



ANNUAL TRUSTEE REPORT AND FINANCIAL STATEMENTS FOR

Amphill Baptist Church (CIO)

(Registered Charity 1198662)

For the year

January 1st, 2024 to December 31st, 2024

AMPTHILL BAPTIST CHURCH
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DECEMBER 31ST, 2024

STATUS

Amphill Baptist Church is a registered charity (Charity Number 1198662). (Registration was approved by the Charity Commission as Charitable Incorporated Organisation (CIO) in April 2022.

This report is produced in accordance with the Accounting Requirements made under the Charities Act 2011 and the financial statements are produced to conform to Charities SORP FRS102 2011.

CHURCH ADDRESS

Amphill Baptist Church
Dunstable Street
Amphill
Bedfordshire
MK45 2JS

TRUSTEES

Rev'd Dr Andrew Goldsmith	Senior Pastor
Reverend Kenneth Argent (until 19 th March 2024)	Associate Pastor
Rev'd Maria E Abdon Shortley	Associate Pastor
Mrs Marie Mead (until 19 March 2024)	Church Secretary
Mrs Claudia Tyson (from 19 March 2024)	Church Secretary
Mr Simon Herbert	Church Treasurer
Mrs Lois Baker (until 19 March 2024)	Deacon
Mr Ben Gray (from 19 March 2024)	Deacon
Mrs Janice Evans (from 19 March 2024)	Deacon
Mr Simon Miller-Cranko	Deacon
Mr Jack Moore	Deacon
Mrs Catherine Sleight	Deacon
Miss Martha Spencer	Deacon
Mr Paul Spencer	Deacon
Mr Tony Royston (from 19 March 2024)	Deacon

**INDEPENDENT
EXAMINER**

Joanna Jameson
Jameson Accounting Services Limited
87 Hillesden Avenue
Elstow
Bedford
MK42 9AJ

BANK

Co-operative Bank
Skelmersdale

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CHARITABLE OBJECT

The principal purpose of the Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may advance education and carry out other charitable purposes in Ampthill and the surrounding area, but also throughout the United Kingdom and/or other parts of the world. The Church mission statement is “Helping people meet Jesus Christ and become his fully devoted followers”.

The charity meets the definition of a public benefit entity FRS 102.

The Church occupies premises which are held by the Baptist Union Corporation Ltd on Trusts which are entirely compatible with the above object.

ORGANISATIONAL STRUCTURE AND DECISION-MAKING PROCESSES

The Church means members of the charitable unincorporated association governed by the constitution and known as AMPTHILL BAPTIST CHURCH.

Members of the Church are admitted in accordance with the Church Constitution which requires them to publicly profess faith in Jesus Christ and accept the beliefs of the Church. Members commit themselves to serving Christ in the Church and beyond, abiding by the decisions of the Church Meeting and acknowledging their responsibilities as Church Members as required by the Church Constitution. The Members’ Meeting shall be held not less than four times a year and has responsibility for the overall policy of the Church. The Church meeting appoints, by secret ballot, the Minister(s) (stipendiary and non-stipendiary), Church Secretary, Church Treasurer and eight Deacons who together are the Charity Trustees. Special Church Members Meetings are called to appoint Ministers, Youth Workers and Children’s Workers and to decide on matters relating to the change in the building or the land owned by the Church. The Officers and Deacons are responsible for the day to day running of the Church's work and witness, and the financial and legal aspects of the charity. New Trustees are given written advice produced by the Senior Pastor and the Baptist Union Corporation to ensure they understand their responsibilities and the legal and financial framework in which the Church operates and also details of Trusteeship and disqualification from being a Trustee as provided by the Charity Commission and are asked to sign to declare that they are a ‘fit and proper person’ for the post of Trustee. They are also DBS checked.

All members are encouraged to take an appropriate part in the spiritual and practical tasks involved in the furtherance of the charitable objectives. Proposals are submitted to the Church Meeting by the Trustees for approval or may be raised by members in the Church Meeting for further consideration by the Trustees. The Constitution requires decisions to be made by the Church Meeting by appropriate majorities, but the Church seeks to work by consensus whenever possible.

