	454	525
Other income	5	10	(2)	-	-	8	100
Total Income		6,152	1,084	1,355	32	8,623	8,094
Less share of gross income resources from Joint Venture			(202)			(202)	(166)
Total Net Income before Joint Arrangement share		6,152	882	1,355	32	8,421	7,928
Expenditure							
Raising funds	6	51	8	-	7	66	57
Charitable activities	7	6,636	545	1,195	-	8,376	7,088
Total Expenditure	8	6,687	553	1,195	7	8,442	7,145
Net income before gains/ (losses) on investments, Fixed Asset Sales and Joint Arrangement share		**(535)**	**329**	**160**	**25**	**(21)**	**783**
Net interest in the results of the year for the joint venture		-	17	-	-	17	(16)
Net gains on investments	13	(7)	(2)	(2)	2	(9)	687
Net gains on sale of fixed assets		1	-	587	-	588	589
Net income before transfers		**(541)**	**344**	**745**	**27**	**575**	**2,043**
Transfers between funds	20, 21, 22	(1,057)	487	595	(25)	-	-
Net income before other recognised losses		**(1.598)**	**832**	**1,339**	**2**	**575**	**2,043**
Actuarial gains on defined benefit pension schemes	18	107	-	-	-	107	4
Net movement in funds		**(1,491)**	**832**	**1,339**	**2**	**682**	**2,047**
RECONCILIATION OF FUNDS							
Total funds brought forward		12,626	(8,504)	33,280	1,109	38,511	36,464
Total funds Carried forward		**11,135**	**(7,672)**	**34,619**	**1,111**	**39,193**	**38,511**

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 69 to 86 form an integral part of these financial statements.

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Income							
Donations and legacies	2	4,478	666	19	-	5,163	6,877
Charitable Activities	3	232	697	-	-	929	830
Investment income	4	203	70	-	32	305	298
Other income	5	10	(2)	-	-	8	109
Total Income		4,923	1431	19	32	6,405	8,114
Expenditure							
Raising funds	6	47	8	-	7	62	57
Charitable activities	7	5,032	1,192	6	-	6,230	6,488
Total Expenditure	8	5,079	1,200	6	7	6,292	6,545
Net income before gains/ (losses) on investments, Fixed Asset Sales and Revaluations		(156)	231	13	25	113	1,569
Net gains/(losses) on investments	13	(7)	(1)	-	2	(6)	682
Net gains/(losses) on sale of fixed assets		1	-	-	-	1	35
Net income before transfers		**(162)**	**230**	**13**	**27**	**108**	**2286**
Transfers between funds	20, 21, 22	(560)	585	-	(25)	-	-
Net income before other recognised gains		**(722)**	**815**	**13**	**2**	**108**	**2,286**
Actuarial gains on defined benefit pension schemes	18	107	-	-	-	107	4
Net movement in funds		**(615)**	**815**	**13**	**2**	**215**	**2,290**
RECONCILIATION OF FUNDS							
Total funds brought forward		8,362	(6,865)	197	1,109	2,804	514
Total funds Carried forward		**7,747**	**(6,050)**	**210**	**1,111**	**3,018**	**2,804**

There were no recognised gains or losses other than those shown in the Statement of Financial Activities. There were no acquisitions or discontinued operations during either of the above two financial years.

The notes on pages 69 to 86 form an integral part of these financial statements.

BAPTIST UNION OF GREAT BRITAIN

CONSOLIDATED BALANCE SHEET AT 31 DECEMBER 2020

	Notes	2020 £'000	2020 £'000	2019 £'000	2019 £'000
Fixed assets					
Tangible assets	12	42,839		42,399	
Intangible Assets	12	157		-	
Investments	13	10,580		10,625	
			53,576		**53,024**
Current assets					
Debtors	14	20,583		17,436	
Cash and Bank	15	20,875		24,251	
		41,458		**41,687**	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	**(55,633)**		**(55,866)**	
Net current liabilities			**(14,175)**		**(14,179)**
Total assets less current liabilities			**39,401**		**38,845**
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(208)		(334)
Net assets			**39,193**		**38,511**
CONSOLIDATED FUNDS					
Endowment funds	20		1,111		1,109
Restricted income funds	21		34,619		33,280
Designated funds	22		(7,672)		(8,504)
Unrestricted income funds			11,135		12,626
Total consolidated funds			**39,193**		**38,511**

The financial statements were approved by the Trustees on and signed on 5th May 2021 their behalf by

Alastair Mitchell-Baker - Moderator

John Levick – Treasurer

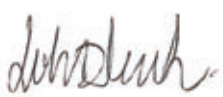
The notes on pages 69 to 86 form an integral part of these financial statements.

BALANCE SHEET AT 31 DECEMBER 2020

	Notes	2020 £'000	2020 £'000	2019 £'000	2019 £'000
Fixed assets					
Tangible assets	12	5,633		6,099	
Intangible Assets	12	157		-	
Investments	13	12,172		12,232	
			17,962		**18,331**
Current assets					
Debtors	14	2,809		1,677	
Cash and Bank	15	2,710		3,925	
		5,519		**5,602**	
Current liabilities					
Creditors:					
Amounts falling due within one year	16	(255)		(795)	
Net current assets			**5,264**		**4,807**
Total assets less current liabilities			**23,226**		**23,138**
Long-Term liabilities					
Loan	17		(20,000)		(20,000)
Provision for liabilities					
Defined Benefit pension scheme liability	18, 25		(208)		(334)
Net assets			**3,018**		**2,804**
THE FUNDS OF THE CHARITY					
Endowment funds	20		1,111		1,109
Restricted income funds	21		210		197
Designated funds	22		(6,050)		(6,865)
Unrestricted income funds			7,747		8,363
Total charity funds			**3,018**		**2,804**

The financial statements were approved by the Trustees on and signed on 5th May 2021 their behalf by

Alastair Mitchell-Baker - Moderator

John Levick – Treasurer 

The notes on pages 69 to 86 form an integral part of these financial statements.

