

Newbury Baptist Church

(founded 1640)

Annual Report and Financial Statements for the period 18 November 2020 to 31 December 2021

Address : Cheap Street
Newbury
Berkshire
RG14 5DD

Charity Commission No. : 1192404

Website: www.newburybaptistchurch.org

Trustees : Revd R J Littledale (Minister)
Miss B R Davey
Mrs J I Day
Mrs J D Ferguson
Mr C J McAleer
Mrs B J Moffat (Church Treasurer)

Bankers :	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling, Kent ME19 4JQ	National Westminster Bank 30 Market Place Newbury Berkshire RG14 5AJ
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Solicitors : Anthony Collins Solicitors LLP
114 Edmund Street
Birmingham
B3 2ES

Independent Examiner: David Cooke MA(Oxon) FCA FCIE
David Cooke & Co
Chartered Accountants
5 Briar Close
Banbury
Oxfordshire
OX16 9DS

Newbury Baptist Church

Report of the Trustees for the period 18 November 2020 to 31 December 2021

The Trustees have pleasure in presenting their annual report and the financial statements of Newbury Baptist Church (NBC) for the period 18 November 2020 to 31 December 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities' Statement of Recommended Practice (Charities SORP 2021), FRS 102 and with the Charities Act 2011.

Reference & Administrative Details

Newbury Baptist Church (the "Church") is a registered charity (number 1192404). It was registered on 18 November 2020 and so this is the first report and financial statements prepared for this charity. The Church's address is Cheap Street, Newbury, Berkshire, RG14 5DD. The first trustees of the Church, as noted in its constitution, along with any changes during the period and up to the date of the approval of this report are noted below:

Mr T J Clifton	(Treasurer) (resigned 13 July 2021)
Miss B R Davey	
Mrs J I Day	
Mrs P A Dent	(resigned 31 December 2021)
Mrs J D Ferguson	(elected at church meeting 27 March 2022)
Mr N P Freeman	(resigned 15 February 2021)
Revd R J Littledale	(Minister)
Mr C J McAleer	
Mrs B J Moffat	(Treasurer) (elected at church meeting 19 September 2021)

Transfer of all assets, liabilities and activities from Newbury Baptist Church (charity number 1134755)

Although this charity was first registered on 18 November 2021, it had no activities until 1 April 2021. On this date all the assets of the unincorporated charity Newbury Baptist Church (charity number 1134755) were transferred to this charity. It should be noted, therefore, that all the activities mentioned in this report took place from 1 April 2021 onwards.

Objectives and activities

As stated in our Constitution, the principal object of the Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and carry out other charitable purposes in the United Kingdom and other parts of the world. In particular, the Church seeks to do this through the organisation of meetings to provide occasions for worship, proclamation of the gospel and instruction in the Christian faith as well as outreach events and evangelism to the local Newbury community. The Church is also involved in delivering Christian service through a wide range of activities within the community of Newbury and beyond.

We seek to be involved in the community and look to use our facilities, on a non exclusive basis, to provide social support and assistance. Under normal circumstances, the church's worship services are open to all and the church's buildings are available for use by or hire to people of all faiths and none, and by bodies both Christian and secular. Restrictions due to the Covid-19 pandemic meant that this was not possible during much of 2021. However, at the date of signing this report, organisations associated with the church (including Giggles & Wiggles and 1st Newbury Boys' Brigade) had resumed their use of the church's facilities and there have been bookings by other organisations. Loose Ends continued to use the Morton Hall throughout 2021 and Newbury Street Pastors retained their use of one of our rooms.

Public Benefit

The charity trustees have had due regard to the Charity Commission's public benefit guidance, as required by s.17 (5) of the Charities Act 2011, and are satisfied that the above activities are for the benefit of the public.

Structure, Governance & Management

The Church is a Charitable Incorporated Organisation (CIO), governed by its Constitution and administered by its Trustees (known as "Deacons" within the Church). Leadership within the Church is provided by the Staff and Diaconate who have control and oversight of the Church.

All Deacons are elected by the Church Members' Meeting. The Minister is appointed by the Church Members' Meeting and is automatically a Charity Trustee because of his/her role and responsibilities. Day to day administration is provided by the Staff, Minister and Treasurer in their respective fields.