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Amphthill Baptist Church is a member of the Baptist Union of Great Britain, the Central Baptist Association and the Evangelical Alliance and has long-standing relationships with a number of Christian organizations that pursue similar objectives in the UK and overseas. The Church works with Baptist Home Mission in assisting other churches and may receive voluntary help itself where needed. During the year, donations have been made to help the objectives which can best be done on a larger scale than Amphthill Baptist Church could do independently.

The Church employs a Senior Pastor, an Associate Pastor (Discipleship), a Pastoral Support Assistant (from September 2024) and a Children's Worker (until August 2024). In addition the church works in collaboration with Young Life International to employ a Youth Worker. These together with an Associate Pastor (Seniors) until March 2024, and a Seniors Ministry co-ordinator since March 2024, form the pastoral team and provide oversight and all-round pastoral care for those in the fellowship and those connected with the Church. The church employed a full time Operations Manager in June 2024 to support the ministry of the church alongside the part time administrator. It is seen however as the work of every member of the church fellowship, whether employed or not, to make a difference in the Church and help it to achieve its great commission. This is done in 'being salt and light' amongst the people they interact with every day, by praying, by supporting those in need, by being involved in training and discipling others, in public teaching and worship, and also in administration of many activities. The financial resources of the Church are given by the congregation and their private assets and equipment are regularly used in the work of the Church. Much of this work is done privately and on a voluntary basis, without recognition, and the hours and value of that time cannot be quantified.

REVIEW OF ACTIVITIES IN 2024

The Church is not a building but a body of people. It does not seek to measure achievements simply in terms of success of programmes or numbers of people but also less tangibly in areas such as outreach, fellowship and discipleship. During the year, we were encouraged by the baptisms of four younger members of the congregation. Membership saw changes with 10 new members welcomed and the sad deaths of 4 members. This resulted in a total of 143 members at the end of the year. We mourned with those connected to the fellowship who lost loved ones and we celebrated the marriages of others. One small child was brought by her parents for dedication.

The trustees have met monthly to consider our direction, priorities, activities, finances and policies. In addition they spent two days of deeper consideration in the summer guided by an external expert in church governance, inspiring them to consider the vision of the church for the next few years. There have been bi-monthly meetings of the Church Members when there has been wider consideration of matters, and decisions made concerning the church, including the appointment of an Operations Manager. This also creates a forum for sharing updates on all that is happening within the Church.

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Throughout the year the life of the Church was demonstrated in ongoing activities aiming to meet the discipling and fellowship needs of the church congregation and the desire to reach out to our local community. We have benefitted from clear biblical teaching by a team of preachers at Sunday services and were encouraged by the addition of two younger members to this team in 2024. Sunday morning sermon series included books such as Matthew and Romans and themes including at advent, 'The King of Bethlehem'. Sunday morning services continue to be live-streamed, benefitting those who are unable to get out and about as well as reaching both nationally and internationally. Congregation size has stabilised, but we continue to welcome visitors and new members most Sundays.

Lighthouse continues to disciple our children alongside the morning service. In addition, the monthly 630 contemporary style service has thrived, welcoming a slightly different congregation including some from other churches who have no evening service. Small groups for all ages continue to meet to study the Bible and pray together as house groups, formation groups and Sunday evening young people's groups. In addition, a short course entitled Bible Stones, open to all, was held in the Spring and introduced some to the concept of group Bible study. A weekday course was held through the Autumn entitled Hymns we Love which welcomed a number of seniors and had worship, mission and discipleship elements.

The Church took many opportunities to connect with our local community through the year aiming to introduce people to Jesus and serve them as Jesus would. An Alpha course welcomed a small group in the spring, Renew Wellbeing provides a weekly safe space for all to 'be OK or not be OK' throughout the year. Fellowship Lunch and Tea@2, both monthly events as well as Holiday at Home week on the summer, saw 60 to 80 seniors in the building for food, both physical and spiritual, and friendship. Similarly, Women Unlimited, Bubbles group for widows, Men's Breakfast and Pub nights along with monthly Quiz or Games Cafe gave a chance to invite friends along to meet and enjoy time together.

