

THE BROMLEY CHRISTIAN WORKERS TRUST



(Registered Charity Number 1183501)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 DECEMBER 2021

THE BROMLEY CHRISTIAN WORKERS TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees	Kim Arnold Iain Broomfield Elizabeth Coke Neville Hayman (appointed 15 November 2021) Andrew Nathan (Chair) Toby Reid (resigned 1 February 2021) James Walsh
Treasurer	Thomas Feather
Secretary	Adam Holland
Key Staff	Nick Batt Matt Lloyd Emily Greig (from 1 January 2021)
Governing Document	Constitution dated 8 May 2019
Charity Registration Number	1183501
Address for Correspondence	Highland Road Bromley Kent BR1 4AA
Independent Examiner	Ajay Rajani FCIE Stewardship 1 Lamb's Passage London EC1Y 8AB
Bankers	HSBC

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**THE BROMLEY CHRISTIAN WORKERS TRUST
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021**

The Trustees present their report and the accounts of The Bromley Christian Workers Trust ('the Charity') for the financial year ended 31 December 2021.

INTRODUCTION

The Charity is a charitable incorporated organisation ('CIO') governed by a constitution dated 8 May 2019; the CIO was registered with the Charity Commission on 21 May 2019 and its registered number is 1183501. The CIO did not begin operating until 24 January 2020 when a trust with the same name (The Bromley Christian Workers Trust with charity registered number 1080688 – 'the Trust') transferred its net assets and activities to the CIO. The Trust did not operate after 24 January 2020 and was wound up in May 2021.

The accompanying financial statements have been prepared using the provisions of merger accounting. The comparatives for 2020 presented in the accompanying financial statements comprise the transactions of the Trust in the period to 24 January 2020 and the transactions of the CIO for the remainder of the year.

The Charity works closely with Christ Church Bromley ('CCB'). The Charity donates the services of its staff to CCB and the charities sometimes make grants to each other. The Charity is not a subsidiary of CCB but the two charities share several trustees and have the same treasurer and so CCB is considered to be a related party. The financial transactions with CCB are disclosed in the notes to the financial statements

CHARITABLE OBJECTS

The charitable objects of the Charity are:

- to promote and provide Christian biblical and pastoral teaching and training in accordance with the Statement of Faith; and
- to advance the Christian religion in any part of the world.

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with the duty to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity.

REVIEW OF ACTIVITIES

Ministry Training Associates Programme

The BCWT Ministry Training Associates (MTAs) scheme enables volunteers to learn and practice Bible ministry, gain formal training with other Associates and undertake practical service within a church (namely CCB) under the supervision of an experienced bible teacher and leader. The future development and growth of the Ministry Training Associate scheme remains reliant on the support of donors (many of whom are members of CCB).

Staff Appointments

Jack Stileman (previously an MTA, due to travel to Australia for Theological Training but unable to do so due to travel restrictions at short notice) was appointed as an assistant minister to help equip the members of CCB for Evangelism and to assist with youth work. This was made possible only by the Lord's provision through the generosity of a one-off gift. Emily Grieg was appointed as Associate for Women's Ministry during Summer 2020 and started work in January 2021.

Supporting Christ Church Bromley

CCB has a vision, which is "making Jesus known", and the Charity's staff are working with CCB to help fulfil this vision. In addition to the above, the Charity employed four other Associate Ministers and Christian workers who have supported the vision and ministry of CCB. The ministry support team is led by an Operations Director who oversees an Administrator and Site Manager.

**THE BROMLEY CHRISTIAN WORKERS TRUST
TRUSTEES' ANNUAL REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2021**

REVIEW OF ACTIVITIES continued

Summer Camps

The BCWT continued to provide a freelance Coordinator to provide administrative support to the summer camps run (previously) at Oswestry. These camps exist to provide teenagers with fun, friendship and a chance to explore life with Jesus. The camps relocated to Gatton Park in 2021 and are now known as 'Lakeview'. The holidays are usually a week in length but had to be run as a series of shorter holidays due to COVID 19 restrictions. The Charity operates a restricted fund which receives donations from individual donors and grant-making trusts. The camps themselves are organised through Ventures, part of the ministry of CPAS.

COVID-19

By God's providence, the overall impact of COVID-19 on finances in 2021 was marginal. The vast majority of BCWT expenditure is on staff salaries and no staff members were furloughed so expenditure remained roughly as expected. Staff largely continued in their normal roles but adapted to work from home during periods when recommended to do so.