Members of the Church are accepted in accordance with the Constitution which requires them to be or to have been publicly baptised on the profession of faith in Jesus Christ. Alternatively, at the discretion of the Church Members' Meeting, they may be accepted for full membership based on their own public profession of faith. All members are encouraged to take an appropriate part in the spiritual and practical tasks involved in the furtherance of the charitable objective.

The Diaconate meet on a monthly basis to consider spiritual, pastoral and practical aspects of the Church. Staff and other Church members are involved in those meetings where appropriate. Church members' meetings are due to be held on at least four occasions during the year and meetings were held in May, September, October and November 2021.

The leadership has overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity.

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 and to provide reasonable assurance that:

- the charity is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained and financial information used in the charity or for publication is reliable; and
- the charity complies with relevant laws and regulations.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- regular consideration by the Deacons of the financial results;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The major risks as identified by the Leadership have been reviewed and systems set up to mitigate them.

Achievements and Performance

The constantly changing landscape caused by the pandemic has necessitated a rolling programme of adaptation. As a church, we have had to constantly adapt how we meet, when we meet, which activities can be translated online and which must await a day when face-to-face contact is permitted freely once again. We have learnt to hold small group meetings online and to conduct some church business that way too. Indeed, some have found the demands of work and childcare have made it easier to do both of those things in that way. Others have struggled, and long for the day when conversations both great and small can be held the old way, over a cup of coffee and face to face. At the time of writing, the serving of hot drinks after church services has started once again, and the difference in the atmosphere and the degree of connection has been palpable. Planning is under way to provide more opportunities for such simple connection in the near future.

Pastoral care, both formal and informal, has continued throughout this challenging year. In addition to the care provided by the Minister and pastoral team, small groups have done an outstanding job of watching out for each other. Many individuals have given sacrificially of their time and talent to help each other out in times of need. Some of our greatest moments of connection in this past year have been our greatest moments of loss – when the church has come together to remember those who have gone too soon. Discussions are planned between the pastoral team and the small group leaders to ensure that expectations are clear and that burdens are shared appropriately.

Throughout this time, our work with children and young people has continued unabated. During tight lockdown, Chattabox provided materials for use at home, and Ignite now have a hybrid programme of online and in-person meetings. Boys' Brigade has also continued with an adapted format. Sadly, in the Summer, we brought Girls' Brigade to as close after many years, having concluded that it was not sustainable to continue. There was much heartfelt thanks for all the years of service, and the investment in the lives of the girls who attended.

The lockdown forced us to learn new ways of communicating our message. We now have the technology to enable us to livestream events and services and, in 2021, sought to enhance the quality of our production. Although we are now able to meet together on a Sunday morning, we will continue to livestream our services and try to build on what we learnt during lockdown.

Finally, after a long period when we have been separated for much of the time, we would like to record our thanks to the many volunteers who give their time, talents, prayers and money to support the ministry of the church. We are grateful to the many people who work tirelessly at the front and behind the scenes to make things happen and are indebted to those who have managed to find new ways of working to enable the various church organisations to continue and to prosper.

Safeguarding (Safe to Grow/Safe to Belong)

Creating a safe environment for everyone involved with and attending events at NBC remains a priority. Safeguarding policies and procedures are in place for those working with children, young people and adults at risk.

Mission

It has been good to continue our support for the Mahon family - working in the Iquitos area of Peru with BMS World Mission. Their work is based around the Nauta Integral Mission Training Centre in the support and formation of pastors. We were also pleased to be able to support the work of Home Mission in the UK, providing support for planting new churches, renewing existing churches and providing mission project grants.

We were also pleased to be able to continue our support of Phil and Pratiksha Rawlings who are awaiting deployment with the Baptist Missionary Society (BMS).

Locally we supported the work of the Christians Against Poverty (CAP) project in Newbury

The church continues to provide a "home" and base for Newbury Street Pastors, which is now in its 9th year of operation. This initiative was founded primarily by those at NBC who saw the need to provide a Christian presence on our streets on a Saturday night. Its work is recognised by many in the night-time economy, especially the police, as invaluable in helping to keep folk safe and looking out for those sleeping on the streets.