On Palm Sunday we opened the Kings Arms community Garden to provide a place for reflection on the events of Holy week and in November were once again asked to provide hospitality, including home made bakes and drinks, to those with reduced mobility and special needs who were attending the Ampthill Fireworks event. Christmas gave further opportunities for outreach and in late November we opened the church to provide free hot drinks, mince pies and invitations to our Christmas services to the hundreds of people passing by on their way to the Christmas lights switch-on event. We also provided a child to read a reading at the main event that day. Invitation cards to our Christmas services and events were delivered to all the homes in Ampthill – over 3000 - alongside social media advertisements. We were thrilled to see the church filled twice on the Sunday evening before Christmas for traditional carol services and many of those attending both these and other Christmas events, were visitors coming in response to the invitations. Other opportunities to engage with the community were Carols at the Pub – an evening at The Albion pub singing carols and reading the Christmas story, wrapped copies of St Marks gospel and invitations to Alpha course 2025 with a chocolate given to over 200 visitors to

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the church and One Big Christmas welcomed around 20 guests on Christmas Day for full dinner, games etc.

Our events for children and families included Messy Church in the first part of the year, also Coffee Stop – continuing to provide a drop in for pre-schoolers and their carers after 35 years! Special Easter and Christmas events were held for youngsters, and once again Fusion a fun-filled week of activity in the summer holiday introducing them to some of the ‘Superheroes’ of the Bible. Members of the church regularly visited the Richmond care home and Russell school introducing both the very elderly and the very young to Jesus Christ and showing His love to them. Friday Club and Open House continue to provide activity for middle and upper school children and the appointment of a new Youth worker by partnering with Young Life International has also enabled renewed relationship with Redborne School youngsters. Once again, our ‘new to university’ young people received encouragement from messages, goodies and a visit in their first term, while a young adults’ group providing support and fellowship continues to thrive.

Many of these activities depend on our facilities as well as personnel. The church kitchen was last replaced in the 1980’s. An application to the government UK Shared Prosperity Fund was successful so that the kitchen was replaced with a full catering style facility towards the end of the year. We are very grateful to Central Bedfordshire Council for choosing the Church to receive this grant. In addition, work has been carried out to ensure safety and comfort both at the church building and the manse. The main hall was painted, a slate catcher was fitted to the roof edges and plumbing work done at the manse and the church.

We have maintained our relationships with the wider church, taking part in the ecumenical activities of the town including services and community activity. We also continue to support Shefaa’mr Baptist Church in Israel and our worldwide mission partners – BMS World Mission workers in Bangladesh, MAF workers in South Sudan, community and mission workers in India, Fusion worker in the midlands/north of England universities, Impact schools’ workers in Bedford and district. The congregation members also give food gifts to a collection for the NEED local food bank each month and our Harvest service donations also went to NEED.

All this work is only possible by the grace of God and we turn to him in prayer at every opportunity. Specific times were set aside in both January and June when a week of prayer events were held. Twice a month prayer breakfast continued throughout the year and a new fortnightly prayer meeting for children and young people started in the autumn. It is only by His strength that we can fulfil our purpose as a Church.

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FINANCE REVIEW

We remain very grateful to our faithful members and supporters as without this on-going support we would not be able to continue to function as a Church and see the ongoing impact in our community. Income was £281k (2023: £241.1k) and expenses were £294.7k (2023: £231.9k).

We are pleased to report that at the end of the year, total funds stood at £839.6k (2023 £853k), of which £121.9k (2023: £131.2k) was in unrestricted general & fabric funds. The reduction in general funds is attributable to the matching contribution for the kitchen refurbishment, being £5.2k net, along with a year-end accrual for gas bills amounting to £5.7k. The accrual was needed as a result of billing problems by the supplier, which were beyond our control.

Full details of the financial activities are given in the attached financial statements.

