

HADDENHAM BAPTIST CHURCH**FINANCIAL STATEMENT FOR THE YEAR ENDED 31st DECEMBER 2023****GENERAL RECEIPTS & PAYMENT ACCOUNT**

	Note	2023	2022
Receipts			
Offering		4,719.33	4,588.32
Gift Aided Offerings		20,272.00	19,041.33
Legacy	2	-	1,000.00
Tax on gift aid		6,258.82	3,320.26
Furlough grant	2		-
ECDC Grant for Roof	2		-
ECDC Covid Grant	2		-
Donations and other income	2	1,772.16	973.12
Rents and contributions for use of premises	2	3,938.50	2,155.00
Investment income	3	1,520.77	516.00
Manse rent		16,185.00	13,375.00
Manse use of oil in tank		-	200.00
27 Clover End Rent		12,430.00	11,480.00
Manse & Clover End Deposit		115.00	1,557.00
Raised for other causes	4	-	-
Donations in kind		-	-
Donations to Haddenham Social Fund		-	-
Home Mission grant			-
Total Receipts		67,211.58	58,206.03
Payments			
Ministry	5	37,524.01	39,032.69
Mission	6	3,079.10	301.74
Upkeep of church premises	7	13,383.44	8,578.67
Administration	8	4,838.41	4,701.38
Upkeep of Church Properties	9	2,450.49	1,151.89
Work on Fred's bungalow			-
Amounts passed on to other causes		-	150.00
BMS / Home Mission	4	3,000.00	1,179.00
Manse deposit repaid		-	1,792.50
Haddenham Social Fund		-	900.00
Total Payments		64,275.45	57,787.87
			-
Net receipts / (payments) for the year		2,936.13	418.16
The amount collected for Gift Day is		1,015.00	1,790.00
Transfers (to) / from general fund		2,936.13	418.16
Cash balance at previous year end		102,909.30	102,491.14
Cash balance at current period end		105,845.43	102,909.30
		0.00	-

STATEMENT OF ASSETS AND LIABILITES AT 31st DECEMBER 2023

	Note	2023	2022
Assets			
Bank and other cash balances			
Petty Cash		50.00	50.00
Lloyds Bank Accounts	10	-	-
Current Account		15,982.00	30,584.34
Haddenham Social Fund	11	10,047.88	8,947.76
CCLA Charity investment fund units	12	30,000.00	30,000.00
Velore Fund		-	-
Tenants Deposit Scheme deposit	10	2,677.06	2,653.72
Baptist Together Deposit Accounts 7 day		13,656.17	13,261.92
Baptist Together Deposit Accounts 3 month		33,432.32	17,411.56
		105,845.43	102,909.30
Other monetary assets:	-	0.00	-
Debtors			
Loans made			
Gift aid claimed but not received		1,807.28	2,542.73
Investment Assets			
Assets Held for Church's own use	13	3,457,610.00	3,245,061.00
Total Assets			
Liabilities			
Current Liabilities	14	-	-
Long Term Loans	15	-	-
Deposit TDS Rental Scheme	10	2,677.06	2,653.72
Pension Scheme liability	16	-	-
Pension Scheme liability cessation expense		-	1,000.00
Other liabilities	17	-	-
Total Liabilities		2,677.06	3,653.72

Signed: Gareth Wilson FCA (Treasurer)

31 December 2023

NOTES TO THE ACCOUNTS

1. Basis of accounts

These accounts have been prepared on a 'receipts and payments' basis and in accordance with Section 130 of the Charities Act.

