

**Teddington Baptist Church**  
**Annual Report & Accounts**  
**for the year ended 31 December 2022**

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## **Teddington Baptist Church**

### **Trustees' Annual Report for the year ended 31 December 2022**

#### **Reference and Administrative Details**

Teddington Baptist Church is a charity registered with the Charity Commission of England and Wales, with Registration number 1197977. The registered name of the charity is TEDDINGTON BAPTIST CHURCH. The address is Church Road, TEDDINGTON, TW11 8PF.

The Minister is Rev John Gleghorn and the Associate Minister is Rev Oliver McMullen (to 31<sup>st</sup> August), both of whom are Trustees by virtue of their appointments.

The other Management Trustees are non-salaried and during the year were:

Joy Bell  
Neil Chapman (resigned 31 December 2022)  
Nick Collett  
Geoff Goodway  
Tim Perrin  
Carol White  
Michael Wilkinson

The Trustees are commonly referred to as The Leadership Team and Rev John Gleghorn is the Chair.

The Custodian Trustees during the year were:

Graham Hayman; Colin Hicks; Carol Stockman (to 16<sup>th</sup> February)  
The London Baptist Property Board (from 16<sup>th</sup> February)

The church employed:

Gabriel Dos Santos as part time cleaner

The church's bankers were:

Barclays Bank plc, 6 Clarence Street, KINGSTON UPON THAMES, KT1 1NY  
CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, WEST MALLING, ME19 4JQ

Funds belonging to the church were also held by:

The London Baptist Property Board Limited, Unit C2, 15 Dock Street, LONDON, E1 8JN  
The Baptist Union Corporation Limited, Baptist House, PO Box 44, DIDCOT. OX11 8RT

The church's Independent Examiner is:

Jacob Cavenagh and Skeet, 5 Robin Hood Lane, SUTTON, SM1 2SW.

The church solicitors were:

Morrison's Solicitors, 2nd Floor, 8 Waldegrave Road, TEDDINGTON, TW11 8GT  
Anthony Collins Solicitors LLP, 134 Edmund Street, BIRMINGHAM, B2 2ES

## **Teddington Baptist Church**

### **Trustees' Annual Report for the year ended 31 December 2022**

#### **Accounting and Reporting 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).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the church and of the incoming resources and application of resources of the church for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the church's transactions and disclose with reasonable accuracy at any time the financial position of the church and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

#### **Structure, Governance and Management**

Teddington Baptist Church is a Charitable Incorporated Organisation (CIO) registered on 18<sup>th</sup> February 2022. The Church previously carried out its activities through the charity known as Trust Property Held In Connexion With Teddington Baptist Church (charity number 233543), an unincorporated association. The assets and liabilities of Trust Property Held In Connexion With Teddington Baptist Church were transferred to the CIO on 1<sup>st</sup> October 2022. These financial statements are the first of the CIO and the comparative figures relate to the unincorporated association. The current figures are a combination of both charities and the split is shown in note 24.

Teddington Baptist Church is an independent Baptist Church. Its aim is the advancement of the Christian Gospel consistent with the statements of principle and faith of the Baptist Union and the Evangelical Alliance. Governing documents consist of the Deed of Trust dated 23 January 1884, together with the Constitution dated 15<sup>th</sup> September 2021, which came into operation on 1<sup>st</sup> October 2022.

The Leadership Team is accountable to the Church Meeting (members of the church) for the overseeing of all policy matters and activity undertaken by the Church. The Leadership Team normally meets at least once a month. Church Meetings normally take place six times a year including the Annual General Meeting which normally takes place in March.

The Management Trustees are chosen by the church members and elected by secret ballot at the Annual General Meeting. The elections are for vacant posts and for existing Management Trustees standing to be re-elected. New Trustees are provided with an Induction Pack and briefed about their responsibilities on their appointment.

The Leadership Team regularly reviews the major risks to the church and takes appropriate steps to manage these risks.

The Church Meeting agrees a budget every year which typically includes Mission giving to organizations as recommended by the Mission Team.

Regular finance updates are provided to the Leadership Team meetings and to the Church Meetings.

## **Teddington Baptist Church**

### **Trustees' Annual Report for the year ended 31 December 2022**

Since the end of 2019, the Church has been in the process of adopting a new Constitution for the Church and of transitioning to a Charitable Incorporated Organization. In 2021, Church Members approved a new Constitution and agreed that the Church should become a Charitable Incorporated Organization. They also approved that trusteeship of the Church properties be transferred to The London Baptist Property Board, which took place on 18<sup>th</sup> February 2022. The new Constitution came into effect on 1<sup>st</sup> October 2022, and on the same date the Church transitioned to being a Charitable Incorporated Organization.

The Church has policy documents on: Health and Safety; Fire Safety; Safeguarding; Data Protection; Employment; and Lettings. It also has an Ethos statement and Additional Needs and Disability Inclusion Guidelines. The Church maintains disabled access to its buildings: there is a ramp at the main entrance and a lift to the upper floors to enable access to all activities in our buildings.

#### **Objectives and Activities**

The vision statement of the church states that our aim is to be a vital, growing, challenging and empowering church. We also aim to be an integral part of the local community and to serve it as best we can. In furtherance of this objective, the trustees have complied with the requirements of the Charities Act 2011 to have due regard to the Charity Commission's published guidance concerning the operation of the Public Benefit requirement under the Act.