RESERVES

The Trustees have set a minimum free general reserves limit of between 90 and 180 days' current year cash expenses. At the end of the period, reserves stood at £127.6k. (2023 £131k)

INVESTMENTS

Any short-term surplus cash is invested in interest bearing accounts. This is reviewed by the trustees.

GRANT-MAKING POLICY

The Trustees consider grants to external organizations and individuals on the basis of need and whether they are in line with the charitable objectives of the church. There are no upper or lower limits of support but, while some donations from the fellowship are specific, other amounts are ultimately determined by the status of free reserves. The Church Meeting is the final authority for the making of such grants. Grants totalled £34.5K (2023: £33.7k) and are detailed in note 8.

RISK MANAGEMENT

All major insurable risks are covered by the Church and employers' insurance. Contractual risks are reviewed before being entered into, to ensure that they could not significantly impact upon the Church's ability to fulfil its objectives. An annual review of all areas of risk is undertaken by the Trustees in conjunction with responsible staff and volunteers. A financial risk management policy exists and is reviewed annually along with the all-area policy.

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FINANCE CONSULTATION GROUP

This group continues to meet on an ad-hoc basis to consider financial matters and advise the treasurer.

SAFEGUARDING

It is a priority for the church that those attending events and entering the premises are safe. The church operates a safeguarding system to protect children, young people and adults at risk. The Safeguarding Policy is reviewed each year and training sessions are made available for volunteers and leaders of the many activities.

The Safeguarding Trustees and the Designated Person for Safeguarding/Deputy Designated Person for Safeguarding are fully aware of referral processes should they be required.

Each year at the Annual Church Members Meeting, the members are made aware that Safeguarding is a collective responsibility for the whole church.

As well as the usual training, other courses attended included Trustee Safeguarding training. Advice from the Baptist Union and 31.8 (regional and national Safeguarding advisors) is received and reviewed regularly.

Risk assessments for all activities are reviewed regularly and revised as required.

The leaders of the various ministries and the members are aware of Natasha's law and displaying the contents of food items is now second nature in events. Food training and an annual external hygiene check is in place.

We hold basic first aid training and have trained First Aiders on site at our meetings. A Health and Safety group oversees the safe use of the site, premises and resources.

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STATEMENT OF TRUSTEES RESPONSIBILITIES

The charity trustees are responsible for preparing a trustee's 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 charity trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing these financial statements the trustees are required to:

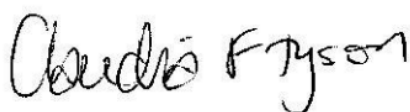
- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statement
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the association will continue in business

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

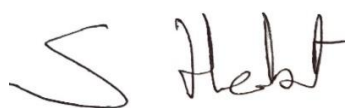
The trustees are responsible for the maintenance and integrity of the charity and financial information included in the charity's website in accordance with legislation in the United Kingdom for governing the preparation and dissemination of financial statements.

Approved by the Board of Trustees on September 22nd, 2025

and signed on its behalf by:



Claudia Tyson, Secretary



Simon Herbert, Treasurer

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INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF AMPTHILL BAPTIST CHURCH

I report to the charity trustees on my examination of the financial statements of the Ampthill Baptist Church (the Trust) for the year ended 31st December 2024.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England & Wales (ICAEW).

I have completed my examination. I confirm that no material 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 Trust in accordance with section 130 of the Charities Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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 financial statements to be reached.



