

# AGAPE MINISTRIES LTD

England & Wales · Charity number 258421

## Details

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Other names	CAMPUS CRUSADE FOR CHRIST OF GREAT BRITAIN LIMITED, AGAPE, AGAPE LIMITED
Status	Registered
Legal form	Charitable company
Company number	<a href="#">00949989</a>
Registered	1969-04-25
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website	<a href="http://www.agape.org.uk">www.agape.org.uk</a>

## Activities

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**Objects:** (1) TO TRANSMIT, PROPAGATE AND COMMUNICATE THE GOSPEL OF JESUS CHRIST TO STUDENTS AND OTHERS AT UNIVERSITIES COLLEGES SCHOOLS AND OTHER ACADEMIC INSTITUTIONS AS WELL AS TO THE PUBLIC AT LARGE. (2) TO HELP THOSE WHO BECOME CHRISTIANS THROUGH RECEIVING THE LORD JESUS TO GROW TOWARD THEM TO REACH OTHERS WITH THE GOSPEL. (3) TO HELP CHRISTIANS TO BECOME ESTABLISHED AS ACTIVE MEMBERS OF LOCAL CHURCHES AND TO WORK CLOSELY WITH CHURCHES OF MANY DENOMINATIONS IN THE WORK OF EVANGELISTIC. (4) TO RELIEVE POVERTY OR DISTRESS IN FURTHERANCE OF THE CHRISTIAN FAITH. (FOR FULL DETAILS SEE CLAUSE 3 OF MEMORANDUM)

**Activities:** Presenting the Gospel in word and action on campuses, in the workplace, the community and around the world. Developing products and resources to aid our workers, partners and volunteers. Developing strategic partnerships with churches and other organisations. Global Aid Network to provide Humanitarian Aid and relief wherever needed.

## Classification

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- **How:** Provides Human Resources
- **What:** Overseas Aid/famine Relief, Religious Activities
- **Who:** The General Public/mankind

## Geography

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- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-12-31	£4,261,354	£4,130,604	£1,643,571	89
2023-12-31	£4,202,474	£4,317,667	£1,512,821	96
2022-12-31	£4,251,631	£4,284,743	£1,628,871	93
2021-12-31	£3,599,544	£3,752,121	£1,667,415	91
2020-12-31	£3,670,154	£3,622,380	£1,816,636	94

## Trustees

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Name	Role	Appointed
<b>Stephen Botham</b>	Chair	2023-04-27
Claudie Izai Lynn Richardson		2025-11-05
JAVIER GARCIA		
Kevin Russell		2019-05-01
Philip James Knox		2025-02-05
Rev Richard Boothroyd		2016-08-23

**AGAPE MINISTRIES LTD**

England & Wales - Charity number 258421

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# Accounts

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**Company Registration 00949989**

**Charity number (England and Wales) 258421**

**Charity number (Scotland) SC042332**

**AGAPE MINISTRIES LIMITED**

**Report and Financial Statements**

**Year ended 31 December 2024**

**AGAPE MINISTRIES LIMITED**

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**AGAPE MINISTRIES LIMITED**

**COMPANY INFORMATION**

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**COMPANY NUMBER** - **00949989**  
**CHARITY NUMBER** - 258421 (England and Wales) SC042332 (Scotland)

**CHAIR** - **Mr Steve Botham**

**OTHER TRUSTEES**

Rev Richard Boothroyd Mr Kevin Russell  
Mr Dermot Purcell Mr Javier Garcia (ex officio)  
Mr Philip Knox (appointed 05/02/25)

**NATIONAL DIRECTOR** - **Mrs Lesley Cheesman**

**REGISTERED OFFICE**

167 Newhall Street  
Birmingham  
B3 1SW

**BANK**

Barclays Bank PLC  
Colmore Row  
PO Box 34  
Birmingham  
B3 2BY

**SOLICITORS**

Anthony Collins Solicitors LLP  
134 Edmund Street  
Birmingham  
B3 2ES

**AUDITOR**

Prime Chartered Accountants  
Charter House  
161 Newhall Street  
Birmingham  
B3 1SW

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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The trustees (whom we refer to as our Council of Management – COM) are pleased to present their report together with the financial statements of Agapé Ministries Ltd (“the charity” or “Agapé UK”) for the twelve months ending 31 December 2024. The Trustees’ Report includes the Directors’ Report as required under company law.