Financial Review

These are the first financial statements prepared for this charity and so no comparative figures can be shown. The charity had no activities until 1 April 2021 when Newbury Baptist Church (charity number 1134755) transferred all its activities and all its assets and liabilities to this charity. The total amount transferred was £1,160,303 made up as follows:

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets			
4 Bartlemy Road (at July 2021 valuation)	-	400,000	400,000
Other (at written down value)	26,353	23,451	49,804
Debtors	4,092	-	4,092
Cash at bank and in hand	237,644	398,306	635,950
Investment (deposit with Baptist Union)	-	94,000	94,000
Creditor (falling due within 1 year)	(5,674)	(1,464)	(7,138)
Creditor (falling due after 1 year)	(16,405)	-	(16,405)
	<u>246,010</u>	<u>914,293</u>	<u>1,160,303</u>

(a) Unrestricted Funds

The financial statements show net expenditure of unrestricted funds by the church of £20,021 in the period. Covid-19 restrictions meant that most of the income came from offerings given to the church by church members. More than 50% of expenditure was on employee costs and maintenance costs were high due to the need to spend £2,400 on repair work to the church car park.

(b) Restricted Funds

The financial statements show net expenditure of restricted funds of £6,468 in the period. The split between the different funds is shown in Note 16 of the Financial Statements.

A total of £12,721 of cash from the Redevelopment Fund was used to purchase the following fixed assets:

	£
Projector	7,028
Tally Light system and other tech equipment	2,165
CCTV equipment	1,535
Other (Curtains, Creche TV and door intercomm)	1,993
	<u>12,721</u>

Additionally, £1,250 was spent on redecorating the church and hall toilets.

Reserve Policy

The trustees aim to have unrestricted net current assets which at least equate to 6 months of regular expenditure. This has been calculated to be approximately £60k. The figure held at the year end of £217k is significantly greater than this.

However, although not explicitly shown as designated funds, the church had previously earmarked £141k of these funds to be used to provide some of the finance for a redevelopment project. The original redevelopment plan has now been abandoned but, when we can see a clearer post-covid path for the future and it is possible to fully use the church buildings again, it is thought likely that we will still look to using some of this money in making improvements to the church building and finding other ways to develop our links with the local community. The SoFA shows net expenditure of unrestricted funds being £20k in the period, which equates to approximately £27k in a full year. Inflation is expected to be high in 2022 and so it is thought that these funds provide stability for the present and a means of developing the church as our future path becomes clearer.

The Way Ahead

Finally, we need to note that on 20 February our minister, Richard Littledale, announced that he intended to take early retirement and to move away. He will finish his time with us on 31 August 2022.

We are extremely grateful for the 5 years Richard has served the church. Whilst there is personal sadness in losing our friend and minister we are excited for him as he moves forward to new ministry. We know God will continue to use his voice and words in powerful ways.

For ourselves, we rest in the knowledge that God goes before us and is already preparing the way for the next chapter in our history. It is going to need everyone to pull together to keep us moving forward on God's way. There is much work to do and we have already begun mapping out areas and tasks that will be needed. It is our intention to create working groups for different areas of church life to share the load.

The Trustees' Report was approved by the Diaconate (Board of Trustees).

FOR AND ON BEHALF OF THE DEACONS

B J Moffat

Mrs B J Moffat
Church Treasurer
24 April 2022

Independent Examiner's Report to the Trustees of Newbury Baptist Church on the Financial Statements for the period 18 November 2020 to 31 December 2021

I report on the accounts of the Church for the period 18 November 2020 to 31 December 2021, which are set out on the pages 6 to 16.