Joanna Jameson
September 29th, 2025

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STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31ST, 2024

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	<i>Total 2023 £</i>
Income:							
Donations and Legacies	2	205,736	20,559	8,512	-	234,807	226,907
Grants	3	-	-	31,855	-	31,855	-
Charitable Activities	4	10	9,787	-	-	9,797	10,998
Other Income	5	1,288	458	-	-	1,746	966
Investment Income	6	2,825	-	-	-	2,825	2,325
Total Income		209,859	30,804	40,367	-	281,030	241,196
Expenses:							
Charitable Activities	7	172,524	75,316	46,906	-	294,746	231,985
Total Expenses		172,524	75,316	46,906	-	294,746	231,985
Net income/(expense)		37,335	(44,512)	(6,539)	-	(13,716)	9,211
Transfers between funds	12	(46,668)	41,477	5,191	-	-	-
Other recognised gains/(losses)							
Actuarial gains on defined benefit pension	10	12	-	-	-	12	12
Net movement in funds		(9,321)	(3,035)	(1,348)	-	(13,704)	9,223
Total Funds brought forward		131,243	8,871	13,166	700,000	853,280	844,057
Total Funds carried forward		121,922	5,836	11,818	700,000	839,576	853,280

All gains and losses have been recognised in the statement above. A detailed prior year comparison is included in note 16.

The notes on pages 13 to 21 form part of these financial statements.

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BALANCE SHEET
AS AT DECEMBER 31ST, 2024

		December 31st, 2024		December 31st, 2023	
	Note	£	£	£	£
Fixed Assets	11		700,000		700,000
Cash in hand and at bank		142,249		144,790	
Gift Aid Claims outstanding		3,989		10,899	
Current Assets		146,238		155,689	
PAYE and NI payable		943		(1,697)	
Other Creditors		(7,586)		(682)	
Current Liabilities		(6,643)		(2,379)	
Net Current Assets			139,594		153,310
Long term liabilities - Pension			(18)		(30)
Total Net Assets			839,576		853,280
Unrestricted Funds			121,922		131,243
Designated Funds			5,836		8,871
Restricted Funds			11,818		13,166
Endowment Funds			700,000		700,000
Total Funds			839,576		853,280

The notes on pages 13 to 21 form part of these financial statements.

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NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

a. Basis of preparation

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling (£).

The charity meets the definition of a public benefit entity under FRS 102.

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern with unrestricted income continuing to exceed our expenditure together with our flexibility to reduce optional expenditure should the need arise.

b. Donations & Room Hire Fees

Donations are accounted for gross when received. The limited income from room hire fees are accounted for in the year the hire occurred.

c. Legacies

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

d. Investment income

The only investments are bank accounts and the Baptist Union Loan Fund. Interest from these accounts is shown separately.

e. Fund raising and publicity costs

The Church does not make formal appeals for funds, and expenditure on these items is therefore not material.

f. Donations payable

The Church makes grants (donations) to other organisations whose charitable objectives complement its work. They are accounted for in the year in which they are paid.

g. Governance costs

This represents direct expenditure on the governance of the church. Historically, the management is currently carried out without charge by volunteers. During 2024, owing to the increased complexity

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of managing the church, a full time Operations Manager was employed as salaried staff. The costs related to this are included under the staff costs in both notes 7 and 9.

h. Fixed Assets

The Church Property and the Manse are valued at Market Value.

The policy is to revalue the Church & Manse every 5 years.

All other Fixed Assets (Equipment and Furnishings) are expensed in the year they are purchased.

i. Depreciation

The two church properties have now been revalued to fair market price. The land & buildings are not depreciated because, in the opinion of the Trustees, the residual value of the asset is not less than the last revalued amount.

All other Fixed Assets are expensed in the year of purchase.

j. Gift Aid income

Gift Aid is recognised in the accounts as income in the same period as qualifying donations.

k. Designated, Unrestricted, Restricted and Endowment Funds

Designated funds are those received for use on specified purposes. Expenditure which meets those criteria are allocated to that fund. Unrestricted funds are those received or generated that can be used on the general aims of the Church.

Restricted Funds are those where there are special conditions on how the monies can be used.