FINANCIAL REVIEW

Due to the tremendous generosity of its supporters, during the year the Charity's income increased by £76,000 to £300,000. Expenditure increased by £35,000 to £314,000. Following additions to the staff team, staffing costs (including training and accommodation) increased by £59,000; this increase was offset by a reduction in the grants paid to support mission, which fell by £21,000.

The deficit for the year was therefore £14,000 and the Charity's net assets fell by this amount to £589,000. The Charity's principal assets were tangible fixed assets (principally a property) with a carrying value of £372,000 and cash of £217,000, of which £5,000 is restricted.

RESERVES POLICY

The Trustees recognise the need to hold free reserves (which the Trustees define as being unrestricted cash) to allow protection of all core activities in the event of income shortfalls and to promote balanced strategic planning. The Trustees aim to hold free reserves equal to three months' operating costs. For 2021 the benchmark would be £80,000. Free reserves at the end of 2021 stood at £212,000; the excess above £80,000 is being held to fund the expansion of activities and to help provide suitable accommodation to existing staff and to staff who may join the Charity.

RISK ASSESSMENT

In common with other charities, BCWT faces risks: operational, financial and reputational. The Trustees have considered the major areas of risk to which the Charity is exposed, measuring both the likelihood and the impact of a particular event or action, and are satisfied that systems have been established to identify and mitigate exposure to the major risks.

STATEMENT OF TRUSTEE RESPONSIBILITIES

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

Charity law 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 as at the balance sheet date and of its incoming resources and application of resources for the financial year. 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;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue to operate.

**THE BROMLEY CHRISTIAN WORKERS TRUST
TRUSTEES' ANNUAL REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2021**

STATEMENT OF TRUSTEE RESPONSIBILITIES continued

The Trustees are responsible for keeping proper 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 and the Charity (Accounts and Reports) Regulations 2008. 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.

Approved by the Trustees and signed on its behalf by

James Walsh

James Walsh - trustee

Date: 28 October 2022

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
THE BROMLEY CHRISTIAN WORKERS TRUST
('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 December 2021 on pages 6 to 15 following, which have been prepared on the basis of the accounting policies set out on pages 8 and 9.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

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

Ajay Rajani

Ajay Rajani FCIE
Fellow of the Association of Charity Independent Examiners
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: 28 October 2022

THE BROMLEY CHRISTIAN WORKERS TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	291,909	8,055	299,964	224,442
Total income and endowments		<u>291,909</u>	<u>8,055</u>	<u>299,964</u>	<u>224,442</u>
EXPENDITURE ON:					
Charitable activities	4	303,666	9,905	313,571	278,453
Total expenditure		<u>303,666</u>	<u>9,905</u>	<u>313,571</u>	<u>278,453</u>
Net income/(expenditure)		<u>(11,757)</u>	<u>(1,850)</u>	<u>(13,607)</u>	<u>(54,011)</u>
Transfers between funds	11	-	-	-	-
		<u>(11,757)</u>	<u>(1,850)</u>	<u>(13,607)</u>	<u>(54,011)</u>
Other recognised gains/(losses):					
Actuarial gains/(losses) on defined benefit pension schemes	10	-	-	-	(1,000)
Net movement in funds		<u>(11,757)</u>	<u>(1,850)</u>	<u>(13,607)</u>	<u>(55,011)</u>
Reconciliation of funds:					
Total funds brought forward		<u>595,787</u>	<u>7,057</u>	<u>602,844</u>	<u>657,855</u>
Total funds carried forward	11	<u>584,030</u>	<u>5,207</u>	<u>589,237</u>	<u>602,844</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The notes on pages 8 to 15 form part of these accounts.