After two years during which the Covid-19 pandemic limited and disrupted the life and work of the Church, during 2022 we were able to hold a full programme of regular activities and special events.

We continued to run our popular Open Door and Busy Bees on a Tuesday morning during term-time. Open Door caters for parents and carers with children aged between 0 and 2½. It provides the opportunity for the adults to chat together and allows their youngsters to play using a wide range of toys. Busy Bees caters for parents and carers with children from 2½ up to school age. It provides various craft-based activities and a Bible story.

We also continued to run our successful Who Let the Dads Out? Held every three weeks on a Saturday morning, this caters for dads and other male carers with their children up to infant school leaving age. It provides men with the opportunity to get to know other men and have some quality play time with their children.

During the year, TBC Men's Ministry arranged monthly social events open to men from the church, their friends and men who attend activities at church, such as Who Let The Dads Out? These included a crazy-golf evening, a games and pizza evening, and bowling. A highlight was a Valentine's Day dinner arranged by the men for their wives. These events were greatly enjoyed and appreciated by those who attended them.

During the first half of the year, we continued to run our group for first-time parents. Called 'Robins', this group met weekly on a Friday morning during term-time and offered the opportunity for new parents to chat with other local parents. Unfortunately, this group had to close when the leader moved away from the area. This was regrettable as attendance at this group had been good.

In September, a new initiative called the 'Sunflower Café' began. Held once a month on a Saturday morning, this is a drop-in session for families and carers who are caring for someone under age 18 who has a special educational need, a disability, or an additional need. Since it began, a good number of people have contacted the group or attended the drop-ins.

During the year we also continued to run 4Youth. Held once a month on a Sunday afternoon, this is a group for young people from the age of 10. This year an Easter retreat was also held.

We also continued to hold 'Unstoppable Families'. Held during the afternoon on the first Sunday of the month, this caters for parents and children and includes music, stories, craft and tea. Numbers attending have been slow to pick up since the disruption caused by the pandemic. However, we continue to see this as an important part of the Church programme.

Through the year, a number of social outings and events were organized by different people in the fellowship. These included walks, an outing to the cinema, visits to a ceramics exhibition and the Richmond Poppy factory,



## **Teddington Baptist Church**

### **Trustees' Annual Report for the year ended 31 December 2022**

and a picnic in the park. Such activities give participants the opportunity to have an interesting day out, and to get to know one another more.

During the autumn, in the time leading up to Christmas, a number of special events were held. In September, we held a Family Fun Day for the local community. This was well attended and much appreciated. In October we held our annual Light Party. Held on 31 October as an alternative to Halloween, this also proved to be popular. We also hosted a Tear Fund initiative, 'Faith in the Musicals'. This was an evening of songs and stories by performers from London's West End. Attendance was good.

In November, we held a Craft Fair, which provided space for a good number of locally based stallholders, and which also featured refreshments and attractions for children such as nativity dressing-up and farm animals. Then, in December we held a concert by the Friary Brass Band. This event has proved popular in the past, and this year was no different. The month ended with our usual Christmas events: this included our regular Carol service, Christingle service, and Christmas day family service.

This year we have continued to support the Richmond Food Bank and have continued to play a part in the work of Street Pastors in Kingston. The Church also houses Grace Advocacy. Grace Advocacy is an advocacy service designed to help vulnerable adults struggling with things such as money and debts, benefits, housing and adult social care. This service is in increasing demand, especially in the current cost of living crisis.

This year our premises have been used extensively by a range of outside organizations and individuals for meetings, parties and activities for all ages. We offer a range of rooms and prices to suit a wide variety of needs.

We have continued to work alongside other churches through Churches Together in Teddington. This has included participating in Christian Aid Week, the national Warm Space scheme, staffing the Christmas Day lunch for the elderly at Ellera Hall, and contributing to conducting services at Laurel Dene Care Home.

All of our activities and the use of our premises by others cannot take place without the dedicated effort and support of the staff, and of members of the congregation of this Church working in a voluntary capacity. Thanks are due to all those who have enabled activities to take place.

Special thanks are due to Rev Oliver McMullen for all he contributed to the life of the Church during his time as Associate Minister. Having completed his Newly Accredited Minister training at Teddington Baptist Church, he has now moved to the post of Minister at Socketts Heath Baptist Church, Grays, Essex.

The church, above all, is a community that meets to worship God. Each Sunday we welcome all who wish to join with us as together we sing, pray and hear God's word. Caring for one another is also a priority, and we do this through our Minister, a Pastoral Team and a network of Lifegroups which meet regularly throughout the year.

This year we have also embarked upon the 'Emmaus Project'. Run by 'Share Jesus International', this is a new two-year initiative aimed at helping churches reach their community with the gospel. We are one of a small number of churches that are piloting this new project.

In 2022, our Church financial giving was focused on the two Baptist charities, BMS World Mission and Home Mission Fund, plus we gave a one-off gift to the Ukrainian Appeal. Alongside this, each month in our morning service we featured the work of a particular charity that a member of the church had some involvement with. This enabled church members to learn about and, if they wished, to support these charities.

The church engaged in fundraising in the form of receiving free-will offerings/donations, some of which were gift-aided, from members of our fellowship. However, we did not contract the service of any professional fundraisers as defined by section 58 of the Charities Act 1992. We do not engage in persistent fundraising nor intrusive fundraising practices with any of our donors, including vulnerable people, and we never have private or coercive discussions with individuals about their giving. Our fundraising practices are ethical and in accordance with Biblical principles. No complaints were received about our fundraising practices.