BAPTIST UNION OF GREAT BRITAIN

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 £'000	2019 £'000
Net income for the reporting year		**575**	**2,043**
Adjustments for:			
Net gains on investments	13	9	(687)
Net interest in result of Baptist House Limited		(17)	16
Net income after gains on investment		**567**	**1,372**
Adjustments for:			
Depreciation	12	159	160
Dividends and interest from investments		(454)	(525)
Net gains on sale of fixed assets		(588)	(589)
Net gains on exchange rate of investments		-	(42)
(Increase)/Decrease in debtors		(3,147)	(485)
Increase/(Decrease) in creditors and provisions		(233)	4,976
Movement in defined benefit liability		(7)	(384)
Net cash provided by operating activities		**(3,703)**	**4,483**
Cash flows from investing activities			
Dividends and interest from investments		454	525
Proceeds from sale of property		1,893	2,462
Purchase of tangible fixed assets		(2,062)	(2,734)
Proceeds from sales of investments		2,021	2,241
Purchase of investments		(2,277)	(2,504)
Cash withdrawn from investment managers		298	291
Net cash used in investing activities		**327**	**281**
Changes in cash and cash equivalents in the year		**(3,376)**	**4,764**
Cash and cash equivalents brought forward		24,251	19,487
Cash and cash equivalents carried forward	15	**20,875**	**24,251**

The notes on pages 69 to 86 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACOUNTING 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. Baptist Union of Great Britain is a registered charity, no. 1181392, 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.

Following the change in legal form of the charity from an unincorporated association to a Charitable Incorporated Organisation, the financial statements have been prepared using merger accounting. As a result the financial statements include the results of the combined charities for the whole of the reporting period and the comparatives show the results of the combining charities for the previous reporting period.

(b) Basis of Consolidation

Where control is exercised by the parent charity over another entity, these entities are consolidated as subsidiaries on a line by line basis in accordance with FRS102 – section 9 and the Charities SORP (FRS102). The charity's interests in a joint arrangement are accounted for using the equity method in accordance with FRS102. The joint arrangement is accounted for by including the charity's share of the income, expenditure, assets and liabilities relating to the activity of the joint arrangement. Details of the entities and interests are given in note 14 to the financial statements. Where an entity's reporting period end differs from that of the parent, the consolidated financial statements include the financial statements of the subsidiary as of its last reporting date before the parent's reporting date, as adjusted for the effects of significant transactions or events that occur between the date of those financial statements and the date of the consolidated financial statements. Details on an entity by entity basis are given in note 14.

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

The Trustees consider that there are sufficient reserves held at year end to manage any foreseeable downturn in the economy in the UK. In particular, the Trustees have considered the effect of the COVID-19 outbreak and the measures taken to contain it on the charity's operations. As detailed more fully in the Trustees Report, in response to the pandemic the Union and BUC has provided a range of support to churches including loan repayment holidays, reduced payments and interest free periods. Whilst this, together with lower interest rates and the need to provide against some loans led to a lower surplus being reported for the period, there is no significantly impact on the Group due to its strong reserves position. The Trustees therefore have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity has therefore continued to adopt the going concern basis in preparing its financial statements.

(d) Funds Accounting

- Unrestricted Funds: General unrestricted funds represent funds which are expendable at the discretion of the Union in the furtherance of the objects of the charity and which have not been designated for other purposes. These funds are known as the Home Mission Fund. Such funds may be held to finance both working capital and capital investment.
- Designated Funds: These represent amounts set aside by the Union for specific purposes as set out in note 22. They may be returned to General Funds at the discretion of the Union.
- Restricted Funds: These represent amounts which have been restricted by the donors for use for specific purposes as set out in note 21.
- Endowment Funds: These represent amounts where the income may be used but where the capital is not expendable as set out in note 20.

(e) 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.
- Subscription income is accounted for gross when received.
- Funds received under Ultimate Trusts are accounted for when received.
- Interest receivable from loans is accounted for on an accrual's basis.
- Accommodation fees charged on loans which remain undrawn after 6 months are recognised on an accrual's basis.
- Trading income is accounted for in the period in which the associated event takes place.
- Investment income is accounted for when received or on an accruals basis where the amount can be measured reliably, and entitlement is certain.

(f) 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.

- Costs of raising funds represents publicity material and promotion of the Union and the Home Mission Fund, and investment management fees.
- Charitable activities represent expenditure in the furtherance of the object of the Union.
- Grants payable are agreed on an annual basis and accounted for in the year in which they are committed. Multi-year grants are subject to performance conditions and are only recognised to the extent that conditions under the control of the Charity are met.
- Support costs represent central finance and computer facilities, fixed asset depreciation, storage, insurance and stationery, together with an appropriate allowance for salaries and other office costs.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charity considers that support costs are incurred as part of the delivery of that activity. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(g) Tangible fixed assets

Depreciation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Land	Not depreciated
Non-residential Freehold Buildings	2%
Furniture and fittings	10% and 25%
Computers and equipment	20% and 33%

Freehold residential buildings are maintained during the period of ownership such that the overall difference between residual values and carrying value are not material and as a result no depreciation is provided. Depreciation is provided on long leasehold properties over the remaining life of the lease. Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment. These reviews involve assessing current property market conditions and their impact on the estimated market values of the Union's properties. Any material deficit between the anticipated recoverable amount of freehold

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

property and its cost is recognised in the statement of financial activities.

(h) Intangible fixed assets

Amortisation is calculated to write off the cost of assets on a straight-line basis over their expected useful life, at the following rates:

Computers software	20% and 33%

Annual reviews are undertaken by the Trustees at each balance sheet date to assess whether there is an indication of impairment.

(i) 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.

(j) Investment Property

Investment property is property deemed to be held for financial gain and is carried as the Trustees best estimate of valuation. It includes the proportion of a Baptist House (a mixed-use property) that is let out on a commercial basis. The Trustees review the valuation annually and changes in value are reported in the Statement of Financial Activities.