2. Donations and other income

	2023	2022
Donations		
Bequest	-	1,000.00
Joan Coey funeral	-	-
Eileen Parsons bequest	-	
Fred sale of items	-	
	-	1,000.00
Room Hire		
Room Hire	3,938.50	
Total Donations and Other Income	-	
donation	-	171.10
Covid Grant	-	
Grant for roof	-	
grant for cupboards	-	
rainbows	225.00	
coach trip	-	
Funeral	185.00	
Jelly Tots	682.16	455.67
Christmas Lunch	-	-
men's breakfast	147.00	157.35
sewing group	143.00	178.00
furlough	-	
ARG Grant	-	
Christmas cards	-	
beavers	390.00	
sumup	-	
Holiday Club		
coffee morning		11.00
Church insurance		
holiday club donation		
Total Donations and Other Income	1,772.16	973.12
	-	1,973.12
3. Investment income		
	2023	2022
Haddenham Social Fund	82.42	4.94
Baptist Together Deposit Account 7 day	394.25	510.34
Baptist Together Deposit Account 3 month	1,020.76	
Other investment income	23.34	0.72
Total Investment Income	1,520.77	516.00
	-	
4. Raised for Other causes		
	2023	2022
Home Mission	1,500.00	1,000.00
BMS	1,500.00	179.00
Total Raised for Other causes	3,000.00	1,179.00

5. Ministry

	2023	2022
stipend	30,943.19	29,664.76
Pension	6,066.12	7,813.76
HMRC	-	-
travel	74.70	-
Pulpit fee	240.00	390.00
Spurgeons College	200.00	170.00
books	-	17.52
	-	976.65
Total Ministry	37,524.01	39,032.69
	-	-

6. Mission

	2023	2022
	-	-
	-	-
posters	221.58	-
men's breakfast	65.91	39.78
children	48.70	-
books	-	84.40
food	150.10	-
Hampers	-	22.12
donation	875.00	155.44
donations from HSF	450.00	-
flowers	108.94	-
expenses	1,121.49	-
Communion wine	37.38	-
Xchange	-	-
Total Mission	3,079.10	301.74
	-	-

7. Upkeep of church premises

	2023	2022
tree surgeon	-	650.99
insurance	2,277.57	2,001.03
Water	104.13	101.21
boiler service	316.80	-
electricity	1,865.29	627.56
Church maintenance	3,661.49	1,829.81
equipment repair	385.79	105.00
cooker hood	219.00	-
gravel	-	-
fire extinguishers	656.40	-
outdoor seat	444.00	-
organ tuning	-	589.92
signwriting	170.00	-
fire alarm	70.98	-
plumbing	-	-
painting door	250.00	-
oil tank	108.00	-
cleaning	1,373.17	1,577.85
heating oil	1,480.82	825.30
Total Upkeep of church premises	13,383.44	8,578.67

8. Administration

	2023	2022
Telephone	678.62	567.76
training	92.00	-
IT	264.43	133.02
Zoom	369.36	345.36
Spotify	123.88	119.88
Google	147.88	143.88
roving mike	-	-
Subscription	268.80	152.90
petty cash float	-	157.50
safeguarding	-	38.00
letting fee	-	809.99
Independent Examination	250.00	250.00
licence	388.30	359.89
transfer	-	-
Printer	-	-
sundry	1,263.31	577.79
jubilee	-	45.41
admin	677.30	-
special payment	-	1,000.00
stationery	24.85	-
envelopes	115.68	-
petty cash	174.00	-
Total Administration	4,838.41	4,701.38

9. Upkeep of properties

	2023	2022
manse repairs	-	500.00
manse insurance	290.89	270.09
manse boiler service	136.80	
manse maintenance	418.94	
Clover End insurance	167.71	142.12
estate Agent costs	870.99	
27 Clover End cost	565.16	239.68
Total Upkeep of properties	2,450.49	1,151.89

10. Lloyds Bank Accounts

	2023	2022
Current Account	14,632.00	30,584.34
Haddenham Social Fund	10,047.88	8,947.76
Tenants Deposit Scheme (deposit held under TDS scheme)	2,677.06	2,653.72
Total Lloyds bank accounts	27,356.94	42,185.82

11 Haddenham Social Fund

	2023	2022
Opening balance	8,947.76	9,842.82
Donations received		
Payments from fund	- 450.00 -	900.00
Transfer in	1,467.70	
interest	82.42	4.94
	10,047.88	8,947.76

12.COIF Charities Investment Fund - Accumulation Units

The Church has invested £30,000 on 16 Sept 2021 which have a mid market value at 31 December 2023 of 32,061.48 (2021 of £31,353.31)