Reference and administrative information are set out on page 2 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Statement of Recommended Practice – Accounting and Reporting by Charities.

## **Structure and Governance**

### **Governing Document**

The company is established under a Memorandum of Association which sets out its objects and powers as a charitable company and is governed under its articles of association.

### **The Trustees**

The trustees, under charity legislation, have and accept ultimate responsibility for directing the affairs of the charity, and ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up.

The trustees, who are also directors under company law, who served during the year and up to the date of this report are listed in page 1 of this report. Members (including trustees) of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

Trustees’ indemnity insurance (TII) of £1 million is provided as part of the comprehensive charity insurance policy purchased by Agapé UK. It is not possible to separately identify the cost of the TII element of this policy.

### **Appointment of Trustees**

Application process and future training requirements for new and existing Trustees will continue to be reviewed on a regular basis.

Mr Philip Knox, evangelism and missiology senior specialist at the Evangelical Alliance, was appointed as a trustee in February 2025, having attended a previous board meeting in October 2024 as an observer.

### **Organisation**

Agapé UK is a Christian organisation and part of Campus Crusade for Christ International. Although our main activities are national, operating in eight regions across the UK, we have workers in other countries around the world.

Agapé UK is overseen by the Council of Management (COM) which meets 4 to 5 times a year. Day to day organisation is delegated to an Executive Leadership Team (ELT) of four senior members who meet on a regular basis and have oversight of the whole organisation. Each ministry department is led by a Ministry Head who reports to the Field Director. Operations, Communications, and Leadership Development & Human Resources (LDHR) have infrastructural responsibility and are managed by the Central Services Director, together with leaders from each of these departments. Operations is responsible for all finance activities including financial reporting, conferencing, and facilities management, including IT systems and processes. Communications is responsible for communicating internally and externally, including the development of messages, publicity, and fundraising initiatives. LDHR is responsible for member care, training, ongoing development of each of our workers, and recruiting.

Management and governance of Agapé UK is delegated to the National Director who is accountable to the COM. Reports are submitted as required to Companies House and the Charity Commission.

Systems are in place for line management, appraisal, member development, and supervision, together with grievance and complaints procedures.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **Risk Management**

During 2024, the risk management register was reviewed quarterly by the COM and they considered the implications of the risks identified. The COM also formed their own view on high impact risks, gave input to the process and ensured all appropriate measures were in place to manage these.

At the end of the year, the Council of Management was satisfied that the major risks to Agapé UK have been assessed and in particular those related to the governance, staff, strategy, finances, and operations of Agapé UK, and are satisfied that systems are in place to mitigate exposure to these risks. Reporting procedures are in place to monitor income and expenditure. A key element in the management of financial risk is the setting of a reserves policy and its regular review.

The Charity is aware of its responsibilities to manage risk and appreciates updated information on this matter from its solicitors and other professional advisors.