(k) Debtors

Accrued income is recognised in the period to which it relates. Loans are considered concessionary loans made as they are made by the charity 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. Prepayments and other debtors are recognised at the settlement amount due. Debtors are measured at their recoverable amount.

(l) Cash at bank and in hand

Cash at bank and in hand includes notice deposits and short-term deposits.

(m) 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. Trust accounts and loan fund deposits are recognised where held at the amount received and the carrying amount is adjusted to reflect any interest payable. 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.

(m) 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.

(n) Employee benefits

The charity operates a defined contribution plan for its employees. 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 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 charity in 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. A liability for the agreed pension scheme deficit plan of the Baptist Union Staff Pension Scheme has been included based on an estimate of the remaining costs to complete the wind up of the scheme. A liability for the agreed pension scheme deficit plan of the Baptist Pension Scheme has been included, in accordance with the Schedule of Contributions dated 30 September 2020.

(o) Taxation

Included within the consolidation are charitable companies that are considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore meet the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(p) 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. Estimates based on externally published data are also made for investment properties.

(a) Judgements in applying the entity's accounting policies

(i) Multi-employer defined benefit pension schemes: Certain employees participate in multi-employer defined benefit pension schemes with other organisations. In the judgement of the Trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes: see note 25 for further details.

(b) Accounting estimates and assumptions

(ii) Multi-employer defined benefit pension scheme: The charity has an obligation to pay a deficit funding arrangement in respect of two multi-employer defined benefit pension schemes (Baptist Pension Scheme and Baptist Union Staff Pension Scheme). The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management estimates these factors in determining the new pension obligation in the balance sheet.

(iii) 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 13 for the carrying amount of the fixed assets and note 1(g) for the useful economic lives for each class of assets.

(iv) Bad Debt provisions: The recoverability of loans is assessed annually, and at the balance sheet date provisions for doubtful debts are provided based on prior year experiences.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

2 DONATIONS AND LEGACIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Donations	3,620	116	38	-	3,774	4,588
Legacies	185	-	634	-	819	569
Subscriptions	476	-	-	-	476	514
Gifts from other Baptist Constituents	-	-	-	-	-	(550)
Total	**4,281**	**116**	**672**	**-**	**5,069**	**5,121**

In 2019, £151k of charitable activities income was attributed to Designated Funds, £397k was attributable to Restricted Funds and the remaining £4,573k was attributable to Unrestricted Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Donations	3,620	116	19	-	3,755	5,820
Legacies	185	-	-	-	185	286
Subscriptions	475	-	-	-	475	514
Other Baptist	198	550	-	-	748	257
Total	**4,478**	**666**	**19**	**-**	**5,163**	**6,877**

In 2019, £1,969k of charitable activities income was attributed to Designated Funds, £78k was attributable to Restricted Funds and the remaining £4,830k was attributable to Unrestricted Funds.

3 CHARITABLE ACTIVITIES

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Publication sales	7	-	-	-	7	9
Rent	116	-	679	-	795	666
Funds received under Ultimate Trusts	-	698	-	-	698	654
Interest receivable from loans	1,203	-	-	-	1,203	645
Expenses receivable on trusts	64	-	-	-	64	74
Fee for operating gift aid scheme	3	-	-	-	3	4
Accommodation fees	6	-	-	-	6	-
Trading Income	109	-	3	-	112	109
Debt Recovered – BSBS	-	-	-	-	-	15
Other Income	2	-	-	-	2	6
Income: Joint Venture	-	202	-	-	202	166
Total	**1,510**	**900**	**682**	**-**	**3,092**	**2,348**

The Trustees of the Charity have agreed to designate monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations, to the Pension Reserve Fund. In 2019, £835k of the charitable activities income was attributable to Designated Funds, £623 was attributed to Restricted Funds, and the remaining £890k was attributable to Unrestricted Funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

3 CHARITABLE ACTIVITIES (continued)

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Publication sales	6	-	-	-	6	9
Rent	116	-	-	-	116	47
Funds received under Ultimate Trusts	-	697	-	-	697	654
Trading Income	110	-	-	-	110	105
Debt Recovery	-	-	-	-	-	15
Total	**232**	**697**	**-**	**-**	**929**	**830**

Monies received by the Charity as the beneficiary of Ultimate Trust provisions under the Trust Deeds of closing churches and other organisations. The Trustees of the Charity have agreed to designate such receipts to the Pension Reserve Fund.

In 2019, £669k was attributable to Designated Funds, and the remaining £161k was attributable to Unrestricted Funds.

4 INVESTMENT INCOME

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Quoted Investments:						
UK listed Bonds	40	5	-	6	51	62
UK listed Equities	65	9	1	11	86	74
Overseas listed Equities	58	8	-	11	77	93
Overseas listed Bonds	23	3	-	4	30	-
UK Property Unit Trusts	-	-	-			36
Other:						
Interest on Cash Deposits	165	-	-	-	165	194
Other	-	45	-	-	45	66
Total	**351**	**70**	**1**	**32**	**454**	**525**

In 2019, £450k of the investment income was attributable to Unrestricted income funds, £29k was attributable to designated income funds, £9k was attributed to restricted income funds, and the remaining £37k was attributable to endowment income funds.

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Quoted Investments:						
UK listed Bonds	40	5	-	6	51	63
UK listed Equities	65	9	-	11	85	72
Overseas listed Equities	58	8	-	10	76	93
Overseas listed Bonds	-	-	-	-	-	-
UK Property Unit Trusts	23	3	-	5	31	36
Other:			-			
Interest on Cash Deposits	17	-	-	-	17	16
Other		45	-	-	45	18
Total	**203**	**70**	**-**	**32**	**305**	**298**

In 2019 £232k of the investment income was attributable to Unrestricted income funds, £29k was attributable to Designated income funds, and the remaining £37k was attributable to endowment income funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

5 OTHER INCOME

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Other income	10	(2)	-	-	8	100
Total	**10**	**(2)**	**-**	**-**	**8**	**100**

In 2019, £49k of other costs was related to Unrestricted funds, and the remaining £51 was related to Designated Funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Other income	10	(2)	-	-	8	109
Total	**10**	**(2)**	**-**	**-**	**8**	**109**

In 2019, £58k of other costs was related to Unrestricted funds, and the remaining £51k was related to Designated Funds.