Endowment funds hold the values of the Church building and the Manse, where there are restrictions on the use of the capital should the property be sold.

l. Reserves policy

It is the policy of the church to hold a minimum reserve against the Unrestricted funds equivalent to at least three months General Fund expenditure.

m. Fund Transfers

Transfers between Unrestricted General Fund and Designated Funds are used to ensure funds are available for and ring fenced for Trustee approved Mission Grant policies, also used to subsidise the income from Holding Fund church activities

n. Legally, Ampthill Baptist Church is a Charitable Incorporated Organisation

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2. Donations and Legacies

	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>
Congregational Giving	196,883	186,802
Gift Aid	37,924	40,105
	<u>234,807</u>	<u>226,907</u>

3. Grants

Grant for Kitchen	<u>31,855</u>	<u>-</u>
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The church gratefully acknowledges the above-mentioned grant from Central Bedfordshire Council toward the cost of refurbishment of the community kitchen.

4. Income From Charitable Activities

	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>
Events, Activities, Book Sales	<u>9,797</u>	<u>10,998</u>

5. Other Income

	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>
Room Hire	948	579
Other Income	<u>798</u>	<u>387</u>
	<u>1,746</u>	<u>966</u>

6. Investment Income

	<u>2024</u>	<u>2023</u>
	<u>£</u>	<u>£</u>
Bank Interest	<u>2,825</u>	<u>2,325</u>

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7. Charitable Activities

	Unrestricted	Designated	Restricted	Total	Unrestricted	Designated	Restricted	Total
	Funds	Funds	Funds	2024	Funds	Funds	Funds	2023
	£	£	£	£	£	£	£	£
<i>Staff Costs and Expenses</i>	116,899	28,671	-	145,570	117,075	-	-	117,075
<i>Fellowship Costs</i>	5,844	14,814	551	21,209	5,685	13,024	1,477	20,186
<i>Administration</i>	14,983	94	-	15,077	31,908	89	3,756	35,753
<i>Building Costs</i>	32,677	73	41,436	74,186	23,142	73	-	23,215
<i>Equipment</i>	2,121	1,644	449	4,214	2,053	-	-	2,053
<i>Grants</i>	-	30,020	4,470	34,490	-	27,511	6,192	33,703
	172,524	75,316	46,906	294,746	179,863	40,697	11,425	231,985

8. Grants

	2024	2023
	£	£
Association of Baptist Churches in Israel	1,182	1,300
Bedford Area Schools Christian Trust	4,200	4,200
BMS World Mission	8,485	8,251
Central Baptist Association	7,000	7,000
Fusion	960	960
Hope & Future	2,231	-
Mission Aviation Fellowship	5,000	5,000
Rebecca Langley	775	1,448
SERV Herts	1,057	-
Shefford Baptist	3,500	-
Wilberforce Academy	100	-
King's Arms Project	-	12
MIND	-	63
Shelter Box	-	12
Sue Ryder	-	63
World Vision	-	500
Carers in Bedfordshire	-	1,398
Keech Hospice Care	-	1,398
Rob Baker	-	300
The Need Project	-	1,798
	34,490	33,703

All grants were made in accordance with the policy noted on page 7, and all were made to organisations rather than individuals.

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9. Staff Costs	2024	2023
	£	£
Salaries	98,682	93,893
National Insurance	2,974	3,871
Pension Costs	9,413	8,553
Manse Utility Costs	4,685	4,733
Settlements	-	5,000
Pension Deficit Payments	10	12
	<u>115,764</u>	<u>116,062</u>

At the end of the year, the church had 2 paid office holders and 3 employees during the year (2023: 2 and 5). Namely, the Senior Pastor, Associate Pastor, a full time Operations Manager, a part time Pastoral Support Assistant, and a part time Church Administrator. No member of staff received emoluments in excess of £60,000 during the year (2023 none). During the year, the part-time Children's Worker retired and has not yet been replaced.

National Insurance costs are shown net of the NI Rebate of £5,000 (2023: £5,000).

One Trustee, the Senior Pastor (Andrew Goldsmith) who is also an employee lived in a house owned by the church.

No sums were reimbursed to the Trustees for their work as Trustees (2023 none).

As employees of the charity Revd Andrew Goldsmith and Revd Elaine Abdon-Shortley were paid a stipend and reimbursed for day-to-day expenses totalling £1,307 (2023 £828) for training, books and travel expenses.