There are no material uncertainties over going concern.

## **Teddington Baptist Church**

### **Trustees' Annual Report for the year ended 31 December 2022**

#### **Achievements and performance**

During the Covid-19 pandemic we were necessarily restricted in what we could do and achieve. Looking back over 2022, it is encouraging to see that we have not only been able to resume our usual activities but have also been able to initiate some new things. The fact that our activities continue to be well attended and the facilities that the church offers remain in demand, indicates that the church is continuing to serve the needs of the community.

One person was baptised, which was a joyous occasion. We are a Church of Welcome that has embraced families from Hong Kong, other nations and our own nation.

#### **Future Plans**

To encourage spiritual passion through our verse for the 2023 year, "his word is in my heart like a fire, a fire shut up in my bones. I am weary of holding it in; indeed, I cannot." (Jeremiah 20:9).

To encourage spiritual growth through our preaching series in 1 Peter and Colossians.

To seize and make best use of the opportunity of partnering with Share Jesus International in the Emmaus Course.

To encourage more baptisms and applications for church membership.

To hold a Church Weekend, in partnership with Share Jesus International, where we continue to encourage and develop our engagement in mission.

To address our shortcomings when it comes to "present" and "plug-in" events

To develop a culture that rejoices over what went well but is always looking to see how we may do things better.

To continue to develop our appreciation and openness to the Holy Spirit through teaching in the church meeting.

To encourage more people to pray for increase and fruitfulness in the year.

To run Alpha once this year.

To launch one new Lifegroup in the year.

To review the purpose of the evening service.

#### **Financial Review**

The accounts have been prepared in accordance with the Accounting Regulations set out under the Charities Act 2011, the Charities SORP (FRS102), Financial Reporting Standard 102 and the Constitution of Teddington Baptist Church.

The ministry of the church is supported by the voluntary giving of the members and wider congregation. Gift Aid is claimed regularly on a large proportion of these gifts. Additional income is received from the regular hiring out of the church premises to local community groups, local authority consultation events, charities and individuals.

Total income for 2022 was £192,914 which is £21,414 more than in 2021 (£171,500). Included in the total was unrestricted voluntary income of £102,827 which is £1,075 less than in 2021 (£103,902).

Income from the hire of church premises was £51,933 which is £20,788 more than 2021 (£31,145). This level of income is considerably more than the previous year owing to the church being closed completely or having reduced lettings when allowed to be open due to Covid.

Interest on savings accounts was £1,563 which is £1,387 more than 2021 (£176) due to the increased interest rates.



**Teddington Baptist Church**  
**Trustees' Annual Report for the year ended 31 December 2022**

Restricted voluntary income of £4,100 was received; £2,600 for the Furniture and Equipment fund and £1,500 for the Minister's Pastoral Fund.

Total expenditure for the year was £161,594 which is £8,523 less than 2021 (£170,117).

The unrestricted expenditure was £177,380 which is £13,927 more than 2021 (£163,453). Owing to the increased income we were able to increase our support of missionary institutions and premises expenditure. Some savings were made following the departure of the Associate Minister to his own ministry at the end of August.

The expenditure from designated funds was £3,814 which is £3,201 less than 2021 (£7,015); this was from the Mission and Outreach fund to Share Jesus International (£1,000) and the BMS Ukraine appeal (£1,000), and £1,814 from the Legacy fund towards a new Dishwasher.

The unrestricted general fund at the end of the year was £80,700 which is £11,643 more than 2021 (£69,507). This includes fixed assets of £2,411.

The pensions for the Minister and the Associate Minister are paid into the Baptist Pension Scheme. The church paid £2,724 towards the Baptist Pension Scheme deficit (2021: £4,593). The Scheme gave churches a reduction in the monthly payments in August 2022 following a revaluation of the Scheme. The Scheme deficit was cleared after this revaluation. The pensions for the Cleaner are paid into the NEST government pension scheme. The December contributions of £103 for the Cleaner were paid in January 2023, and this is included in the accruals.

The reserve policy is to cover 6 months of ministerial costs and 3 months of other costs. The reserve fund is unchanged at £65,000.

The church holds investments in the form of cash deposits held in immediate access interest bearing accounts together with a short-term fixed deposit. The investment policy is designed to attract a reasonable rate of return at a low risk while maintaining sufficient liquidity to meet our ongoing requirements. Deposit accounts are held with the Baptist Union Corporation and London Baptist Property Board.

Signed by Chair of Trustees Rev J E Gleghorn:



Date: 7/3/2023

### **Independent examiner's report to the trustees of Teddington Baptist Church**

I report to the charity trustees on my examination of the accounts of Teddington Baptist Church (the Church) for the year ended 31 December 2022 set out on pages 9 to 21.

### **Responsibilities and basis of report**

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

I report in respect of my examination of the Church's accounts as 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**

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 that in any material respect:

1. accounting records were not kept in respect of the Church 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 Report) 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.