Respective responsibilities of trustees and independent examiner

The church's trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this period (under section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145 (5) (b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity 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 you as 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

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect

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

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

D Cooke

David Cooke MA(Oxon) FCA FCIE
David Cooke & Co
Chartered Accountants
5 Briar Close
Banbury
Oxfordshire
OX16 9DS

25 April 2022

Newbury Baptist Church

Statement of Financial Activities

for the period 18 November 2020 to 31 December 2021

		Unrestricted Funds	Restricted Funds	Total Funds
	Notes	£	£	£
<u>Income and endowments from</u>				
Donations and legacies	2	61,288	-	61,288
Charitable activities	3	5,443	1,394	6,837
Investments	4	2,298	682	2,980
Total income and endowments		69,029	2,076	71,105
<u>Expenditure on</u>				
Charitable activities				
Employee costs	5	47,529	-	47,529
Grants Payable	6	9,395	-	9,395
Ministry & Mission	7	1,724	1,210	2,934
Property and Fabric	8	18,307	1,250	19,557
Admin and Office support	9	7,164	-	7,164
Depreciation	11	4,356	4,416	8,772
Other Organisations	16	-	1,668	1,668
Independent Examiner's fee		575	-	575
Total Expenditure		89,050	8,544	97,594
Net income/(expenditure) in period /				
Net movement in funds		(20,021)	(6,468)	(26,489)
Transferred from Newbury Baptist Church (charity 1134755)		246,010	914,293	1,160,303
		225,989	907,825	1,133,814
Total funds brought forward		-	-	-
Total funds carried forward		225,989	907,825	1,133,814

Newbury Baptist Church Balance Sheet as at 31 December 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Fixed Assets:				
Tangible Assets - Property	10	-	400,000	400,000
Tangible Assets - Equipment	11	22,833	31,755	54,588
Total fixed assets		22,833	431,755	454,588
Current Assets:				
Debtors	12	3,530	340	3,870
Cash at bank and in hand	13	220,285	475,730	696,015
Total current assets		223,815	476,070	699,885
Liabilities:				
Creditors: Amounts falling due within one year	14	(7,109)	-	(7,109)
Net current assets or liabilities		216,706	476,070	692,776
Total assets less current liabilities		239,539	907,825	1,147,364
Creditors: Amounts falling due after more than one year	15	(13,550)	-	(13,550)
Total net assets		225,989	907,825	1,133,814
The funds of the charity				
Endowment funds		-	7,695	7,695
Restricted income funds		-	900,130	900,130
Unrestricted funds		225,989	-	225,989
Total charity funds		225,989	907,825	1,133,814

The financial statements were approved by the Diaconate (Board of Trustees) and authorised for issue on DATE and are signed on its behalf by:

B J Moffat

R J Littledale

Mrs B J Moffat (Church Treasurer)
24 April 2022

Revd R J Littledale (Minister)
24 April 2022

Notes forming part of the financial statements for the period 18 November 2020 to 31 December 2021

1. Principal Accounting Policies

(a) Basis of preparation

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (Charities SORP 2021), FRS102 and with the Charities Act 2011.

The financial statements are the first to have been prepared since the registration of the charity on 18 November 2020. For this reason no comparative figures can be shown.

Newbury Baptist Church is a registered charity, number 1192404, and meets the definition of a public benefit entity under FRS102. It is a CIO (Charitable Incorporated Organisation). Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting notes.

(b) Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting.

(c) Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. Expenditure that meets these criteria is charged to the funds.

Endowment funds are subject to specific conditions by donors that the capital is maintained by the charity.

(d) Income recognition

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. The value of services provided by volunteers has not been included.

(e) Donations

Donations are accounted for gross when received. Fixed asset gifts in kind are recognised when receivable and are included at fair value.

(f) Expenditure recognition

All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT that cannot be recovered.

(g) Other organisations

The accounts include transactions and assets and liabilities for all organisations for which the church is responsible. They do not include the accounts of church groups that owe an affiliation to another body nor those that are informal gatherings of church members.

(h) Fixed assets

The Church building is an historic asset and no valuation has been included in the accounts because of the significant costs involved in such a valuation compared with the additional benefit derived by the users of the accounts in assessing the trustees' stewardship of assets.

No depreciation is charged on the freehold property at 4 Bartlemy Road. The church reviewed its carrying amount at the year end and did not find any indication that it had suffered an impairment loss.

Other equipment, with a value of more than £150, used within the church premises is depreciated on a straight line basis over its "expected lifetime" generally between 3 and 10 years.