THE BROMLEY CHRISTIAN WORKERS TRUST

BALANCE SHEET

AS AT 31 DECMEBER 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
FIXED ASSETS					
Tangible assets	6	<u>372,477</u>	<u>-</u>	<u>372,477</u>	<u>381,241</u>
CURRENT ASSETS					
Debtors	7	6,494	-	6,494	6,340
Cash at bank and in hand	8	<u>211,978</u>	<u>5,207</u>	<u>217,185</u>	<u>234,103</u>
		218,472	5,207	223,679	240,443
CREDITORS: Amounts falling due within one year	9	<u>(4,919)</u>	<u>-</u>	<u>(4,919)</u>	<u>(14,840)</u>
Net current assets / (liabilities)		<u>213,553</u>	<u>5,207</u>	<u>218,760</u>	<u>225,603</u>
Total assets less current liabilities		<u>586,030</u>	<u>5,207</u>	<u>591,237</u>	<u>606,845</u>
Defined benefit scheme asset / (liability)	10	<u>(2,000)</u>	<u>-</u>	<u>(2,000)</u>	<u>(4,000)</u>
TOTAL NET ASSETS		<u>584,030</u>	<u>5,207</u>	<u>589,237</u>	<u>602,845</u>
FUND BALANCES	11				
Unrestricted Funds		584,030	-	584,030	595,787
Restricted Funds		<u>-</u>	<u>5,207</u>	<u>5,207</u>	<u>7,057</u>
		<u>584,030</u>	<u>5,207</u>	<u>589,237</u>	<u>602,844</u>

The financial statements were approved by the Board of Trustees and were signed on its behalf by:

James Walsh

James Walsh - trustee

Date: 28 October 2022

Charity number: 1183501

The notes on pages 8 to 15 form part of these accounts.

THE BROMLEY CHRISTIAN WORKERS TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1 Statutory Information

The charity is a charitable incorporated organisation registered with the Charity Commission in England & Wales. The charity's registered number and principal address can be found on the Charity Information page.

2 Accounting Policies

These financial statements are prepared under the historical cost convention.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102") and with the Charities Act 2011. The charity meets the definition of a public benefit entity as set out in FRS 102.

The Charities (Accounts and Reports) Regulations 2008 (the '2008 Regulations') requires charities to prepare their accounts in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005' but this accounting standard has since been withdrawn and has been replaced by the Charities SORP mentioned in the preceding paragraph. The charity has prepared these financial statements in accordance with the new Charities SORP; this departure from the 2008 Regulations is believed to be necessary for these financial statements to give a 'true and fair view'.

The principles adopted in the preparation of the financial statements are set out below.

a) Use of merger accounting

On 24 January 2020 a trust with the same name (The Bromley Christian Workers Trust with charity registration number 1080688) transferred its assets and activities to the charity (the 'CIO'). As permitted by the Charities SORP, this transfer has been accounted for as a merger because it qualifies as a charity reconstruction (whereby the charity has simply changed its legal form) and the comparatives presented in these financial statements combine the results of the trust and the CIO in the previous reporting period.

b) Going concern

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 particular the trustees have considered the charity's forecasts and projections and the possible implications should projected income and / or expenditure vary unexpectedly. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

c) Income

Income including investment income is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part, income is generally recognised when it is received. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations and legacies includes:

- i) Recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.
- ii) Donated facilities, which are recognised at their value to the charity when they are received. With respect to these donated facilities, an expense is charged to the Statement of Financial Activities as they are used.

The charity relies on volunteers to carry out many of its activities. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

d) Expenditure

Expenditure, including irrecoverable VAT, is recognised when it is incurred or, if earlier, when a legal or constructive obligation for a payment arises provided that it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The charity sometimes makes grants to other institutions and individuals to further its charitable objectives. Grants payable are recognised as constructive obligations arise, which is generally when the charity expresses a commitment to the recipient that can be measured reliably and then only to the extent that any conditions associated with the grant are outside of the control of the charity.

Governance costs, which are included in expenditure on charitable activities but are identified separately in the notes to the accounts, includes costs associated with the independent examination of the financial statements, compliance with constitutional and statutory requirements and any other expenditure incurred on the strategic management of the charity.

THE BROMLEY CHRISTIAN WORKERS TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2 Accounting Policies continued

e) Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

f) Tangible fixed assets

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £2,000 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Leasehold property	Over the remaining term of the lease
Equipment	Over 3 to 7 years

The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying value may not be recoverable.

g) Leased assets

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term (unless another systematic basis is more representative of use).

h) Pension scheme arrangements

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds.