2023	2022
30,000.00	30,000.00

13. Assets Held for the Church's own use

The church is the beneficial owner (subject to the relevant trusts) of the following assets, the legal title to which is held by the church's custodian trustee [the Baptist Union Corporation Ltd]:

2023	2022
Church premises at Haddenham with an insured value in the accounts at	2,673,645.00 2,466,463.00
Church manse at 3 Wilburton Road valued in the accounts at iestimated value	417,400.00 417,400.00
Church property at 27 Clover End valued in the accounts at estimated value	297,300.00 297,300.00
The church also owns fixtures, furniture and equipment with an insured value of	69,265.00 63,898.00
Bequest property in the hands of the executor	-

Total Assets Held for the Church's own use

3,457,610.00	3,245,061.00
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14. Current Liabilities

2023	2022
Electricity billed but not yet paid	
Cheques written but not cashed	
l extra month's rent in advance	-
Deposit on TDS Rental Scheme	2,677.06 2,653.00
Other current liabilities	
Total Current Liabilities	2,677.06 2,653.00

15. Long-Term Liabilities

2023	2022
Loans from Church Members'	-
Other	-
Total Long-Term Liabilities	- -

16. Pension Scheme Liabilities

At the end of June 2022 there was a Pension Scheme Buy In with Just. As a result no further employer debt estimate reports will be published for the time being, although this will continue to be kept under review. As reported by the Baptist Together Pension scheme "Effectively there is no shortfall debt at the present time."

17. Other Liabilities [if applicable]

HMRC nil as outstanding amount paid December 2023

Template for Independent Examiners report (where independent examiner does not wish to highlight any issues)

Report of the Independent Examiner(s) to the Trustees of HADDENHAM BAPTIST CHURCH

On the accounts for the year ended 31 DECEMBER 2023

Respective responsibilities of Trustees and Examiner

The Church's Trustees are responsible for the preparation of the accounts. The church's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the church and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

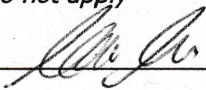
~~Since the Church's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of [insert named of applicable listed body], which is one of the listed bodies. (Delete if income is less than £250,000)~~

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act or
- the accounts do not accord with the accounting records
- 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. (if accounts prepared on accruals basis*)

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

**Delete the words in the brackets if they do not apply*

Signed by or on behalf of the Examiner  Date 25 OCTOBER 2024

Name Ms MARTHA HOW

Relevant Professional Qualification(s) or body (if any) FCA.

Address 16 HILLROW, HADDENHAM, CAMBRIDGESHIRE
CB6 3TH

Recommended Terms of Appointment for Independent Examiner

Name of Church HADDENHAM BAPTIST CHURCH ('the Church', 'Us')

Name of Independent Examiner Mrs MARTHA HOW ('the Examiner', 'You', 'Your')

1. Engagement as Independent Examiner

The purpose of this agreement is to confirm the basis on which You as the Examiner will act as independent examiner to prepare a report in respect of the Church's financial statements for the year ended 31/12/23 in accordance with Section 145 of the Charities Act 2011 ('the Act').

2. Responsibilities of the Church

The Church and its Charity Trustees are responsible for

- maintaining proper accounting records and preparing accounts which comply with the requirements of the Act and the Charities SORP;
- for determining whether, in respect of the year to be examined, the Church meets the conditions for exemption from an audit of the accounts set out in Section 145(1) of the Act; and
- for providing You with information and explanations required for Your examination.

3. Responsibilities of the Examiner

3.1 As an independent examiner You have a statutory duty to:

- state in Your report whether any matter has come to Your attention in connection with the examination which gives You reasonable cause to believe that in any material respect accounting records have not been properly kept in accordance with Section 130 of the Act or do not accord with the accounting records or comply with the Regulations other than in respect of the requirement for a true and fair view;
- disclose in Your report matters coming to Your attention during the examination to which, in Your opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached;
- make any written report to the Charity Commission in compliance with Section 156 of the Act.