(i) **Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of 120 days or less, and bank overdrafts.

(j) **Financial instruments**

The charity only has financial assets and financial 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.

	Unrestricted Funds £	Restricted Funds £	Period Total £
2 Income from Donations and Legacies			
Donations			
Offerings and other donations	50,709	-	50,709
Gift Aid credit	10,579	-	10,579
Total	61,288	-	61,288
3 Income from Charitable Activities			
Lettings Income	1,950	-	1,950
Rent on Morton Hall (Loose Ends)	2,362	-	2,362
Other Organisations (Note 16)	-	1,394	1,394
Grants and Misc.	1,131	-	1,131
Total	5,443	1,394	6,837
4 Investment Income			
Bank, Building Society and Baptist Union deposit interest	2,298	682	2,980
Total	2,298	682	2,980
5 Employee costs			
Gross	39,776	-	39,776
Social Security Costs	3,047	-	3,047
Employment Allowance	(3,047)	-	(3,047)
Manse costs	4,396	-	4,396
Pension costs	3,179	-	3,179
Provision for future DB pension deficit payments (Note 17(b))	(28)	-	(28)
Travel	206	-	206
Total	47,529	-	47,529

The average monthly number of employees during the 9-month period the charity was operating were as follows:

Ministry (head count)	1
Administration and Cleaning (head count)	2
	3

No employee received emoluments in excess of £60,000

	Unrestricted Funds £	Restricted Funds £	Period Total £
6 Grants Payable			
BU - Home Mission	2,145	-	2,145
Baptist Missionary Society	2,145	-	2,145
The George Müller Charitable Trust (for Phil and Pratiksha Rawlings)	1,875	-	1,875
Bridge Church (for Christians Against Poverty, Newbury)	1,500	-	1,500
Newbury Street Pastors	375	-	375
Spurgeon's College	375	-	375
Mercy Ships UK	140	-	140
The Bible Society	140	-	140
West Berks Foodbank	140	-	140
COINS (Christian Outreach in Newbury Schools)	140	-	140
Christian Aid	140	-	140
Newbury Samaritans	140	-	140
Loose Ends	140	-	140
	9,395	-	9,395
7 Ministry & Mission			
Preaching and teaching	176	-	176
Youth & Children	1,100	-	1,100
Flowers and general pastoral care	391	-	391
Small Groups	57	-	57
Organ tuning	-	318	318
Copyright & other licences	-	867	867
Other	-	25	25
Total	1,724	1,210	2,934
8 Property and Fabric			
Utilities - Church & Halls	5,321	-	5,321
Insurance - Church & Halls	3,234	-	3,234
- Manse	517	-	517
Maintenance - Church & Halls	5,207	-	5,207
- Manse	170	-	170
Security	1,883	-	1,883
Cleaning	1,975	-	1,975
Redecoration	-	1,250	1,250
Total	18,307	1,250	19,557

	Unrestricted Funds £	Restricted Funds £	Period Total £
9 Admin and Office support			
Telephone	1,268	-	1,268
Printing, stationery and photocopying	1,033	-	1,033
Child protection	252	-	252
Catering	64	-	64
Subscriptions	890	-	890
Communications	1,006	-	1,006
Solicitors' Fees	1,302	-	1,302
Payroll administration	308	-	308
Other	1,041	-	1,041
Total	7,164	-	7,164

10 Fixed Assets - Property

	Unrestricted £	Restricted £	Total £
<u>4 Bartlemy Road</u>			
Transfer value from Newbury Baptist Church	-	400,000	400,000
	-	400,000	400,000

4 Bartlemy Road was professionally valued in July 2012. Under the transitioning provisions of FRS102 this value was deemed to be the historical cost and this value was again used when it was transferred on 1 April 2021. The church building is a historic asset and for many years has had no valuation recorded in the accounts; £Nil is, therefore, deemed to be its historical cost.

The Baptist Union Corporation holds both properties on trust for the Church.