#### **Responsibility of trustees**

Company law requires the directors (who are the Trustees and members of the Council of Management) to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the income or expenditure of the company for that period. In preparing those financial statements, the Council of Management are required to select suitable accounting policies and then apply them consistently; make judgments and estimates that are reasonable and prudent; comply with applicable accounting standards subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Council of Management is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Statements as to disclosure of information to auditors**

In accordance with Company Law, as the charity's trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Charity's Auditors are unaware; and
- We have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's Auditors are aware of that information.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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## **Objectives and activities**

### **Our Purpose**

Our charity's main purposes are set out in the objects contained in the company's memorandum of association and include:

- To transmit, propagate and communicate the Gospel of Jesus Christ to students and others at universities, colleges, schools and other academic institutions as well as to the public at large.
- To help those who become Christians through receiving Jesus Christ to grow toward spiritual maturity and understanding and to train them to reach others with the gospel the objective being the fulfilment of the Great Commission of our Lord Jesus Christ as set out in Matthew 28:18-20 of the Holy Bible.
- To help Christians to become established as active members of local churches and to work closely with churches of many denominations.
- To relieve poverty or distress.

### **Our Vision**

Agapé UK exists to help people discover Jesus together. Our vision is that every person will have the opportunity to discover Jesus and live their lives to the full in relationship with Him.

### **Our Values**

We want to live radical lives of love, service and influence, following the model of how Jesus lived His life on earth. This is characterised by:

**Faith** – in God's supremacy, filled with faith and the Holy Spirit

**Unity** – unified internally and building God's Kingdom together with the wider body of Christ

**Growth** – committed to spiritual growth, both individually and corporately.

**Fruitfulness** – striving for effectiveness and relevance

**Joy** – enjoying God and His Kingdom

Our teams apply these values differently depending on whether they work in universities, workplaces, families, communities or cross-culturally, but these core values are fundamental for all of us.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **Our Mission**

The strategies employed to meet our vision include the following:

- Presenting the gospel clearly in word and action. Helping Christian students on campus, or business and community leaders (e.g. church leaders) share the gospel clearly in word and action, giving others the opportunity to respond.
- Helping individuals to develop and be active in their faith through small discipleship groups and 1-to-1 mentoring.
- Contacting business and community leaders, addressing key issues in corporate life and helping create a climate of greater understanding of the Christian faith and the person of Jesus.
- Sending teams of students and graduates abroad for short-term mission projects as well as longer-term assignments of 1-2 years.
- Developing products and resources that aid our workers and volunteers in achieving these goals.
- Developing strategic partnerships with like-minded groups and churches.
- Contributing resources to Global Aid Network, our partner working to provide humanitarian aid to people living in situations of poverty and crisis overseas.

#### **Public Benefit**

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission. Agapé UK is a team of people, staff, associates and volunteers seeking to obey God's call to go and make disciples of all nations, helping everyone to understand the person of Jesus Christ and how they can come into relationship with Him and be reconciled with one another. Agapé UK works out its public benefit in a number of ways.

The Gospel of Jesus Christ is of benefit to society at large. It provides a context for forgiveness, a platform for dealing with broken relationships, a motivation for service and charity and the focus of a fulfilled and meaningful life. We believe that communities and individuals can experience transformation as they grow to understand and embrace God's ultimate purposes for them and for the world.

Many people become disciples of Jesus Christ through the lifestyle example of Christians – sharing God's love in action and word, clearly explaining God's message as revealed in the Holy Bible, prayerfully expecting the Holy Spirit's power to transform people, our communities and whole nations.

Agapé UK seeks to demonstrate this benefit through its range of mission and humanitarian activities both here in the UK and across the globe as detailed throughout this Trustees' report.

#### **Volunteers**

Agapé UK is blessed by the contribution of the many volunteers that get involved with each of our ministries. We are thankful for all those who freely give their time to serving alongside us and want to acknowledge the part they play in helping Agapé UK to fulfil its mission.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **Achievements & Performance**

God continues to give us incredible opportunities to play our part in helping to fulfil the Great Commission; inspiring people to discover Jesus, encouraging people to grow in their faith and enabling people to go and make disciples. We are seeing an increased appetite and commitment to gospel partnerships across the UK, and this Kingdom mindset is multiplying all our efforts. We continue to trust the Lord to lead us towards growing fruitfulness for His glory and we praise Him for the fruit we have seen this past year.