6 RAISING FUNDS

Consolidated	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Investment	51	5	-	7	63	53
Publication expenses		3	-		3	4
Total	**51**	**8**	**-**	**7**	**66**	**57**

In 2019, £7k of costs in relation to raising funds was attributable to Endowment funds, £5k was attributable to Designated funds, and the remaining £45k was attributable to Unrestricted funds.

Charity	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Investment	47	5	-	7	59	53
Publication expenses	-	3	-	-	3	4
Total	**47**	**8**	**-**	**7**	**62**	**57**

In 2019, £7k of costs in relation to raising funds was attributable to Endowment funds, £5k was attributable to Designated funds, and the remaining £45k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

7 CHARITABLE ACTIVITIES

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Regional Association						
- Mission & Operations	2,944	-		-	2,944	3,158
Faith & Society						
- Team Costs	799	90		-	889	936
- Baptist Assembly	-	(2)		-	(2)	51
- Ecumenical	61	-		-	61	59
- Other grants	93	-		-	93	93
Ministries						
- Team Costs	481	54		-	535	417
- Mission Grants	116	30		-	146	164
- Student Training	131	-		-	131	169
Safeguarding						
- Team Costs	377	43		-	420	519
Support Services						
- Advice & Information	30	3		-	33	38
- Pension Cost	-	2		-	2	56
- BSBS	-	(1)		-	(1)	
- Benevolent Funds	-	326	6	-	332	76
Other						
- Retirement Housing	-	-	1,189	-	1,189	428
- BU Corporation	1,604	-	-	-	1,604	924
Total	**6,636**	**545**	**1,195**	**-**	**8,376**	**7,088**

In 2019, £494k of costs in relation to charitable activities was attributable to Restricted funds, £297k was attributable to Designated funds, and the remaining £6,297k was attributable to Unrestricted funds.

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Regional Association						
- Mission & Operations	2,944	-	-	-	2,944	3,158
Faith & Society						
- Team Costs	798	90	-	-	888	936
- Baptist Assembly	-	(2)	-	-	(2)	51
- Ecumenical	61	-	-	-	61	59
- Other grants	93	-	-	-	93	93
Ministries						
- Team Costs	481	55	-	-	536	416
- Mission Grants	116	30	-	-	146	164
- Student Training	131	-	-	-	131	169
Safeguarding						
- Team Costs	378	42	-	-	420	519
Support Services						
- Advice & Information	30	3	-	-	33	38
- Pension Costs		649	-	-	649	809
- BSBS		(1)	-	-	(1)	-
- Benevolent Funds		326	6	-	332	76
Total	**5,032**	**1,192**	**6**	**-**	**6,230**	**6,488**

In 2019, £80k of costs in relation to charitable activities was attributable to Restricted funds, £1,050k was attributable to Designated funds, and the remaining £5,358k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

8 ALTERNATIVE ANALYSIS OF EXPENDITURE

Consolidated	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2020	TOTAL 2019
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding		2,944		2,944	3,158
Faith & Society					
- Team Costs	449		440	889	936
- Baptist Assembly	(2)			(2)	51
- Ecumenical		61		61	59
- Other grants		93		93	93
Ministries					
- Team Costs	225	-	310	535	417
- Mission Grants	146			146	164
- Student Training		131		131	169
Safeguarding					
- Team Costs	203		217	420	519
Support Services					
- Advice & Information	30		3	33	38
- Pension Costs	2			2	56
- BSBS	(1)			(1)	
- Benevolent Funds		332		332	76
Other					
- Retirement Housing	1,150		39	1,189	428
- BU Corporation	1,530		74	1,604	924
	3,732	**3,561**	**1,083**	**8,376**	**7,088**
Cost of raising funds	66	-	-	66	57
Total	**3,798**	**3,561**	**1,083**	**8,442**	**7,145**

In 2019 £2,580k related to Direct Charitable expenditure, £3,518k to Grants and £1,047k to Support Costs

Charity	Direct Charitable	Grants (note 24)	Support Costs (note 9)	TOTAL 2020	TOTAL 2019
	£'000	£'000	£'000	£'000	£'000
Regional Association					
- Grants & Operational Funding	-	2,943	-	2,943	3,159
Faith & Society					
- Team Costs	449	-	440	889	935
- Baptist Assembly	(2)	-	-	(2)	51
- Ecumenical	-	61	-	61	59
- Other grants	-	93	-	93	93
Ministries					
- Team Costs	224	-	311	535	416
- Mission Grants	146	-	-	146	164
- Student Training	-	131	-	131	169
Safeguarding					
- Team Costs	203	-	217	420	519
Support Services					
- Advice & Information	30	-	3	33	38
- Pension Deficit Cessation	649	-	-	649	809
- BSBS	(1)	-	-	(1)	-
- Benevolent Funds	-	332	-	332	76
	1,698	3,561	971	6,230	6,488
Cost of raising funds	62	-	-	62	57
Total	**1,760**	**3,561**	**971**	**6,292**	**6,545**

In 2019 £2,099k related to Direct Charitable expenditure, £3,518k to Grants and £928k to Support Costs

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

9 SUPPORT COSTS

Consolidated

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Staff	386	-	-	-	386	352
Depreciation	37	116	-	-	153	153
Property	64	-	-	-	64	61
Insurance	10	-	-	-	10	9
Printing and postage	8	-	-	-	8	14
IT	129	-	-	-	129	116
Other Office Costs	14	-	-	-	14	2
Bank charges	10	-	-	-	10	12
Office facilities	8	-	-	-	8	18
Strategic Projects	21	-	-	-	21	11
Pension Deficit	7	-	-	-	7	11
Total	694	116	-	-	810	759
Governance costs						
Annual Assembly	3	-	-	-	3	23
Council	2	-	-	-	2	23
Committees	11	-		-	11	29
Auditors' remuneration (note 11)	68	-	12	-	80	57
Legal and Professional	85	48	27	-	160	132
Trustee Insurance	17	-	-	-	17	24
Total Governance costs	186	48	39	-	273	288
Total Support costs	**880**	**164**	**39**	**-**	**1,083**	**1,047**