Miriam Hickson CTA FCA  
Jacob Cavenagh & Skeet  
5 Robin Hood Lane  
Sutton  
Surrey  
SM1 2SW

Date: 20 March 2023



**Teddington Baptist Church**  
**Statement of Financial Activities for the year ended 31 December 2022**

**Statement of Financial Activities**

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 funds £	Total 2021 funds £
<b>Income and endowments from:</b>						
Donations and legacies	2	124,147	-	4,106	128,253	134,544
Income from charitable activities	3	6,365	-	-	6,365	2,278
Other trading activities	4	56,733	-	-	56,733	31,145
Investments	5	1,563	-	-	1,563	176
Other income	6	-	-	-	-	3,357
<b>Total income and endowments</b>		<b>188,808</b>	<b>-</b>	<b>4,106</b>	<b>192,914</b>	<b>171,500</b>
<b>Expenditure on:</b>						
Expenditure on charitable activities						
Preaching, Teaching, Music & Worship	7	58,362	-	-	58,362	65,999
Youth Ministry	8	1,210	-	-	1,210	652
Evangelism & Other Ministries	9	5,601	2,000	-	7,601	2,966
Fellowship	10	1,690	-	-	1,690	496
Mission (Institutions)	11	18,618	-	-	18,618	14,834
Establishment	12	80,003	-	815	80,818	76,610
Management & Administration	13	5,916	-	-	5,916	5,225
Governance	14	5,980	-	-	5,980	3,858
Other expenditure	15	-	(18,601)	-	(18,601)	(523)
<b>Total expenditure</b>		<b>177,380</b>	<b>(16,601)</b>	<b>815</b>	<b>161,594</b>	<b>170,117</b>
Gains / losses on investment assets		-	-	-	-	-
<b>Net income / (expenditure) before transfer</b>		<b>11,428</b>	<b>16,601</b>	<b>3,291</b>	<b>31,320</b>	<b>1,383</b>
<b>Transfers</b>						
Gross transfers between funds - in		2,939	2,824	-	5,763	4,593
Gross transfers between funds - out		(2,724)	(1,739)	(1,300)	(5,763)	(4,593)
<b>Other recognised gains / losses</b>						
Gains on revaluation, fixed assets, charity's own use		-	-	-	-	-
<b>Net movement in funds</b>		<b>11,643</b>	<b>17,686</b>	<b>1,991</b>	<b>31,320</b>	<b>1,383</b>
<b>Reconciliation of funds</b>						
<b>Total funds brought forward</b>		<b>69,057</b>	<b>7,422,790</b>	<b>16,874</b>	<b>7,508,721</b>	<b>7,507,338</b>
<b>Total funds carried forward</b>		<b>80,700</b>	<b>7,440,476</b>	<b>18,865</b>	<b>7,540,041</b>	<b>7,508,721</b>

**Teddington Baptist Church**  
**Balance sheet as at 31 December 2022**

**Balance sheet**

	Notes	2022 Funds £	2021 Funds £
<b>Fixed assets</b>			
Tangible assets	18	7,340,144	7,343,840
		<b>7,340,144</b>	<b>7,343,840</b>
<b>Current assets</b>			
Debtors	19	12,596	9,584
Cash at bank and in hand	20	195,220	182,234
		<b>207,816</b>	<b>191,818</b>
<b>Liabilities</b>			
Creditors: Amounts falling due in one year	21	7,919	5,437
		<b>7,919</b>	<b>5,437</b>
<b>Net current assets less current liabilities</b>		<b>199,897</b>	<b>186,381</b>
<b>Total assets less current liabilities</b>		<b>7,540,041</b>	<b>7,530,221</b>
<b>Provisions</b>	24	-	21,500
<b>Total net assets</b>		<b>7,540,041</b>	<b>7,508,721</b>
<b>Represented by</b>			
<b>Unrestricted</b>	22		
General Fund		80,700	69,057
<b>Designated</b>	22		
Buildings		7,337,733	7,337,733
Legacy		7,216	9,030
Mission and Outreach Fund		5,527	7,527
Special Reserve Fund		65,000	65,000
Building Repairs		-	-
Pension Reserve		-	(21,500)
Additional Workers Fund		25,000	25,000
Special Projects Fund		-	-
<b>Restricted</b>	22		
Family and Youth Work Fund		881	881
Furniture & Equipment Fund		8,917	8,432
Housing Fund		5,817	5,811
Minister's Pastoral Fund		3,250	1,750
Mission Fund		-	-
<b>Funds of the church</b>		<b>7,540,041</b>	<b>7,508,721</b>

The financial statements were approved by the trustees on 6/3/2023 and signed on their behalf by Rev J E Gleghorn, Chair of Trustees.