3.2 You will plan your work on the basis that an independent examiner's report on the accounts is required for that year, unless we inform you in writing to the contrary.

3.3 You will not retain or disclose any information obtained during the course of your examination other than to the Trustees, or where there is a statutory duty to do so or where specifically authorised to do so in writing by the Trustees.

4. Scope of the Examiner's work

4.1 Your work as an independent examiner will be carried out in accordance with general directions of the Charity Commission. Your examination will be a less onerous form of scrutiny than an audit of the accounts in accordance with Auditing Standards and will include:

- a review of the accounting records kept by the Church and a comparison of the accounts presented with those records;
- a review of the accounts and consideration of any unusual item(s) or disclosure(s) identified. In such cases where You identify an unusual item, You will seek an explanation from us and may carry out verification and vouching procedures where You require further clarification.

4.2 Your work cannot be relied upon to identify the occasional omission or insignificant error, nor to disclose breaches of trust or statute, neglect or fraud which have taken place and which the Church has a responsibility to guard against. Should You become aware, for any reasons, that the accounts may be misleading and we cannot agree appropriate amendments, and You conclude that the matter cannot be adequately dealt with in Your report, You will not issue any report, will withdraw from the engagement and notify Us in writing of the reasons.

4.3 Should You conclude that the Church is not entitled to exemption from an audit of the accounts or should You be unable to reach a conclusion on this matter then You will notify Us in writing of the reasons. If appropriate, you will discuss with us the need to appoint an auditor.

4.4 As part of your normal procedures, You may request us to provide written confirmation of any information or explanations given by Us orally during the course of your work.

5. Fees

~~[EITHER The role of independent examiner is not remunerated OR~~ The Church agrees to pay You £250 upon receipt by the Charity Trustees of the completed report in the format required by the Charity Commission.]. The church will cover any out of pocket expenses incurred in the course of Your work.

6. Confirmation

This agreement will remain effective until it is replaced or until You cease to hold the position of independent examiner. You will confirm Your acceptance of the terms of this agreement by arranging for the signature and return of the attached copy to Us.

Signed on behalf of the Church  Date 25/10/24

Signed by or on behalf of the Examiner  Date 25/10/24

HADDENHAM BAPTIST CHURCH - ANNUAL REPORT FOR 2023

Charity Number 1191081

Registered Address – Haddenham Baptist Church, Station Road, Haddenham. Ely, Cambridgeshire, CB63XD

Trustees: - Mr. T. Parsons (Minister)
Mr. G. Wilson (Treasurer)
Mrs. A. Thorpe (Trustee- Safeguarding plus Church Administrator)
Mr. Christopher Wright (Trustee- Health & Safety)
Mr. Andrew Wheatcroft (Trustee)

Church Property Trustees – The Baptist Union Corporation Ltd., Baptist House, 129 Broadway, Didcot, Oxfordshire, OX11 8RT.

Bankers – Lloyds Bank, ELY, Cambs.

Independent Examiner –Martha How FCA accounts are checked yearly.

The Trustees present their Annual Report and financial statements for the year 2023.

Haddenham Baptist Church registered as a Charity on the 2nd of September 2020 and is governed by an Approved Governing Document. Members of the church are accepted in accordance with the Constitution.

Governing principles.

The Members' Meeting normally takes place 5 or 6 times a year and has responsibility for the overall direction of the church. In accordance with the *Church Constitution*, the members appoint the trustees, who together with the minister, and treasurer (who are also appointed by the members), are responsible for the day-to-day running of the church's work and witness, and the financial and legal aspects of the charity.

All members are encouraged to take an appropriate part in the spiritual and practical tasks involved in the furtherance of the charitable objective. Though the Constitution permits decisions to be made at Church Meetings by appropriate majorities, the Church seeks to work by consensus wherever possible.

The principal purpose of the charity is the advancement of the Christian faith according to the principles of the Baptist denomination including the advancement of education, community service and other general charitable purposes in such parts of the United Kingdom and the world as the Church shall determine.