The church pays pension contributions for its Senior Pastor, Associate Pastor, Operation's Manager and Children's Worker to "The Baptist Pension Scheme" which is a defined contribution scheme which started in January 2012. The church contributions to this scheme are shown above.

10. Pensions

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme ("the Scheme"). The Scheme is a separate legal entity which is administered by the Pension Trustee (Baptist Pension Trust Limited).

The Minister and some members of the church staff are eligible to join the Scheme.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited.

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Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. 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.

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2019 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £298 million.

In July 2022, the Scheme announced that they had signed an agreement with the insurance company JustGroup ("Just") to secure DB Plan members' pension benefits. This agreement is referred to as a 'buy-in policy'. It follows a similar agreement with Just in 2019 that covered most pensions in payment at that time. The combined agreements mean that Just are now providing financial backing for all DB pensions provided through the Scheme's DB Plan.

The costs of such policies are largely driven by financial markets and these have moved substantially in the Scheme's favour. As a result, this transaction takes the Scheme out of a shortfall position for the first time in two decades. Although risks remain, the Baptist Union and the Trustee have agreed that deficit recovery contributions from each participating employer in the DB Plan will reduce to just £1 per month from August 2022.

Under FRS 102 we are required to value the pension deficit. The Trustee and the Baptist Union have agreed that Debt Reduction Contributions (DRC) will reduce to £1 per month for each employer from the August 2022 payment until June 2026. Currently, they do not anticipate reinstating the requirement to pay full DRCs in the future but we cannot rule that out at this stage. Participating employers remain responsible for providing a share of any additional funds that the DB Plan may require in future. Based on this, we have revalued our pension provision to £18 (2023 £30).

During the year, the church paid £10 (2023: £12) in Debt Reduction Contributions, and £9,413 (2023: £8,553) in contributions to the Defined Contribution Scheme.

11. Fixed Assets	Church	Manse	Total
	£	£	£
Cost b/fwd Jan 1st, 2024	-	-	-
Additions - transfer from former Charity	275,000	425,000	700,000
Disposals	-	-	-
Cost c/fwd Dec 31st, 2024	275,000	425,000	700,000
Depreciation b/fwd Jan 1st, 2024	-	-	-
Charge in year	-	-	-
Released	-	-	-
Depreciation c/fwd Dec 31st, 2024	-	-	-
Net Book Value at 31st Dec 2024	275,000	425,000	700,000
Net Book Value at 31st Dec 2023	275,000	425,000	700,000

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All assets are held and used for the charitable purposes of the church.

12. Analysis of Income and Expense by Fund

	Balance at 1st Jan 2024 £	Income £	Expense £	Net Movt £	Transfers £	Re-valuation of Provision £	Balance at 31st Dec 2024 £
General Fund	121,971	209,859	164,676	45,183	(46,668)	12	120,498
Fabric Fund	9,272	-	7,848	(7,848)	0	0	1,424
Total Unrestricted Fund:	131,243	209,859	172,524	37,335	(46,668)	12	121,922
Board Game Café	134	385	-	385	0	0	519
Book Stall	0	10	150	(140)	140	0	(0)
Children and Youth	1,714	22,532	38,283	(15,751)	14,037	0	(0)
Coffee Stop	312	480	393	87	0	0	399
Fellowship Lunch	500	2,358	2,264	94	0	0	594
Flower Arranging	0	298	28	270	0	0	270
Holiday at Home	500	2,373	2,498	(125)	0	0	375
Israel Visits	502	-	-	-	0	0	502
Churches Together	636	210	483	(273)	0	0	363
Fusion	1,108	1,600	1,197	403	0	0	1,511
Mission Grant Fund	3,465	558	30,020	(29,462)	27,300	0	1,303
Total Designated Funds	8,871	30,804	75,316	(44,512)	41,477	0	5,836
ABC 200	6,574	-	-	-	0	0	6,574
Advent Giving	5,267	4,125	4,470	(345)	0	0	4,922
BLCF Grant	552	-	549	(549)	(3)	0	0
Kitchen Grant	0	36,242	41,436	(5,194)	5,194	0	0
One Big Christmas	773	-	451	(451)	0	0	322
Total Restricted Funds	13,166	40,367	46,906	(6,539)	5,191	0	11,818
Holburn Trust (Manse)	425,000	0	0	0	0	0	425,000
Fairburn Trust (Church)	275,000	0	0	0	0	0	275,000
Endowment Funds	700,000	0	0	0	0	0	700,000
TOTAL FUNDS	853,280	281,030	294,746	(13,716)	0	12	839,576