The charity also contributes to the Church of England Funded Pension Scheme, which is a multi-employer defined benefit pension scheme. The charity is unable to identify its share of this scheme's assets and liabilities therefore, as permitted by FRS 102, it is being treated as if it were a defined contribution scheme. The last actuarial valuation indicated that the obligation to provide defined benefits gives rise to a funding deficit and the charity, along with other participating employers, must make additional contributions to remedy the deficit. The obligation to make deficit reduction contributions in future years has been included as a liability in these financial statements. Further information about this defined benefits scheme, and the charity's obligation to contribute towards its funding deficit, is disclosed elsewhere in the notes to these accounts.

i) Taxation

The charity has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

j) Financial instruments

The charity's financial assets and financial liabilities all qualify as basic financial instruments, as defined by FRS102. Creditors and debtors are measured at their expected settlement value (normally the amount of cash that the charity expects to pay or receive).

k) Critical accounting estimates and areas of judgement

The trustees do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

3 Donations and legacies

	2021	2020
	£	£
Donations of cash and similar	247,335	187,571
Donated facilities (see below)	5,400	5,400
Income tax recoverable	47,229	31,471
	<u>299,964</u>	<u>224,442</u>

During the year, a supporter let a property to the charity for use by its staff at less than market rent; the value of this donation to the charity is estimated to be £5,400 (2020: £5,400). A charge for rent equal to this donation is included in the rent disclosed in note 4(a) below.

THE BROMLEY CHRISTIAN WORKERS TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

4 Charitable expenditure

	2021 £	2020 £
a Costs incurred directly on specific activities		
Ministry staff costs	255,351	199,571
Training	2,480	13,380
Rent	32,400	19,702
Other property costs	8,425	7,502
Depreciation	8,764	8,763
Mission grants payable to Christ Church Bromley	-	7,500
Mission grants payable to individuals	1,087	14,500
	<u>308,507</u>	<u>270,918</u>
b Costs incurred on support & administration		
Governance costs		
Independent examiner's fee for preparing and examining the accounts	2,340	2,640
Legal and professional fees	2,664	1,729
	<u>5,004</u>	<u>4,369</u>
Other administrative expenses	60	3,166
	<u>5,064</u>	<u>7,535</u>
Total expenditure	<u>313,571</u>	<u>278,453</u>

5 Analysis of staff costs, the cost of key management personnel and trustee remuneration and expenses

	2021 £	2020 £
Gross wages and salaries	214,432	166,968
Social security	15,877	12,353
Pension costs		
Defined benefit schemes	7,956	6,760
Defined contribution schemes	12,581	9,295
	<u>250,846</u>	<u>195,376</u>

No staff received salaries at a rate of more than £60,000 per annum. The average monthly number of employees during the year was 8 (2020: 6). Most of the charity's activities are carried out by volunteers.

The charity's key management comprise the trustees and the key staff named on the Charity Information page. During the year key management received employment benefits totalling £89,905 (2020: £59,154).

In addition the charity made payments totalling £32,739 (2020: £16,288) in respect of the customary provision of accommodation to members of key management (who all serve as ministers) so that they could better perform their duties.

No trustees received employment benefits in either the current or preceding year.

6 Tangible fixed assets

	Leasehold Property £	Equipment £	Total 2021 £
Cost			
At 1 January and 31 December 2021	<u>377,220</u>	<u>54,497</u>	<u>431,717</u>
Accumulated depreciation			
At 1 January and 31 December 2021	40,573	9,903	50,476
Charge for the year	2,853	5,911	8,764
At 31 December 2021	<u>43,426</u>	<u>15,814</u>	<u>59,240</u>
Net book value			
At 31 December 2021	<u>333,794</u>	<u>38,683</u>	<u>372,477</u>
At 31 December 2020	<u>336,647</u>	<u>44,594</u>	<u>381,241</u>

Christ Church Bromley uses, free of charge, the equipment owned by the charity.

THE BROMLEY CHRISTIAN WORKERS TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

7 Debtors

	2021	2020
	£	£
Gift aid tax recoverable	5,109	4,955
Other debtors	1,385	1,385
	<u>6,494</u>	<u>6,340</u>

8 Cash at Bank and in Hand

	2021	2020
	£	£
Cash at bank with immediate access	<u>217,185</u>	<u>234,103</u>

9 Creditors: liabilities falling due within one year

	2021	2020
	£	£
Accruals	4,060	3,840
Grant obligations	859	11,000
	<u>4,919</u>	<u>14,840</u>

10 Pension commitments

The Church of England Funded Pension Scheme

The charity participates in the Church of England Funded Pensions Scheme for stipendiary clergy, which is a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Responsible Bodies.

Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to each specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year (2021: £7,956, 2020: £6,760), plus the figures highlighted in the table below as being recognised in the SoFA (2021: £nil, 2020: £1,000), giving a total charge of £7,956 for 2021 (2020: £7,760).