11 Fixed Assets - Equipment

	Unrestricted Fixtures, Fittings & Equipment £	Restricted Fixtures, Fittings & Equipment £	Music & Sound Equipment £	Total £
Cost				
Costs transferred from Newbury Baptist Church (charity number 1134755)	95,240	59,474	14,367	169,081
Additions	836	12,721	-	13,557
Closing Balance 31 Dec 2021	96,076	72,195	14,367	182,638
Depreciation				
Depreciation transferred from Newbury Baptist Church (charity number 1134755)	68,887	36,044	14,347	119,278
Charge during year	4,356	4,396	20	8,772
Closing Balance 31 Dec 2021	73,243	40,440	14,367	128,050
Net Book Value 31 Dec 2021	22,833	31,755	-	54,588

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
12 Debtors			
Gift Aid tax credit	2,302	-	2,302
Interest Receivable	341	340	681
Other	887	-	887
Total	3,530	340	3,870
13 Cash at bank and in hand			
Cash on short-term deposit	204,794	126,115	330,909
Cash at bank and in hand	15,491	4,619	20,110
Cash held with Baptist Union Corp.	-	344,996	344,996
Total	220,285	475,730	696,015
14 Creditors: Amounts falling due within one year			
DB Pension deficit provision	3,750	-	3,750
Other	3,359	-	3,359
Total	7,109	-	7,109
15 Creditors: Amounts falling due after more than one year			
DB Pension deficit provision	13,550	-	13,550
	13,550	-	13,550

16 Restricted Funds

Newbury Baptist Church holds a number of Restricted Funds as follows:

Endowment Funds:

Music Endowment Fund

This is a permanent endowment providing income to be used for the provision of music facilities in the church

Restricted Income Funds:

Restricted Fixed Asset Fund

This fund is held under the terms of the standard Holborn and Fairbairn Trust deeds with the Baptist Union Corporation. Expenditure is controlled by these terms and, traditionally, the funds have been used to purchase property (manses) or to enhance the church building.

Redevelopment Fund

This fund was initiated in 2019 in response to the church's decision to seek to raise funds to enable it to redevelop its premises. The donors of these funds have agreed that the funds can be used for any improvement work to the church's premises.

Alan Royston Music Fund

This fund was established by a bequest from Alan Royston, a former church member. It is a condition of the bequest that it be used to enhance music in the church.

Other Organisations

The church has responsibilities regarding a number of different organisations that are run in the church. The funds held by those organisations are regarded as restricted funds held by the church.

Summary of fund movements:

	Transfer from Newbury Baptist Church £	Income £	Expenditure £	Closing Balance 31 Dec 2021 £
Music Endowment Fund	7,695	61	61	7,695
Restricted Fixed Asset Fund	747,118	-	1,913	745,205
Redevelopment Fund	144,370	620	3,732	141,258
Alan Royston Music Fund	10,217	-	1,169	9,048
	909,400	681	6,875	903,206
Other Organisations:				
Boys' Brigade	867	437	627	677
Girls' Brigade	1,842	-	-	1,842
GB Senior camp	699	1	-	700
GB Junior camp	447	1	-	448
Giggles & Wiggles	368	283	274	377
Women's Fellowship	72	57	-	129
First Thursday	598	134	368	364
Christmas in a Shoe Bag (for Hope Now)	-	481	399	82
Total Other Organisations	4,893	1,394	1,668	4,619
Total Restricted Funds	914,293	2,075	8,543	907,825

The various restricted funds are represented in the Balance Sheet as follows:

	Fixed Assets				Total
	Property £	Equipment £	Debtors £	Cash £	£
Music Endowment Fund	-	-	-	7,695	7,695
Restricted Fixed Asset Fund	400,000	209	-	344,996	745,205
Redevelopment Fund	-	31,546	340	109,372	141,258
Alan Royston Music Fund	-	-	-	9,048	9,048
	400,000	31,755	340	471,111	903,206
Other Organisations:					
Boys' Brigade	-	-	-	677	677
Girls' Brigade	-	-	-	1,842	1,842
GB Senior camp	-	-	-	700	700
GB Junior camp	-	-	-	448	448
Giggles & Wiggles	-	-	-	377	377
Women's Fellowship	-	-	-	129	129
First Thursday	-	-	-	364	364
Christmas in a Shoe Bag (for Hope Now)	-	-	-	82	82
Total Other Organisations	-	-	-	4,619	4,619
Total Restricted Funds	400,000	31,755	340	475,730	907,825