*J E Gleghorn*

**Teddington Baptist Church**  
**Statement of Financial Activities for the previous year ended 31 December 2021**

**Statement of Financial Activities - Previous Year**

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 funds £	Total 2020 funds £
<b>Income and endowments from:</b>					
Donations and legacies	128,544	-	6,000	134,544	117,815
Income from charitable activities	2,278	-	-	2,278	1,255
Other trading activities	31,145	-	-	31,145	29,140
Investments	176	-	-	176	323
Other income	3,357	-	-	3,357	3,283
<b>Total income and endowments</b>	<b>165,500</b>	<b>-</b>	<b>6,000</b>	<b>171,500</b>	<b>151,816</b>
<b>Expenditure on:</b>					
Expenditure on charitable activities					
Preaching, Teaching, Music & Worship	65,999	-	-	65,999	66,341
Youth Ministry	652	-	-	652	291
Evangelism & Other Ministries	2,966	-	-	2,966	6,509
Fellowship	496	-	-	496	780
Mission (Institutions)	14,834	-	-	14,834	22,181
Establishment	69,423	6,873	314	76,610	85,137
Management & Administration	5,225	-	-	5,225	5,372
Governance	3,858	-	-	3,858	2,100
Other expenditure	-	(523)	-	(523)	(12,683)
<b>Total expenditure</b>	<b>163,453</b>	<b>6,350</b>	<b>314</b>	<b>170,117</b>	<b>176,028</b>
<b>Net income / (expenditure) before transfer</b>	<b>2,047</b>	<b>(6,350)</b>	<b>5,686</b>	<b>1,383</b>	<b>(24,212)</b>
<b>Transfers</b>					
Gross transfers between funds - in	-	4,593	-	4,593	3,714
Gross transfers between funds - out	(4,593)	-	-	(4,593)	(3,714)
<b>Net movement in funds</b>	<b>(2,546)</b>	<b>(1,757)</b>	<b>5,686</b>	<b>1,383</b>	<b>(24,212)</b>
<b>Reconciliation of funds</b>					
<b>Total funds brought forward</b>	<b>71,603</b>	<b>7,424,547</b>	<b>11,188</b>	<b>7,507,338</b>	<b>7,531,550</b>
<b>Total funds carried forward</b>	<b>69,057</b>	<b>7,422,790</b>	<b>16,874</b>	<b>7,508,721</b>	<b>7,507,338</b>

# **Teddington Baptist Church**

## **Notes to the financial statements for the year ended 31 December 2022**

### **1 Accounting Policies**

#### **Basis of Accounting**

The accounts are prepared under the historical cost convention and in accordance with Financial Reporting Standard 102, the Charities Act 2011 and the requirements of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102). The accounts are presented in sterling rounded to the nearest pound.

Teddington Baptist Church is a charitable incorporated organisation and carries out most of its activities at its premises at Church Road, Teddington, TW11 8PF. It is a public benefit entity.

#### **Charity Reconstruction**

On 1st Oct 2022 the unincorporated charity converted to a charitable incorporated organisation, but its name, purpose and beneficiary class remained unchanged. The transfer of business has been accounted for as a group reconstruction using merger accounting. The assets and liabilities of the unincorporated charity have therefore been shown in these accounts at their book value. The comparative figures included in the statement of financial activities relate to the unincorporated charity. See note 24 for a breakdown of the 2022 figures between the two charities.

#### **Going Concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the church has adequate resources to continue in operational existence for the foreseeable future. There are no material uncertainties affecting the church's ability to continue in its operations. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### **Donations**

Donations are accounted for gross when received.

#### **Refund of Income Tax**

Refund of Income Tax from donations received under Gift Aid is included in the accounts for the year in which the donation is received.

#### **Legacies**

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

#### **Investment Income**

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

#### **Grants Payable**

The Church makes grants to other organisations whose charitable objects complement its work. It also makes grants to various individuals involved in Christian ministry.

#### **Governance Costs**

This represents direct expenditure on the governance of the church and consists of independent assessment and other professional services for the current year. Most of the management is carried out without charge by volunteers. This intangible cost is not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

#### **Tangible Fixed Assets**

Freehold land and buildings are included at deemed cost which was the value used at the date of transition to FRS102. Freehold land is not depreciated. Other fixed assets are included at cost.

#### **Depreciation**

Depreciation has not been charged on the Church or the residential premises owned by the Church, because in the opinion of the Trustees, the residual value of each asset is greater than the carrying value. Depreciation on other fixed assets is calculated to write off the cost on a 'straight-line' basis over the expected useful life, with a full year's depreciation charged in the year of purchase at rate of 25% per annum.

#### **Fund Accounting**

Restricted, unrestricted designated and unrestricted general funds are separately disclosed in the accounts. Restricted funds are subject to specific restrictions imposed by the donor or by the nature of the appeal. Designated funds are set aside at the direction of the trustees for specific purposes. They would otherwise form part of unrestricted funds. Specific designated funds representing fixed assets appear in the accounts and these are not readily available for other purposes.

#### **Expenditure**

Expenditure is included on an accruals basis, but grants are charged in the accounts when paid to the recipient.

#### **Reserves Policy**

A Special Reserve fund is in place to make provision for unforeseen future circumstances. The reserve is based on 6 months of Ministerial costs and 3 months of other expenditure.

#### **Pension Costs**

The church pays contributions to the Baptist Pension Scheme. The scheme is a multi-employer scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the church. The scheme is therefore accounted for as a defined contribution scheme.