We have a fantastic team of staff and volunteers who in 2024 collectively gave over 145,000 hours in gospel ministry. Alongside us, we have thousands of faithful ministry partners who are financially investing with us and supporting our staff, however, we need more workers in the harvest, and more partners who will invest so that we can respond to the incredible opportunities 2025 will bring.

We are deeply grateful for the financial support of our ministry partners and all the time and effort invested by our volunteers. Each one played an important part in enabling our work to continue this year. The following is a summary of our achievements in 2024.

#### **Student Ministry**

Our student teams across the UK inspire students to discover Jesus for the first time through regular outreach events and personalised follow up. They equip students to grow in their relationship with Jesus and become more like Him through their participation in our student communities, which meet weekly, offering discipleship, Bible studies and evangelism training. Finally, they enable them to go like Jesus through local opportunities to join in with initiative evangelism on campus and global opportunities through short-term global projects. This year the national team have restructured to better serve the spiritual needs of students. These needs are significant with an estimated <1% of the UK student population knowing Jesus in a personal way. This year our team:

- Partnered with The Send to become a 'nations sending partner', mobilising Christian students around the world.
- Partnered with Wild Hope/The Send mission week where 771 people heard the gospel and 25 prayed to receive Christ.
- Had significant faith conversations with over 1100 students who don't yet know Jesus, 50 of whom are now taking steps towards knowing Jesus. (This does not include the number of people Agapé's student leaders had faith conversations with).
- Equipped 116 students to be disciple makers on their campus.

#### **Beyond University**

Beyond the student world, we are also seeking to live out the Great Commission in several other parts of society. In collaboration with churches, ministries and charities, our teams are seeking to see people discover Jesus and be transformed by the Holy Spirit. We work amongst some of the most influential and least reached people – people in political power, elite sportspeople in the professional sports world, and professionals and leaders in various industries. Our staff also bring the transforming power of Jesus to those in need in the UK and abroad – from humanitarian needs (through our Global Aid Network arm) to relational needs (through our FamilyLife work). We are bringing the Gospel to people around the world in person (through our Global team, in partnership with indigenous movements around the globe) and online (through our Digital team). Our teams, who spend most of their time helping their specific 'audiences' to discover Jesus, have seen engagement grow this year.

#### **Family Ministry**

Our FamilyLife team, who work to strengthen families, has been providing training, innovative programmes and resources to a growing network of volunteers to help individuals and churches effectively minister to families in their

## AGAPE MINISTRIES LIMITED

### REPORT OF THE TRUSTEES

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communities. This year a new leadership team and team structure was established and together they developed the team's plan and priorities. In 2024 the following was achieved:

- Revamped and updated core materials for multiple cultural contexts
- Production of media content for YouTube and TV
- Partnerships with other organisations to expand impact
- Delivered 'A Day Together' events in partnership with local churches
- Research into new areas of focus in preparation for 2025

#### Leaders' ministry

Our teams work with professional sportspeople and leaders in various workplaces and sectors. We support Christians in these areas through discipleship built on personal relationships, and we also run events and Bible studies. Here are some examples of the kinds of things we have run this year:

- International Women's Day luncheon. An annual event, where this year 75 of London's leading women attended, including business leaders, politicians and diplomats. Our keynote speaker was a member of the House of Lords.
- Prom Praise (hosted by All Souls Church) was a key event where we brought 60 VIP guests to experience a worship and gospel event along with Christ-centred hospitality.
- 1st Commonwealth Prayer Breakfast, co-organised by our team, saw 120 international guests.
- The team partnered with 21 churches and organisations throughout the year.