To achieve the principal objective, which is set out above, the Church provides a variety of activities both to its membership and to the community generally. The aim is to show the love of Jesus Christ in both word and deed and to bring people into a closer relationship with Him as the living Lord. Central to the work and witness of the Church is the provision of regular weekly public services of Christian witness. These services take place each Sunday at 10.30 am. There are also regular services at other times which are advertised on the Church Notice Board and the Church website. Prayer ministry, alongside reaching out to the local community, is considered an important aspect of the life and witness of the Church.

The Church operates safeguarding principles to ensure that all people working with children and vulnerable adults are appropriately vetted with regard to the Disclosure and Barring Service. Along with the attendance of appropriate safeguarding courses run within the Eastern region.

A Property Risk Assessment is regularly reviewed, and all risks are considered, and systems are set up to mitigate them.

The Church has read the Charity Commission guidance on public benefit and is satisfied that the activities outlined above clearly demonstrate that the charity is providing a benefit to the public.

Overview HBC 2023

The Lord is good and continues to support His church, we have seen this particularly in His financial blessing of the church but also in the arrival of new people within both our Sunday services and outreach groups.

Ministry Overview

Provided by Rev. Tudor Parsons

Having finished my honours degree at Spurgeon's College, I have now entered into three years as a newly accredited minister which comes to an end in July 2024. The completion of this will see me signed off as a fully accredited Baptist minister.

During each year, I have been supported by four external preachers who help cover holiday periods and for the allowed Sunday absences from church, as per his contract of employment.

The preaching plan for 2023/24 was varied and more often than not focused around topical preaching to dovetail in with the needs of the church body as a whole.

In 2023 we appointed two new church trustees with one stepping down. We have appointed a part-time church administrator on a contract of three hours per week. This has greatly helped me as I had carried these duties following the retirement of the previous church secretary.

Through 2023/24 all deacon's meetings and ordinary church members' meetings were held regularly throughout the year. Dates for deacon meetings moved slightly due to unforeseen events. Pastoral visits still fall in the main for me to conduct, which although time-consuming, provides opportunities for me to understand the needs within the community and fellowship. There are however now one/two members who are actively involved with pastoral care and fellowship across the wider fellowship which is good to see.

Church membership has increased slightly to 24. Sadly one church member died recently but we are looking to bring two potential members into membership at the end of April. This will bring the membership to 26.

The positive aspect being that many of the new members are somewhat younger, on average in the 30-60 age range which may help contribute to the life of the church for years to come. On top of the new church members, we have seen between 4-6 new attendees come regularly which is encouraging.

Overall, as the minister I am happy with the services, though as the congregation grows in their faith I would hope that the preaching schedule will be less reactionary and more structured to give a balanced teaching across the whole of scripture.

A concern area is focused around the children's club held at the same time as the service. My wife is holding the reigns at present, as to date no one has stepped forward in support of leading this group.

The café style church service remains our most popular with between 30-40 attendees which is held on the first Sunday of the month. Communion is the second Sunday of each month.

Bible study groups have been very encouraging and continue to be a source of inspiration and fellowship. The men's Bible study started before Christmas but has faltered after Christmas mainly due to the minister still being involved with NAM work for Spurgeon's College.

External user groups continue to use the church building which helps bring in some income whilst engaging with the community.

The social handcraft group which is led by individuals within the church again seems popular with between 4-9 ladies coming weekly on a Tuesday evening.

Jelly Tots fluctuated with 6-9 mums on average with their children, but this remains a space to develop relationships with local parents.

Easter and Christmas ecumenical services were well attended across the three churches. The Baptist church holds, the ecumenical carol service and Christmas Day service.

The Baptist church continued to reach out to a variety of households with its Christmas hampers delivering to over 80 homes, along with the HBC Community Fund which supports those within the surrounding villages across a variety of needs.

It was difficult to develop a strategy for missional work through 2023 with what is still a small fellowship. We experimented with a Thursday hub to help those within the village who may have needed company, by laying on games and free food but no one came and so this ceased before Christmas.

As a means to help bridge the gap between the church and the community as of mid-2021, we have a counsellor who operates out of the church and works in consultation with the wider community. She has already drawn alongside a number of the church fellowship to support them. She shares the church office with myself.