A valuation of the Scheme is carried out once every three years. The most recent Scheme valuation completed was carried out as at 31 December 2018. The 2018 valuation revealed a deficit of £50m, based on assets of £1,818m and a funding target of £1,868m, assessed using the following assumptions:

- An average discount rate of 3.2% p.a.;
- RPI inflation of 3.4% p.a. (and pension increases consistent with this);
- Increase in pensionable stipends of 3.4% p.a.;
- Mortality in accordance with 95% of the S3NA_VL tables, with allowance for improvements in mortality rates in line with the CMI2018 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter of 7 and an initial addition to mortality improvements of 0.5% pa.

Following the 31 December 2018 valuation, a recovery plan was put in place until 31 December 2022 and the deficit recovery contributions (as a percentage of pensionable stipends) are as set out in the table below.

% of pensionable stipends	January 2018 to December 2020	January 2021 to December 2022
Deficit repair contributions	11.90%	7.10%

As at 31 December 2019, 31 December 2020 and 31 December 2021 the deficit recovery contributions under the recovery plan in force were as set out in the above table.

For senior office holders, pensionable stipends are adjusted in the calculations by a multiple, as set out in the Scheme's rules.

THE BROMLEY CHRISTIAN WORKERS TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

10 Pension commitments continued

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the balance sheet liability over 2020 and 2021 is set out in the table below.

	2021 £	2020 £
Balance sheet liability at 1 January	4,000	6,000
Deficit contribution paid	(2,000)	(3,000)
Interest cost (recognised in SoFA)	-	-
Remaining change to the balance sheet liability* (recognised in SoFA)	-	1,000
Balance sheet liability at 31 December	2,000	4,000

* Comprises change in agreed deficit recovery plan, and change in discount rate and assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions. In general, these are set by reference to the duration of the deficit recovery payments but as at 31 December 2021, under accounting rules the payments are not discounted since the remaining recovery plan is less than 12 months. No price inflation assumption is needed since pensionable stipends for the remainder of the recovery plan are already known.

	Dec-21	Dec-20	Dec-19
Discount rate	0.0% pa	0.2% pa	1.1% pa
Price inflation	n/a	3.1% pa	2.8% pa
Increase to total pensionable payroll	-1.50%	1.6% pa	1.3% pa

The legal structure of the scheme is such that if another Responsible Body fails, the charity could become responsible for paying a share of that Responsible Body's pension liabilities.

Summary of pension contributions payable for year:

The charity's pension contributions were as follows

	2021 £	2020 £
Church of England Funded Pension Scheme (see above)		
charged in respect of service in year	7,956	6,760
contributions towards funding deficit	<u>2,000</u>	<u>3,000</u>
	9,956	9,760
Pension contributions to other defined contribution schemes	<u>12,581</u>	<u>9,295</u>
	<u>22,537</u>	<u>19,055</u>

Summary of pension liabilities at the year end:

The charity's pension liabilities at the end of the year were as follows:

	2021 £	2020 £
in respect of defined benefit pension arrangements (see above)	2,000	4,000
in respect of defined contribution pension arrangements	<u>-</u>	<u>-</u>
	<u>2,000</u>	<u>4,000</u>

THE BROMLEY CHRISTIAN WORKERS TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

11 Funds

During the year the movements in the charity's funds were as follows:

	Opening balance 2021 £	Income 2021 £	Expenditure 2021 £	Transfers in the year 2021 £	Gains and losses 2021 £	Closing balance 2021 £
<i>Restricted funds</i>						
Camp Co-ordinator fund	7,057	2,655	(4,505)	-	-	5,207
Staff accommodation fund	-	5,400	(5,400)	-	-	-
	<u>7,057</u>	<u>8,055</u>	<u>(9,905)</u>	<u>-</u>	<u>-</u>	<u>5,207</u>
<i>Unrestricted Funds</i>	<u>595,787</u>	<u>291,909</u>	<u>(303,666)</u>	<u>-</u>	<u>-</u>	<u>584,030</u>
Aggregate of funds	<u><u>602,844</u></u>	<u><u>299,964</u></u>	<u><u>(313,571)</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>589,237</u></u>

Analysis of net assets by fund

The assets and liabilities of the various funds were as follows:

	Unrestricted funds £	Restricted funds £	2021 £
Tangible fixed assets	372,477	-	372,477
Debtors	6,494	-	6,494
Cash at bank and in hand	211,978	5,207	217,185
Creditors falling due within one year	(4,919)	-	(4,919)
Defined benefit pension schemes liabilities	(2,000)	-	(2,000)
	<u><u>584,030</u></u>	<u><u>5,207</u></u>	<u><u>589,237</u></u>