Church resources have been allocated to the following funds:

- **General Fund** – unrestricted funds given to further the mission of the church.
- **Fabric Fund** – unrestricted fund held for major repairs to the buildings and equipment. Income is allocated from general fund.
- **Children & Youth** – relates to activities such as youth clubs, camps, outings, celebration events.
- **Coffee Stop** – weekly coffee morning for parents/carers and pre-school age children.
- **Fellowship Lunch** – monthly lunch club and worship service, mainly attend by seniors.
- **Flower Arranging** – activities relating to floral decorations within the church
- **Holiday @ Home** – summer week-long activity for seniors.
- **Israel Visits** – funds to support visits to partner church in Israel.
- **Churches Together** – funds held for ecumenical activity in Ampthill and Flitwick.
- **Fusion** – summer week-long activity for junior school-age children.

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- **Mission Funds** – funds used to support partners in national and global mission (see note 7).
- **ABC200** – restricted funds towards the purchase or redevelopment of the church building.
- **Advent Giving** – funds given during the advent season to support specific charities which are chosen each year by the church members.
- **BLFC Grant** – funds given to refurbish the youth hall (Upper Room).
- **Kitchen Grant** – funds given to refurbish the community kitchen

At the end of the year, transfers have been made between various designated funds to either clear deficit balances in specific funds or to move excess balances from designated funds to the general fund.

13. Analysis of Net Assets by Fund

The fund balances at the end of the period are represented by the following net assets:

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
Fixed Assets	-	-	-	700,000	700,000		-	-	-	700,000	<i>700,000</i>
Current Assets	128,584	5,836	11,818	-	146,238		133,652	8,871	13,166	-	<i>155,689</i>
Current Liabilities	(6,643)	-	-	-	(6,643)		(2,379)	-	-	-	<i>(2,379)</i>
Provisions	(18)	-	-	-	(18)		(30)	-	-	-	<i>(30)</i>
Total Funds	121,922	5,836	11,818	700,000	839,576		131,243	8,871	13,166	700,000	853,280

14. Related Party Transactions

During the year there were no related party transactions. In 2024, a grant was made to a student outreach organisation called Fusion. In part, this funding will support the income of a family member of a Trustee. The grant was £960 and is disclosed in note 8.

15. Related Charities

The custodian Trustee of the church is the Baptist Union Corporation Ltd which is charity number 249635, and which is controlled by the Baptist Union Council. The church is also a member of the Baptist Union of Great Britain, and the Central Baptist Association. The church made a donation to the Baptist Union Home Mission Scheme as set out in note 8.

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16. Prior Year Statement of Financial Activity by Fund

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
Income:						
Donations and Legacies	2	207,037	5,936	13,934	-	226,907
Grants	3	-	-	-	-	-
Charitable Activities	4	463	10,535	-	-	10,998
Other Income	5	666	300	-	-	966
Investment Income	6	2,325	-	-	-	2,325
Total Income		210,491	16,771	13,934	-	241,196
Expenses:						
Charitable Activities	7	179,863	40,697	11,425	-	231,985
Total Expenses		179,863	40,697	11,425	-	231,985
Net income/(expense)		30,628	(23,926)	2,509	-	9,211
Transfers between funds	12	(27,594)	27,594	-	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension	10	12	-	-	-	12
Net movement in funds		3,046	3,668	2,509	-	9,223
Total Funds brought forward		128,197	5,203	10,657	700,000	844,057
Total Funds carried forward		131,243	8,871	13,166	700,000	853,280

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