In 2019, £65k of support costs were attributable to Restricted funds £137k were attributable to Designated funds, and the remaining £845k was attributable to Unrestricted funds.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

9 SUPPORT COSTS (Continued)

Charity

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total 2020 £'000	Total 2019 £'000
Staff	387	-	-	-	387	352
Depreciation	37	116	-	-	153	152
Property	64	-	-	-	64	62
Insurance	10	-	-	-	10	9
Printing and postage	8	-	-	-	8	14
IT	129	-	-	-	129	116
Other Office Costs	13	-	-	-	13	3
Bank charges	10	-	-	-	10	12
Office facilities	8	-	-	-	8	17
Strategic Projects	21	-	-	-	21	11
Pension Deficit	7	-	-	-	7	11
Total	694	116	-	-	810	759
Governance costs						
Annual Assembly	3	-	-	-	3	23
Council	3	-	-	-	3	23
Committees	11	-	-	-	11	29
Auditors' remuneration	45	-	-	-	45	28
Legal and Professional	40	48	-	-	88	52
Trustee Insurance	11	-	-	-	11	14
Total Governance costs	113	48	-	-	161	169
Total Support costs	**807**	**164**	**-**	**-**	**971**	**928**

In 2019, £136k of support costs were attributable to Designated funds, £7k were attributed to Restricted funds, and the remaining £785k was attributable to Unrestricted funds.

10 NET INCOME FOR THE YEAR

	Consolidated		Charity	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
This is stated after charging/(crediting):				
Depreciation/amortisation	159	153	153	152
Auditors' remuneration:				
Audit work	62	44	32	22
Audit work - previous year	18	-	13	-
Non-audit work	-	6		6

11 EMPLOYEES AND TRUSTEES

	Note	Consolidated 2020 £'000	Consolidated 2019 £'000	Charity 2020 £'000	Charity 2019 £'000
Staff and appointed minister costs:					
Salaries and stipends		1,440	1,262	1,440	1,262
Social security costs		119	103	119	103
Pension costs	**27**	136	109	136	109
Other costs			6		6
		1,695	**1,480**	**1,695**	**1,480**
Less: Attributable to other Baptist entities		(203)	(211)	(486)	(462)
Total		**1,492**	**1,269**	**1,209**	**1,01**
Average number employees during the year:		42	42	32	32

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

11 EMPLOYEES AND TRUSTEES (continued)

No employee received emoluments in between the band of £60,000 to £70,000 during the year (2019: one).

Total aggregate remuneration paid to key management personnel during the year was £277,213 (2019: £228,308).

Trustee emoluments, including pension contributions of £7,431 (2019: £3,774), were paid for one trustee (2019: 1), Rev. Lynn Green, amounting to £55,231 (2019: £37,150). Her appointment as trustee is in accordance with the Union's constitution. No emoluments were paid to any other trustees for their work as Trustees.

One trustee (2019: one) received a Study grant of £600 (2019: £600) and no trustee (2019: one) received a pastoral grant (2019: £300). Applications had been treated in exactly the same way as all other grant applications. No emoluments were paid to any of the other trustees for their work as Trustees.

A total of £922 was paid to 8 Trustees in reimbursement of travelling and subsistence expenses as Trustees (2019: £5,765 to 8 Trustees).

12 TANGIBLE AND INTANGIBLE FIXED ASSETS

Consolidated	TANGIBLE FIXED ASSETS				TANGIBLE	INTANGIBLE	GRAND
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	Total	Computer Software	Total 2020
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January 2020	41,335	1,362	193	79	42,970	-	42,970
Reclassification Tfr	-	-	(126)	-	(126)	126	-
Additions	1,799	132	-	2	1,933	129	2,062
Disposals	(1,162)	(168)	-	-	(1,330)	-	(1,330)
31 December 2020	**41,972**	**1,326**	**67**	**81**	**43,446**	**255**	**43,701**
Depreciation/Amortisation							
1 January 2020	313	59	145	54	571	-	571
Reclassification Tfr	-	-	(87)	-	(87)	87	-
Charge for the year	116	6	6	19	147	11	158
Disposals	(9)	(15)	-	-	(25)	-	(24)
31 December 2020	**420**	**50**	**64**	**73**	**607**	**98**	**705**
Net Book Value							
31 December 2020	**41,552**	**1,276**	**3**	**8**	**42,839**	**157**	**42,996**
31 December 2019	41,023	1,303	48	25	42,360	-	42,399

Charity	TANGIBLE FIXED ASSETS				TANGIBLE	INTANGIBLE	GRAND
	Freehold Properties	Leasehold Properties	Computer Equipment	Furniture Fittings	TOTAL	Computer Software	TOTAL
Cost	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
1 January 2020	6,340	-	193	79	6,612	-	6,612
Reclassification Tfr	-	-	(126)	-	(126)	126	-
Additions	36		-	2	38	129	167
Disposals	(332)		-	-	(332)	-	(332)
31 December 2020	**6,042**	**-**	**67**	**81**	**6,190**	**255**	**6,446**
Depreciation/Amortisation							
1 January 2020	314	-	145	54	513	-	513
Reclassification Tfr	-	-	(87)	-	(87)	87	-
Charge for the year	116		6	20	142	11	153
Disposals	(10)		-	-	(10)	-	(10)
31 December 2020	**420**	**-**	**64**	**74**	**558**	**98**	**656**
Net Book Value							
31 December 2020	**5,622**	**-**	**3**	**7**	**5,633**	**157**	**5,790**
31 December 2019	6,026	-	9	25	6,060	39	6,099