#### **Cash at bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of opening of the deposit.

#### **Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

#### **Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.



**Teddington Baptist Church**  
**Notes to the financial statements for the year ended 31 December 2022**

**Analysis of income and expenditure**

**2 Donations and legacies**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Bankers Orders	87,318	-	-	87,318	80,320
Cash & Cheques	15,509	-	-	15,509	23,582
Refund of Income Tax	21,320	-	-	21,320	24,642
Minister's Pastoral Fund Income	-	-	1,500	1,500	-
Housing Fund Income	-	-	6	6	-
Furniture & Equipment Fund Income	-	-	2,600	2,600	6,000
<b>Total</b>	<b>124,147</b>	<b>-</b>	<b>4,106</b>	<b>128,253</b>	<b>134,544</b>

**3 Income from charitable activities**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Youth Groups	670	-	-	670	285
Events	2,084	-	-	2,084	343
Open Door & Busy Bees	2,775	-	-	2,775	1,351
Unstoppable Families	10	-	-	10	16
Who Let the Dads Out	466	-	-	466	84
Men's Ministry	130	-	-	130	84
Printing & Photocopy	230	-	-	230	199
<b>Total</b>	<b>6,365</b>	<b>-</b>	<b>-</b>	<b>6,365</b>	<b>2,362</b>

**4 Other trading activities**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Hire of Church Premises	51,933	-	-	51,933	31,145
Rent 5 Walpole Crescent	4,800	-	-	4,800	-
<b>Total</b>	<b>56,733</b>	<b>-</b>	<b>-</b>	<b>56,733</b>	<b>31,145</b>

**5 Investments**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Interest Bank Accounts	1,563	-	-	1,563	176
<b>Total</b>	<b>1,563</b>	<b>-</b>	<b>-</b>	<b>1,563</b>	<b>176</b>

**6 Other income**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Coronavirus Job Retention Scheme	-	-	-	-	3,357
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3,357</b>

**Teddington Baptist Church**  
**Notes to the financial statements for the year ended 31 December 2022**

**7 Expenditure on charitable activities - Preaching, Teaching, Music & Worship**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Minister's Salary	32,175	-	-	32,175	31,850
Minister's Employer NIC	1,625	-	-	1,625	921
Minister's Pension	3,866	-	-	3,866	3,813
Minister's Travel & Expenses	-	-	-	-	-
Associate Minister's Salary	16,500	-	-	16,500	24,500
Associate Minister's ER NIC	549	-	-	549	583
Associate Minister's Pension	2,082	-	-	2,082	3,078
Associate Minister's T&E	95	-	-	95	55
Visual Aids	-	-	-	-	91
Conference & Assembly Fees	359	-	-	359	-
Fees & Expenses to Speakers	263	-	-	263	-
Music, Worship & Copyright	786	-	-	786	643
Audio Visual & Sound	32	-	-	32	334
Discipleship	20	-	-	20	31
Training	10	-	-	10	100
<b>Total</b>	<b>58,362</b>	<b>-</b>	<b>-</b>	<b>58,362</b>	<b>65,999</b>

**8 Expenditure on charitable activities - Youth Ministry**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Youth Groups	1,210	-	-	1,210	652
<b>Total</b>	<b>1,210</b>	<b>-</b>	<b>-</b>	<b>1,210</b>	<b>652</b>

**9 Expenditure on charitable activities - Evangelism & Other Ministries**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Events	1,991	-	-	1,991	1,040
Families & Children	175	-	-	175	864
Unstoppable Families	972	-	-	972	270
Open Door	581	-	-	581	267
Busy Bees	421	-	-	421	277
Who Let the Dads Out	1,279	-	-	1,279	248
Men's Ministry	182	-	-	182	-
Mission & Outreach Fund	-	2,000	-	2,000	-
<b>Total</b>	<b>5,601</b>	<b>2,000</b>	<b>-</b>	<b>7,601</b>	<b>2,966</b>

**Teddington Baptist Church**  
**Notes to the financial statements for the year ended 31 December 2022**

**10 Expenditure on charitable activities - Fellowship**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Catering	1,427	-	-	1,427	230
Pastoral	263	-	-	263	266
<b>Total</b>	<b>1,690</b>	<b>-</b>	<b>-</b>	<b>1,690</b>	<b>496</b>

**11 Expenditure on charitable activities - Mission (Institutions)**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
BMS World Mission	9,309	-	-	9,309	7,417
Home Mission	9,309	-	-	9,309	7,417
<b>Total</b>	<b>18,618</b>	<b>-</b>	<b>-</b>	<b>18,618</b>	<b>14,834</b>

**12 Expenditure on charitable activities - Establishment**

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Cleaner's Salary	8,148	-	-	8,148	8,065
Cleaner's Pension	815	-	-	815	807
Administrator's Salary	-	-	-	-	7,137
Administrator's Employer NIC	-	-	-	-	212
Administrator's Pension	-	-	-	-	714
Council Tax	4,820	-	-	4,820	5,612
Housekeeping & Safety	620	-	-	620	417
Insurance	7,173	-	-	7,173	7,047
Building Repairs	-	-	-	-	6,873
Contracts & Servicing	5,529	-	-	5,529	4,817
Premises	30,425	-	-	30,425	12,875
Rubbish & Recycling	131	-	-	131	131
Electricity	4,821	-	-	4,821	3,632
Gas	5,713	-	-	5,713	6,591
Telephone & Broadband	3,974	-	-	3,974	3,800
Water	1,198	-	-	1,198	1,015
Depreciation	6,636	-	-	6,636	6,551
Furniture & Equipment Fund	-	-	815	815	314
<b>Total</b>	<b>80,003</b>	<b>-</b>	<b>815</b>	<b>80,818</b>	<b>76,610</b>