17 Pensions

(a) National Employment Savings Trust (NEST)

The Church has set up an account with NEST, the workplace pension scheme set up by the government especially for auto enrolment. Eligible employees are automatically enrolled in the NEST scheme but have the flexibility to opt out if they wish to do so, or to make contributions at a level which suits their circumstances. The church makes corresponding employer contributions in accordance with the statutory requirements. This scheme does not apply to the Minister who is eligible to join the Baptist Pension Scheme (see Note 17(b)). The employer contributions made by the church to this scheme in 2021 were £218.

(b) Baptist Pension Scheme

The Church is a participating employer in the Baptist Pension Scheme ("the Scheme"), which is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The assets of the Scheme are held separately from those of the Employer and the other participating employers.

The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011. Prior to this date the main benefit provided through the Defined Benefit (DB) plan was a pension of one eightieth of final minimum pensionable income for each year of pensionable service together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Broadstone Corporate Benefits Ltd. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members if they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva Limited. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%. The total pension cost for the Church in the period in respect of the DC scheme was £2,961.

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 Minister is eligible to join the Scheme.

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:

Type of assumption	% pa
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 next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2022.

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

Under the current Recovery Plan signed in September 2020, deficiency contributions are payable until 30 June 2026. These contributions are broadly based on the employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable income as defined in the Rules. The total pension cost to the Church in the year in respect of deficiency contributions paid to the scheme was £2,772.

On 31 March 2021 the charity trustees of the Church signed a Flexible Apportionment Arrangement and Agreement to Participate relating to the Baptist Pension Scheme. This agreement was also signed by The Baptist Union of Great Britain, Baptist Pension Trust limited and Newbury Baptist Church (charity number 1134755). In this agreement the Parties acknowledged that Newbury Baptist Church (charity number 1134755) had no further liability to the Scheme. This liability was effectively transferred to this charity along with all the other assets and liabilities of Newbury Baptist Church (charity number 1134755) on 1 April 2021.

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.

	2021
	£
Balance sheet liability at period start	-
Liability as at 31 March 2021, transferred from Newbury Baptist Church (charity number number 1134755)	20,100
Minus deficiency contributions paid	(2,772)
Interest cost (recognised in SoFA)	75
Remaining change to balance sheet liability* (recognised in SoFA)	(103)
Balance sheet liability at year end	<u>17,300</u>
Balance sheet liability is split:	
Creditors: Amounts falling due within one year	3,750
Creditors: Amounts falling due after more than one year	<u>13,550</u>
	<u>17,300</u>

*Comprises any change in agreed deficit recovery plan and change in 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 set by reference to the duration of the deficit recovery payments:

	31 Dec 2021
Discount rate	2.0%
Future Increase to Minimum Pensionable Income	4.10%

The Church has been advised that the cost for the church to buyout their Pension Scheme liabilities at 31 December 2021 was approximately £85,300.

18 Trustee and staff remuneration, related party and other transactions

The Minister has been a trustee since the church was entered on the Register of Charities on 18 November 2020. He was employed by Newbury Baptist Church (charity 1134755) until 31 March 2021 and was then transferred to this charity on 1 April 2021. During 2021 he received gross remuneration from this charity of £23,400, £206 in respect of travel costs and free accommodation at the manse (for which the church paid £4,396 in respect of utility bills). He is accruing benefits under the Baptist pension defined contribution scheme, to which the church paid £2,961 in employer's contributions.

No other trustees received any remuneration or claimed trustee expenses.

In addition to the trustees, the key management personnel of Newbury Baptist Church are the administrator (who since 1 April 2021, is an employee, having transferred from Newbury Baptist Church (charity 1134755) and the assistant lettings officer and the accountant (who are volunteers). The total employee benefits of the key management personnel of the church who are not trustees (1 individual) was £12,162.

Close family members of the trustees and key management personnel are regarded as related parties for the purpose of these accounts. The total amount of donations received without conditions from trustees, key management personnel and related parties was £11,505.