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

13 FIXED ASSET INVESTMENTS

Consolidated	Quoted at market value	Cash with Managers	Investment Property	Total 2020	Total 2019
	£'000	£'000	£'000	£'000	£'000
Balance at 1 January	8,338	121	2,045	10,504	9,845
Additions	1,196	1,081		2,277	2,504
Disposals	(809)	(1,226)		(2035)	(2,241)
Realised and unrealised gains/(losses)	(402)	395		(7)	687
Withdrawals	-	(298)		(298)	(291)
Balance at 31 December	**8,323**	**73**	**2,045**	**10,441**	**10,504**
Add / (deduct) share of net assets of Baptist House Limited				139	121
Total Fixed Asset Investments				**10,580**	**10,625**
Historical Costs of Investments				7,918	7,485

Charity	Unquoted at cost	Quoted at market value	Cash with Managers	Investment in Property	Total 2020	Total 2019
	£'000	£'000	£'000	£'000	£'000	£'000
Balance at 1 January	1,760	8,305	121	2,046	12,232	8,338
Additions	-	1,196	1,081	-	2,277	1,196
Disposals	-	(806)	(1,196)	-	(2002)	(809)
Realised and unrealised gains/(losses)	-	(402)	365	-	(37)	(402)
Withdrawals	-	-	(298)	-	(298)	-
Balance at 31 December	**1,760**	**8,293**	**73**	**2,046**	**12,172**	**12,232**
Historical cost of investments					7,918	7,485

The following investments exceeded 5% of the total portfolio:	**2020 £'000**	**2019 £'000**
Royal London Ethical Bond Fund	1,353	1,293
Charities Property Fund	591	615

Unquoted investments at cost	**2020 £'000**	**2019 £'000**
Baptist House Ltd	300	300
Baptist Union Corporation Ltd	1,460	1,460
Total unquoted investment at cost	**1,760**	**1,760**

The unquoted investments represent 50% of share capital of Baptist House Limited and The Union's capital loan to the Baptist Union Corporation Limited which provides the capital for the Baptists Together Loan fund.

The following entities have been consolidated because of the control exercised by the parent charity:

- Baptist Union Corporation Limited is a company limited by guarantee, registered number 00032743, and a registered charity, number 249635. It has been consolidated on a line-by-line basis. During the year ended 31 December 2020 Baptist Union Corporation Limited made a deficit of £877k (2019: £nil) based on a turnover of £1,492k (2019: £1,739k), before consolidation. The company had capital and reserves of £4,264k (2019: £4,264k).
- Retired Baptist Ministers' Housing Organisation (RBMHO) is a Charitable Incorporated Organisation, registered charity number 1177649. It has been consolidated on a line-by-line basis. During the year ended 31 December 2020 RBMHO made a surplus of £1,327k (2019: £1,008k), before consolidation, and the Company had accumulated capital and reserves of £34,496k (2019: £33,169k).
- Baptist House Limited is a company limited by guarantee, registered number 02366122. The Union's share has been consolidated as a joint arrangement. During the year ended 31 October 2020 Baptist House Limited made a surplus of £35k (2019: deficit of £33k) and the Company had reserves of £277k (2019: £242k).

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

14 DEBTORS

	Consolidated		Charity	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Accrued income	467	308	201	237
Prepayments and other debtors	702	361	657	357
Loans to staff	7	33	7	33
Amounts owed by group entities	-	-	1,120	21
	1,176	**702**	**1,985**	**648**
Loans:				
- Baptist Strategy Building Scheme (BSBS) loans	45	54	45	54
- Baptist Union Corporation Ltd		-	779	975
- Manse Loans	4,049	4,537	-	-
- Church Loans	13,424	10,176	-	-
- Pension Loans	512	592	-	-
- Baptist Colleges	2,003	1,166	-	-
- Secured advances to churches	251	209	-	-
- Provision for Doubtful Debts	(877)			
	19,407	**16,734**	**824**	**1,029**
Total	**20,583**	**17,436**	**2,809**	**1,677**

In respect of the outstanding BSBS loans of £45k, £9k is due to be repaid within 12 months (2019: £10k), £36k is due to be repaid between two and five years (2019: £12k), and £nil is due to be repaid in more than five years (2019: £32k).

In respect of the outstanding loans of £20,284k (2019: £16,471k), £4,052k (2019: £2,376k) is due to be repaid within 12 months, £1,559k (2019: £1,957k) is due to be paid within two years, £4,053k (2019: £3,844k) is due to be repaid between three and five years, and £10,620k (2019: £8,294k) is due to be repaid in more than five years.

Loans totalling £3,312k (2019: £5,279k) have been approved but not taken up as at 31 December 2020.

15 CASH AND BANK BALANCES

	Consolidated		Charity	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Short-term Deposits	20,111	13,411	1,946	2,925
Notice deposits	764	10,840	764	1,000
Total	**20,875**	**24,251**	**2,710**	**3,925**

Short-term deposits are available in less than three months; notice deposits are available in more than three months but less than 12 months.

Included within the total cash balance is £nil (2018: £nil) attributable to the endowment fund.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

16 CREDITORS

	Consolidated		Charity	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Amounts falling due within one year:				
Accruals and other creditors	392	903	255	795
Trust accounts	13,245	11,746	-	-
Covenant Trust accounts	1	1	-	-
Loan fund deposits	39,891	41,232	-	-
Intercompany creditors		-	-	-
Loans	2,104	1,984	-	-
Total	**55,633**	**55,866**	**255**	**795**

Included in the Loans Fund deposits is £2,104k (2019: £1,984k) of interest free loans which 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 the dates of repayment cannot be determined.

17 LONG-TERM LIABILITY

	Consolidated		Charity	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Loan from Group Entity				
RBMHO		-	20,000	20,000
Total	**-**	**-**	**20,000**	**20,000**

The loan from RBMHO is an interest only loan at an interest rate of 3% above the Bank of England base rate. There is no fixed repayment date and it can only be recalled by the lender by giving no less than 12 months notice.