# Teddington Baptist Church

## Notes to the financial statements for the year ended 31 December 2022

### 13 Expenditure on charitable activities - Management & Administration

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Accounting & Payroll	722	-	-	722	992
Bank Charges	294	-	-	294	359
Computing & Software	1,162	-	-	1,162	893
Printing and Photocopy	1,264	-	-	1,264	1,335
Postage	36	-	-	36	78
Publicity	538	-	-	538	212
Stationery	642	-	-	642	327
Subscriptions	1,258	-	-	1,258	1,029
<b>Total</b>	<b>5,916</b>	<b>-</b>	<b>-</b>	<b>5,916</b>	<b>5,225</b>

### 14 Governance

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Independent Examination Fee	2,600	-	-	2,600	2,220
Legal Fees to set up CIO	3,380	-	-	3,380	1,638
<b>Total</b>	<b>5,980</b>	<b>-</b>	<b>-</b>	<b>5,980</b>	<b>3,858</b>

### 15 Other expenditure

	Unrestricted	Designated	Restricted	Total 2022	Total 2021
	£	£	£	£	£
Premises - Special Projects Fund	-	-	-	-	142
Baptist Pension Provision	-	(18,776)	-	(18,776)	(665)
Legacy Expenditure	-	175	-	175	-
<b>Total</b>	<b>-</b>	<b>(18,601)</b>	<b>-</b>	<b>(18,601)</b>	<b>(523)</b>

### 16 Employee Costs

	2022	2021
	£	£
Wages and Salaries	56,823	71,552
Employer's National Insurance Contribution	2,174	1,716
Pension Contribution	6,831	8,479
Other costs (rent, council tax, water, phone, broadband)	6,135	6,990
<b>Totals</b>	<b>71,963</b>	<b>88,737</b>

Average number of persons employed by the charity 3 3

There were no employees who received employee benefits of more than £60,000.

The key management personnel received employee benefits of £56,797 (2021: £64,745) during the year.

### 17 Trustee Expenses and Donations

Apart from the ministers no other trustees received remuneration during the year. The details of the ministers remuneration are shown in note 7 and these payments are permitted by the church's constitution.

Expenses of £10 (2021: £155) were reimbursed to trustees.

	2022	2021
	£	£
Total donations from trustees	15,450	14,646

There were no other related party transactions during the year.



**Teddington Baptist Church**  
**Notes to the financial statements for the year ended 31 December 2022**

**18 Tangible Fixed Assets**

	Freehold Land and Buildings £	Fixtures, Fittings & Equipment £	Total £
Cost or Deemed Cost			
At beginning of year	7,337,733	160,307	7,498,040
Additions	-	2,939	2,939
Disposals	-	-	-
At end of year	7,337,733	163,246	7,500,979
Depreciation			
At beginning of year	-	154,200	154,200
Released on disposal	-	-	-
Depreciation	-	6,635	6,635
At end of year	-	160,835	160,835
Net Book Value			
At beginning of year	7,337,733	6,107	7,343,840
At end of year	7,337,733	2,411	7,340,144

**19 Debtors**

	2022 £	2021 £
Hire of Premises	1,983	1,937
Gift Aid Repayment	4,687	3,834
Gas VAT overpayment	-	743
Prepayments	5,926	3,070
<b>Totals</b>	<b>12,596</b>	<b>9,584</b>

**20 Cash at bank and in hand**

	2022 £	2021 £
Barclays Current Account	10,387	62,779
CAF Cash Account	50,063	-
CAF Gold Account	20,027	-
Baptist Union Corporation Account	9,409	9,265
Barclays Housing Fund Account	-	5,811
Petty Cash Account	57	479
London Baptist Property Board	105,277	103,900
<b>Totals</b>	<b>195,220</b>	<b>182,234</b>

**21 Creditors: Amounts falling due in one year**

	2022 £	2021 £
Accruals	5,294	5,277
Deferred Income	2,625	160
<b>Totals</b>	<b>7,919</b>	<b>5,437</b>

# Teddington Baptist Church

## Notes to the financial statements for the year ended 31 December 2022

### 22 Fund Movements

#### Current year 2022

	Opening £	Income £	Expenditure £	Transfers £	Closing £
General fund	69,057	188,808	177,380	215	80,700
<b>Total Unrestricted</b>	<b>69,057</b>	<b>188,808</b>	<b>177,380</b>	<b>215</b>	<b>80,700</b>
Buildings	7,337,733	-	-	-	7,337,733
Legacy	9,030	-	175	(1,639)	7,216
Mission and Outreach Fund	7,527	-	2,000	-	5,527
Special Reserve Fund	65,000	-	-	-	65,000
Building Repairs	-	-	-	-	-
Pension Reserve	(21,500)	-	(18,776)	2,724	-
Additional Workers Fund	25,000	-	-	-	25,000
Special Projects Fund	-	-	-	-	-
<b>Total Designated</b>	<b>7,422,790</b>	<b>-</b>	<b>(16,601)</b>	<b>1,085</b>	<b>7,440,476</b>
Family and Youth Work Fund	881	-	-	-	881
Furniture & Equipment Fund	8,432	2,600	815	(1,300)	8,917
Housing - Housing Fund	5,811	6	-	-	5,817
Minister's Pastoral Fund	1,750	1,500	-	-	3,250
<b>Total Restricted</b>	<b>16,874</b>	<b>4,106</b>	<b>815</b>	<b>(1,300)</b>	<b>18,865</b>
<b>Grand Total</b>	<b>7,508,721</b>	<b>192,914</b>	<b>161,594</b>	<b>-</b>	<b>7,540,041</b>

The Buildings fund consists of the church buildings and the residential premises at 79 Hampton Road and 5 Walpole Crescent. This fund is not readily available for other purposes.