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2020 £	Income 2020 £	Expenditure 2020 £	Transfers in the year 2020 £	Gains and losses 2020 £	Closing balance 2020 £
<i>Restricted funds</i>						
Camp Co-ordinator fund	3,075	8,177	(4,195)	-	-	7,057
Staff accommodation fund	-	5,400	(5,400)	-	-	-
	<u>3,075</u>	<u>13,577</u>	<u>(9,595)</u>	<u>-</u>	<u>-</u>	<u>7,057</u>
<i>Unrestricted funds</i>	<u>654,780</u>	<u>210,865</u>	<u>(268,858)</u>	<u>-</u>	<u>(1,000)</u>	<u>595,787</u>
Aggregate of funds	<u><u>657,855</u></u>	<u><u>224,442</u></u>	<u><u>(278,453)</u></u>	<u><u>-</u></u>	<u><u>(1,000)</u></u>	<u><u>602,844</u></u>

Analysis of net assets by fund

In the previous year, the assets and liabilities of the various funds were as follows:

	Unrestricted funds £	Restricted funds £	2020 £
Tangible fixed assets	381,241	-	381,241
Debtors	6,340	-	6,340
Cash at bank and in hand	227,046	7,057	234,103
Creditors falling due within one year	(14,840)	-	(14,840)
Defined benefit pension schemes liabilities	(4,000)	-	(4,000)
	<u><u>595,787</u></u>	<u><u>7,057</u></u>	<u><u>602,844</u></u>

The **Camp Co-ordinator** fund was created from donations received to help cover the administration costs incurred for Christian Summer camps.

The **Staff Accommodation** fund represents the donated facility referred to in note 3 above and the related charge for rent. The property was let to the charity at below market rent to help the charity provide accommodation to some of its staff.

THE BROMLEY CHRISTIAN WORKERS TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

12 Operating lease commitments

The charity has operating leases for residential accommodation. The minimum amount payable in respect of these leases is as follows:

	2021 £	2020 £
Payments falling due:		
Within one year	13,200	14,400
Between one and five years	-	13,200
	<u>13,200</u>	<u>27,600</u>

During the year the charity was charged £27,000 (2020: £13,800) for its operating leases.

13 Transactions with related parties

The Bromley Christian Workers Trust ('BCWT') works closely with Christ Church Bromley ('CCB') (registered charity number 1132870) and, though neither charity controls the other, they share some trustees and CCB is therefore considered to be a related party. From time to time, BCWT and Christ Church Bromley make grants to each other and support their respective charitable activities in other ways; most notably, BCWT donates the services of its staff to CCB. The financial transactions with CCB have been disclosed in the above notes.

During the year the charity received donations totalling £34,920 (2020: £11,420) from related parties (which includes Trustees, any other members of key management and anyone closely connected to them).

Except for the reimbursement of expenses incurred when acting as agent for the charity, no expenses (2020: £nil) were paid to, or for, the Trustees.

Except as disclosed in note 5 'Analysis of staff costs', there have been no other transactions with related parties during the year.

THE BROMLEY CHRISTIAN WORKERS TRUST
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted funds 2021 £	Restricted 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted 2020 £	Total 2020 £
INCOME AND ENDOWMENTS FROM:							
Donations and legacies	3	291,909	8,055	299,964	210,865	13,577	224,442
Total income and endowments		291,909	8,055	299,964	210,865	13,577	224,442
EXPENDITURE ON:							
Charitable activities:	4	303,666	9,905	313,571	268,858	9,595	278,453
Total Expenditure		303,666	9,905	313,571	268,858	9,595	278,453
Net income/(expenditure)		(11,757)	(1,850)	(13,607)	(57,993)	3,982	(54,011)
Transfers between funds	11	-	-	-	-	-	-
		(11,757)	(1,850)	(13,607)	(57,993)	3,982	(54,011)
Other recognised gains/(losses):							
Actuarial gains/(losses) on defined benefit pension schemes	10	-	-	-	(1,000)	-	(1,000)
Net movement in funds		(11,757)	(1,850)	(13,607)	(58,993)	3,982	(55,011)
Reconciliation of funds:							
Total funds brought forward		595,787	7,057	602,844	654,780	3,075	657,855
Total funds carried forward	11	584,030	5,207	589,237	595,787	7,057	602,844