The ownership of two properties by the church are rented out to help support the expenditure of having a full-time minister, and in 2023/24 both properties had sitting tenants. Accounts are soon to be sent to the charity commission which shows that as an independent Baptist church residing within the Eastern Baptist region, we remain in a healthy position financially.

Work continues on the maintenance of the church, including a risk assessment report of the building that we are in the process of working through.

The roof is of concern as one slate has fallen nearly hitting a member of the public using our newly installed seats. This remains the priority within the next round of expenditure. I am in consultation with neighbours and the legal department within the Baptist Union regarding some external walls that impact the use of church property. Thankfully one of the congregation has stepped forward to help me with looking into funding and grant-making opportunities going forward along with the church building development plans.

Though still regarded as a small fellowship, as it's minister, I consider this to be a friendly and welcoming community. The challenge for the church, now it is financially stable, is to grow and immerse itself in surrounding village life. Through no fault of its own, its dependable fellowship down through the years, within what I would term a typical rural church setting, has found many of its elderly members unable to get actively involved with missional work outside the church. This is also coupled with the demands upon the younger generation centred around family life and careers that put a limit to a personal commitment to voluntary work coming forward.

We are therefore fully reliant on God to provide new people, ideally, those just retired would be of great help, to build the church so that we may reach out more fully in the name of Christ Jesus.

Wider Mission-

HBC Community Fund

The HBC Community Fund continues to support individuals across the local community.

Each case is brought before the church leadership for consideration and sign off.

Camping Close Service

This has been quite a difficult year for this ecumenical gathering. Following on from the Covid pandemic some people have continued to feel reluctant to gather together and numbers have been very small. Those who come along seem to enjoy our time together and the leaders of the three village churches are very supportive, each leading at least one service throughout the year.

Social Handcraft Group

We meet each Tuesday evening between 7:30 and 9:00. The idea is that we can bring along any type of handcraft we like and sit around a group of tables so that we can see each other and just chat while we craft. We are usually a group of 7 or 8.

Annie Griffiths

Jelly Tots

We have had a steady year with a number of new mums coming along. On average there were 6-9 parents/carers and about 10 plus little ones from babies to toddlers in attendance.

Pauline Wilson and Margaret Shepherd

Haddenham Food Bank

Thanks to our members and friends at HBC for the weekly contributions to the Foodbank which are much appreciated.

Paul Shepherd

Bible Study Groups

Women's Thursday evening group

There are a total of around 8 or 9 women in the group, although usually there are only about 5 or 6 who take part in the Zoom meeting each week, mainly because several are in full-time work and sometimes this carries on into their evenings!

Tuesday Home Group/ bible study group

The Tuesday home group continued to meet fortnightly on Tuesday afternoons on Zoom. There are 6-7 members in the group. In March the leader died and so we are looking for her replacement within the church membership.

Sunday Club Report 2023

The age group of the children attending Sunday Club remains wide. We are struggling to provide leadership to this group. The two leaders have been further reduced to one following the death of one leader in March 2024. This will be a focus of our church members' meeting in April 2024.

Groups lettings, using the church premises: -

Beavers meet weekly during term-time. In the warmer weather, they have their meetings outdoors, so don't generally need the use of the building then.

The Scout group hold their meetings in the church premises, generally twice a year.

Haddenham Level Drainage Board meet twice yearly.

Amanda Burns (Counsellor) uses the church office a number of times a week for 1-hour sessions on weekdays.

Spoilt Rotten Beads (bead shop) has held workshops occasionally on Fridays and Saturdays.

So far this year, just under £3,938 has been paid; a valuable source of income for HBC.

Church coffee morning

The bi-weekly coffee morning held on the 2nd and 4th Thursday of the month has struggled to maintain numbers through 2023 into 2024.

Men's Breakfast

This soft outreach activity continued towards the latter part of 2023 on a quarterly basis attracting on average twelve plus individuals on a Saturday morning commencing at 9:30 am. The group has a mixture of Christian and non-Christian participants. We normally have a speaker who talks about a given subject. Attendance proves to be consistent reaching up to sixteen on a good day and down to eight when people are away.