18 PROVISION FOR LIABILITES

	Consolidated		Charity	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Defined Benefit pension scheme liability				
Balance sheet liability at 1st Jan	334	718	334	718
Deficiency contributions paid	(26)	(391)	(26)	(391)
Interest losses (recognised in Sofa)	7	11	7	11
Actuarial (Gains)	(7)	(4)	(7)	(4)
(Gain) in funding plan	(100)	-	(100)	-
Balance sheet liability at 31st Dec	**208**	**334**	**208**	**334**

For more details on pension liabilities, please see note 25.

19 CONTINGENT ASSET

The Union has been co-claimant alongside the Baptist Pension Scheme (BPS) in a claim against the BPS's former legal advisors. The Union entered into a costs agreement with BPS under which the Union shared in the cost of the litigation and would be able to recover these costs in the event that a settlement was achieved. The costs expended amounted to £133k as at 31 December 2020 which were drawn from the Pension Reserve. The litigation was subsequently settled by mediation on 22 March. As a result of the settlement the Union has now received reimbursement of these costs.

BAPTIST UNION OF GREAT BRITAIN

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

20 ENDOWMENT FUNDS

Consolidated and Charity	1 Jan 2020 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2020 £'000
Sustentation Fund	1,109	32	(7)	2	(25)	1,111
Total	1,109	32	(7)	2	(25)	1,111

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
Sustentation Fund	-			
Total	-	1,099	12	1,111

The Sustentation Fund income is available for provision of Ministry and the net income was transferred to unrestricted income to support grants for ministry in accordance with the Trust Deed.

21 RESTRICTED FUNDS

	1 Jan 2020 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2020 £'000
Pension Reserve	174	19	-	-	-	193
Retired Ministers' Benevolent Fund	23	-	(6)	-	-	17
Total Charity	**197**	**19**	**(6)**	**-**	**-**	**210**
Remove on consolidation						
Retirement Courses	-					
RBMHO	33,083	1,335	(1,188)	584	595	34,409
Total Consolidated	**33,280**	**1,354**	**(1,194)**	**584**	**595**	**34,619**

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Total £'000
(a) Pension Reserve			193	193
(b) Retired Ministers' Benevolent Fund			17	17
Total Charity			**210**	**210**
(c) RBMHO	37,206	29	(2,826)	34,409
Total Consolidated	**37,206**	**29**	**(2,616)**	**34,619**

(a) The Pension Reserve has been established to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to (1) clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme.

(b) The Retired Ministers' Benevolent Fund assists retired ministers on the accredited list.

(c) RBMHO provides housing for retired Baptist ministers and their spouses.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

22 DESIGNATED FUNDS

	1 Jan 2020 £'000	Income £'000	Expenditure £'000	Gains and Losses £'000	Transfers £'000	31 Dec 2020 £'000
Loan fund capital	1,460					1,460
Baptist Strategy Building Scheme	54		1		(10)	45
Pension Reserve	(18,106)	1,345	(700)			(17,461)
Baptist House Reserve	3,162		(70)			3,092
Fixed Asset Reserve	4,151		(47)		(324)	3,780
Pastoral Fund	2,179	82	(140)	(1)		2,120
Covid-19 relief fund	-	6	(221)		1,000	785
Strategic Projects	235		(25)		(81)	129
Baptist Assembly	-	-	-	-	-	-
Total Charity	**(6,865)**	**1,433**	**(1,202)**	**(1)**	**585**	**(6,050)**
Adjust on consolidation						
- Loan Fund Capital	(1,460)	-	-	-	-	(1,460)
- Pension Reserve	-	(550)	647	-	(97)	-
- Baptist House Reserve	(179)	-	-	17	-	(162)
Total Consolidated	**(8,504)**	**882**	**(553)**	**16**	**487**	**(7,672)**

	Fixed Assets £'000	Investments £'000	Current Assets £'000	Long-Term Liability £'000	Total £'000
(a) Loan fund capital	-	1,460	-	-	1,460
(b) Baptist Strategy Building Scheme	-	-	45	-	45
(c) Pension Reserve	-	-	2,539	(20,000)	(17,461)
(d) Baptist House Reserve	1,805	1,287	-	-	3,092
(e) Fixed Asset Reserve	3,780	-	-	-	3,780
(f) Pastoral Fund	-	805	1,315	-	2,120
(g) Covid-19 relief Fund	-	-	785	-	785
(h) Strategic Projects	-	-	129	-	129
Total Charity	**5,585**	**3,552**	**4,812**	**(20,000)**	**(6,050)**
Elimination / Adjust on consolidation					
Loan fund capital		(1,460)	-	-	(1,460)
Pension Reserve			(20,000)	20,000	-
Investment in BHL		(162)	-	-	(162)
Total Consolidated	**5,585**	**1,931**	**(15,188)**	**-**	**(7,672)**

(a) The Loan Fund Capital is the investment in Baptist Union Corporation to provide capital to the Baptist Union Loan Fund. The loan fund primarily assists churches with finance for new buildings, for extensions and/or refurbishment of church premises, for the purchase of church manses and loans to enable churches to pay off their pension deficits – this is removed on consolidation.

(b) The Baptist Strategy Building Scheme provided loans to finance to church building. The fund represents balances outstanding and is not open to new applications. Repayments are transferred to Unrestricted funds.

(c) The Pension Reserve has been established by the Baptist Union of Great Britain to support the Baptist denomination in addressing the issues relating to the deficit in the Baptist Pension Scheme. Funds are intended to be used to (1) clear the debts to the scheme of closed churches where no other funds are available, in order to avoid the Pension Trustees having to pursue individual church trustees for repayment, and (2) provide funds to reduce the overall deficit in the Baptist Pension Scheme.

(d) The Baptist House Reserve recognises the investment in Baptist House that is used for operational purposes to provide office accommodation for the Specialist Teams and is not readily a liquid asset.

(e) The Fixed Asset Reserve holds fixed assets used to support the ongoing operations of BUGB. This reserve includes essential housing provided for Association and other Union staff as well as furniture, fittings, computers, software and other assets. This is not a readily liquid asset.