The Legacy Fund is for monitoring the expenditure of legacies.

The Mission and Outreach Fund was set up in 2013 to put money aside for future mission and outreach from the church.

The Special Reserve Fund was set up as a provision to cover any unforeseen future circumstances. It is to cover 6 months of Ministerial costs and 3 months of other costs.

The Building Repairs Fund is to cover work on the premises which is additional to the budgeted premises costs.

The Pension Reserve Fund is the Church's liability to the Baptist Pension Scheme deficit and is being paid in monthly installments (see Pensions section).

The Additional Workers Fund is to assist in paying for additional staff in the future, when the income may be insufficient to cover the costs.

The Special Projects Fund was set up in 2017 for the upgrades to the conference room and offices, and for roof repairs.

The Family and Youth Work Fund is a restricted fund for the church to reach out to children and young adults.

The Furniture & Equipment Fund is a restricted fund for donations made specifically for the purpose of purchasing furniture and equipment for the church. The transfer during the year was made towards the purchase of a fixed asset.

The Housing Fund makes gifts of up to £2,000 to individual church members who wish to move in the local area, to enable them to continue to be involved in the church. Payments made are gifts, but the intention is that the receiver will pay back into the fund in the future when they are able.

The Ministers Pastoral Fund is from donations to enable the Minister to help members of the fellowship in unforeseen difficulties.

**Teddington Baptist Church**  
**Notes to the financial statements for the year ended 31 December 2022**

Previous year 2021	Opening £	Income £	Expenditure £	Transfers £	Closing £
General fund	71,603	165,500	163,453	(4,593)	69,057
<b>Total Unrestricted</b>	<b>71,603</b>	<b>165,500</b>	<b>163,453</b>	<b>(4,593)</b>	<b>69,057</b>
Buildings	7,337,733	-	-	-	7,337,733
Legacy	9,030	-	-	-	9,030
Mission and Outreach Fund	7,527	-	-	-	7,527
Special Reserve Fund	65,000	-	-	-	65,000
Building Repairs	6,873	-	6,873	-	-
Pension Reserve	(26,758)	-	(665)	4,593	(21,500)
Additional Workers Fund	25,000	-	-	-	25,000
Special Projects Fund	142	-	142	-	-
<b>Total Designated</b>	<b>7,424,547</b>	<b>-</b>	<b>6,350</b>	<b>4,593</b>	<b>7,422,790</b>
Family and Youth Work Fund	881	-	-	-	881
Furniture & Equipment Fund	2,746	6,000	314	-	8,432
Housing - Housing Fund	5,811	-	-	-	5,811
Minister's Pastoral Fund	1,750	-	-	-	1,750
<b>Total Restricted</b>	<b>11,188</b>	<b>6,000</b>	<b>314</b>	<b>-</b>	<b>16,874</b>
<b>Grand Total</b>	<b>7,507,338</b>	<b>171,500</b>	<b>170,117</b>	<b>-</b>	<b>7,508,721</b>

**23 Commitments under operating leases**

The total future minimum payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Within 1 year	573	763
2-5 years	-	573
	<b>573</b>	<b>1,336</b>

Operating lease payments recognised as an expense this year were £763 (2021: £763).

**24 Charity Merger**

The principal components of the SOFA split between the two charities are shown below:

	TBC (Unincorporated) 01.01.22 - 30.09.22	TBC C.I.O. 01.10.22 - 31.12.22	Combined Total 01.01.22 - 31.12.22
Total Income	135,831	57,083	192,914
Total Expenditure	121,490	40,104	161,594
Net Income/(expenditure) and Net movement in funds	<u>14,341</u>	<u>16,979</u>	<u>31,320</u>
Net assets as at 30 September 2022			
	TBC (Unincorporated) 7,523,062	TBC C.I.O. -	Combined Total 7,523,062
Represented by:			
Unrestricted funds	7,504,592	-	7,504,592
Restricted funds	18,470	-	18,470
Total funds	<u>7,523,062</u>	<u>-</u>	<u>7,523,062</u>

# Teddington Baptist Church

## Notes to the financial statements for the year ended 31 December 2022

### 25 Pensions

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

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

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

The Scheme is considered to be a multi-employer scheme as described in Section 28 of 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 Ministers are eligible to join the Scheme.

### Actuarial valuation as at 31 December 2019

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

The key financial assumptions underlying the valuation were as follows

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

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

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

### Recovery Plan

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

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

	2022	2021
	£	£
Balance sheet liability at year start	21,500	26,758
Minus deficiency contributions paid	(2,724)	(4,593)
Interest cost (recognised in SoFA)	403	336
Actuarial (gains)/losses on re-measurement of liability	(19,179)	(1,001)
(recognised in SoFA)		
Balance sheet liability at year end	-	21,500

\* 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:



**Teddington Baptist Church**  
**Notes to the financial statements for the year ended 31 December 2022**

	<b>31-Dec-22</b>	<b>31-Dec-21</b>	<b>31-Dec-20</b>
Discount rate	5.7%	2.0%	0.4%
Future increases to Minimum Pensionable Income	3.3%	4.1%	3.0%

The Church has been advised that the latest estimated cost for the church to buyout their Pension Scheme liabilities at 20 June 2022 was £21,300.