Safeguarding and DBS report for Haddenham Baptist Church

Everyone who needs to have Safeguarding training is up to date. Those who lead/run groups need to have Levels 2 and 3, and helpers need to have Level 2. Safeguarding training is renewed every 4 years at Haddenham Baptist Church.

Coupled with this all DBS certificates are up to date until November 2024. Both safeguarding training and DBS checks are carried out on all the church trustees up to, and including level 3 safeguarding training.

Anne Thorpe
19th April 2024

Administration

For the year 2023/4 the church has appointed a part-time church administrator, who is a trustee. This was agreed upon at both a deacons/trustees meeting and subsequently at the church membership meeting on the 30th July 2023.

Following our church administrator being unable to fulfil her full duties over six months due to supporting her family, several updates are outstanding which are being addressed at pace.

Anne Thorpe
19th April 2024

Health & Safety

Report Created by: Chris Wright, Deacon Responsible for Health and Safety

During the period April 2023 – April 2024 several health and safety activities have been undertaken, the following list is not exhaustive:

- General, Fire, COSHH and Security Risk Assessments have been reviewed and updated.
- Schematic diagrams have been created for the premises and have been used to create a fire extinguisher plan, emergency escape route plans.
- A number of identified actions have been completed, including the attainment of food hygiene certificates by a number of church members, maintenance and inspection schedule created, routine review of risk assessments, routine servicing of equipment and installations necessary for Health and Safety.
- With specific focus on fire protection the following additional activities have been completed: Additional fire extinguisher added to balcony, the lightning conductor infrastructure has been upgraded to enable compliance with latest inspection and testing requirements, fire safety and fire extinguisher training has been completed.

Financial Review

The Church continues to raise the funds which it needs to carry on its activities from within its own membership and congregation. Our income has been supplemented by renting out our manse and an additional property in Witchford, purchased from a very generous legacy from a past member.

The most significant expense related to our Minister, Tudor Parsons, to lead and co-ordinate the church's activities including the Sunday Services, to provide pastoral care for the congregation and other people, and to equip and encourage the membership in their life, Christian witness, and service. The Church expressed its part in the life of the wider church by making grants to national and international Christian organisations and needy individuals through our HBC Community Fund.

The Church is heavily dependent on its membership working as volunteers in all aspects of the church's activities, many of which run with little or no impact on the church's expenditure, some making a small contribution to church funds. but certainly contribute to the achievement of the church's objectives. The financial results for the year, together with a summary of the accounting policies adopted are set out in the accompanying financial statements.

The church is a participating employer within the Defined Benefit section of the Baptist Pension scheme and has been making ongoing deficit payments to cover the costs of past service of its employees within the scheme under a recovery plan. The church understands that if it had left the scheme at the year-end, it would have to have made a one-off payment estimated to be £1,000 to meet its statutory obligations to the scheme. The church has no plan to leave the scheme and expects to continue to make payments of £1 per month to the scheme in line with the recovery plan.

Reserves' Policy

The Trustees have established a Reserves' Policy to enable the church to function effectively and meet its obligations in the event of a decline in our income or a major cost. Having considered the relevant risks of changes in income and expenditure, the Trustees have determined that the appropriate level of reserves is £17,000. As of 31 December 2023, the church held total reserves of £104,472 of which £2,654 were restricted and £10,000 designated. Reserves that were neither restricted nor designated amounted to £91,818 The Trustees invested £32,000 in the Baptist Together 3-month Deposit Account and £13,000 in a 7-day Baptist Investment, which with interest now stands at £47,088.49. They also invested £30,000 in CCLA Charity investment fund units which now stands at £32,061.48.

Achievements and performance

The Church does not measure the success of its programmes only in numbers but also in less tangible areas like fellowship and encouragement. The Trustees recognise that these are difficult to measure but believe that 2023 with new people attending and joining the membership this was again a positive year in the life of the Church and that it will be able to pursue its mission purposes in 2024 with renewed enthusiasm.