(f) The Pastoral Fund exists for the relief of need, hardship or distress.

BAPTIST UNION OF GREAT BRITAIN

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

22 DESIGNATED FUNDS (Continued)

(g) The Covid-19 Relief Fund was created in 2020 to provide relief to member churches who experienced significant financial difficulty due to loss of income due to governmental meeting and opening premise restrictions.

(h) The Strategic Projects Fund had previously been known as the Ministry Review Fund. The Trustees have renamed this fund and broadened its objectives to provide funding for projects deemed of strategic importance to The Union.

23 ANALYSIS OF NET ASSETS

Consolidated	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,099	12	-	1,111
Restricted Funds	37,206	30	(2,617)	-	34,619
Designated Funds	5,585	1,931	(15,188)	-	(7,672)
Unrestricted Funds	205	7,520	3,618	(208)	11,135
Total	**42,996**	**10,580**	**(14,175)**	**(208)**	**39,193**

Charity	Fixed Assets	Investments	Net Current Assets	Long Term Liability	Total
	£'000	£'000	£'000	£'000	£'000
Endowment Funds	-	1,099	12	-	1,111
Restricted Funds	-	-	210	-	210
Designated Funds	5,585	3,553	4,812	(20,000)	(6,050)
Unrestricted Funds	205	7,520	230	(208)	7,747
Total	**5,790**	**12,172**	**5,264**	**(20,208)**	**3,018**

24 GRANTS

The Baptist Union of Great Britain makes grants to some of its member churches for the provision of ministers and to other Baptist and ecumenical organisations in the furtherance of the Union's objects as set out in the trustees' report. Grants over £10k made during the year were as follows:

	Regional Associations	Other Baptist Partners	Ecumenical Partners	TOTAL
	£'000	£'000	£'000	£'000
Baptist World	-	10	-	10
Central Baptist	235	-	-	235
Churches Together	-	-	24	24
Churches Together	-	-	10	10
East Midlands	243	-	-	243
Eastern Baptist	213	-	-	213
European Baptist	-	66	-	66
Heart of England	247	-	-	247
Joint Issues Public	-	-	10	10
London Baptist	406	-	-	406
North Western	146	-	-	146
Northern Baptist	223	-	-	223
Regents College:	-	10	-	10
South Eastern	232	-	-	232
South Wales Baptist	196	-	-	196
South West Baptist	171	-	-	171
Southern Counties	252	-	-	252
West of England	196	-	-	196
Yorkshire Baptist	184	-	-	184
Total grants under £10k	-	138	17	155
Total Excluding Pastoral Grants				**3,229**
Pastoral Grants				332
Total Grants				**3,561**

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

25 PENSIONS

The Union is an employer participating in the Baptist Pension Scheme ('the BPS') and was also a participating employer in the Baptist Union Staff Pension Scheme ('the BUSPS') until it was wound up in 2019. The BPS is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited).

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. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the BPS, or through the BUSPS. The main benefits were:

- In the BPS, a defined benefit 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.
- In the BUSPS, a pension of one seventieth of a member's average salary over the last three years of pensionable service.

The BPS, previously known as the Baptist Ministers' Pension Fund, started in 1925, and the BUSPS stated in 1969. Both schemes were closed to future accrual of defined benefits on 31 December 2011. Neither scheme is contracted out of the State Second Pension.

The table below summarises the main results of the most recent actuarial valuations of the Defined Benefit (DB) Plan in the BPS, which was completed in 2020. This valuation was performed by a professionally qualified Actuary using the Projected Unit Method.

	BPS DB Plan
Date of valuation	31 December 2019
Date next valuation due	31 December 2022
Market value of scheme assets (A)	£298m
Technical provisions (B)	£316m
Deficit [(B) – (A)]	£18m
Funding level [(A) / (B)]	94%

As a result of the valuations, in addition to the contributions to the DC Plan set out above, it was agreed to continue the standard rate of deficiency contributions payable by churches and other employers involved in the DB Plan at a rate of 12% of Pensionable Income/ Minimum Pensionable Income. The contributions are based on each church's or other employer's position at 31 December 2014. Some churches or other employers that were only involved in the DB Plan for a short period pay less than 12%. The Recovery Plan envisages deficiency contributions continuing until June 2026. In addition, BUGB committed to make an additional contribution of £0.5m on behalf of the Baptist denomination in 2020, which had already been accounted for as a current liability at the end of 2019 and was paid to the scheme in December 2020.

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

25 PENSIONS (continued)

The financial assumptions underlying the valuations were as follows:

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

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 Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. 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.

The movement in the balance sheet liability is set out in the following table:

	TOTAL		BPS		BUSPS	
	2020	**2019**	**2020**	**2019**	**2020**	**2019**
Balance sheet liability at 1st January	334	719	334	354	-	365
Deficiency contributions paid	(26)	(391)	(26)	(35)	-	(356)
Interest cost (recognised in sofa)	7	10	7	10	-	-
Remaining change to balance sheet liability	(6)	(4)	(6)	5	-	(9)
Loss/(gain) on change of funding plan	(101)	-	(101)	-	-	-
Balance sheet liability at 31st December	**208**	**334**	**208**	**334**	**-**	**-**

This liability represents the present value of the 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:

	31 Dec 2020	31 Dec 2019	31 Dec 2018
Discount Rate	1.37%	2.15%	3.05%
Future increases to Minimum Pensionable Income	3.07%	3.18%	3.33%

26 RELATED PARTY TRANSACTIONS

One trustee (2019: one) received a Study grant of £600 during the year (2019: £600) and no trustee (2019: one) received a pastoral grant (2019: £300) All applications had been treated in exactly the same way as all other grant applications of that specific type.

BAPTISTS TOGETHER

www.baptist.org.uk/annualreport

The Baptist Union of Great Britain
Registered charity number 1181392
The Baptist Union of Great Britain, a Charitable Incorporated Organisation with registered charity number 1181392
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