#### Digital Strategies

Our digital team of staff and mentor volunteers who engage with people online, ranging from the unengaged through spiritually curious towards those professing faith, with the goal of seeing people become fully engaged followers of Jesus. This year the Digital team connected with at least 112,687 people online, directly sharing the gospel with 10,531. They achieved this primarily through:

- Producing 4 new videos outlining the gospel.
- Creating a social media campaign called 'The Story of God' producing 42 key stories from the Bible, including Welsh language, with next steps for those who are interested in discovering more using [your.nextstep.is](https://your.nextstep.is) (created by our Jesus Film team).
- An Easter campaign for Scotland using this 'next steps' platform saw 773 people request to connect with a mentor to explore faith.

#### Global Missions

Our Global team focus on reaching the 'nations' within our UK borders and around the world. We are seeing a significant impact amongst people groups that have previously been less open to engaging with the Christian message. Amongst these peoples there is a striking openness to the gospel. Our teams have been able to respond to these opportunities, responding to the spiritual needs of these communities in relevant and sensitive ways. This year the team:

- Trained 24 staff and partners from across Europe in cross-cultural mission outside their passport culture in preparation for their service in 11 different countries.
- Prepared for the launch of "EveryCommunity" in 2025. As the UK becomes increasingly diverse, this is a partnership project to build an online "cultural training hub" to enable churches to grow as intercultural churches reaching out into their multicultural communities. The project is in its initial phases and is gaining momentum with over ten organisations and networks committed to partnering together.
- Worked alongside our national team in Sierra Leone. This included sending a team of staff and students to train Sierra Leonian students to share their faith using our resource, Living & Telling. Alongside those we trained, we saw over 500 people express a commitment to follow Jesus.

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### **REPORT OF THE TRUSTEES**

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Alongside our core global team, we also have several **Diaspora teams** who engaged over 10 million people from some of the least reached people groups in in the UK and abroad, particularly from the Middle East and Central Asia.

Finally, **Global Aid Network**, our humanitarian arm, managed over £5 million worth of donations to serve people in the UK and 12 other countries directly, as well as through 36 other charities. They also sponsored the building of a well and a church in Benin.

This year we put plans in place for Global Aid Network UK to operate as a separate charity at the start of 2025.

#### **Church Engagement**

Our Church Engagement team (new for 2023/24) is fully focused on working with local church leaders to equip their congregations for 'every member ministry'. Our vision is that every believer in the UK will be inspired, encouraged and enabled to share their faith naturally, and as a way of life, where they study, work and live. We currently have connections with over 300 churches and networks, and we have formed on-going partnerships with local churches across the UK. Churches appreciated working with our trained staff and the ongoing partnerships we have formed to serve their needs. Church leaders report that the people in their congregations are more enthusiastic and empowered to take simple steps in sharing their faith with friends. The introduction course, Recommending Jesus, has been well received. This year the team has:

- Recruited new members to build the team.
- Refined our contribution to more effectively serve the local church's needs in 'Recommending Jesus' to those outside the church.
- Tried and tested our model for church engagement.
- Delivered in-person training to 350 church members.
- Represented Agapé UK at New Wine Leaders, Christian Resources Exhibition, Ekklesia Church Leaders, Intercultural Church Conference, along with other networking. We are continuing to learn what the UK church needs, to better serve them with what we have.

#### **New and Updated Resources**

Our field staff and volunteers create, develop, and trial transferable resources in response to the needs and cultural issues in effectively communicating the gospel and making disciples. Our resources are used by our staff in their day-to-day work and they are also available to purchase through our on-line shop. Our most recognised resource, Knowing God Personally booklet, a basic outline of the gospel to share with others, remains our most sought-after resource. Living & Telling and Biscuit Trail are also proven to be popular in serving the needs of our audiences. Alongside our physical resources, our digital resources, Toucan, God Tools and the Jesus Film app are having a significant impact around the world. In 2024 we produced:

##### New Translations

- Knowing God Personally, a clear, concise way to help people discover the good news of Jesus, translated into a further two languages (Welsh and Farsi – 900 already distributed)) and now available on our God Tools app.
- Finding Home Again in Farsi, a resource offering help to refugees. This is already in the hands of 600 Iranian Christian workers.

##### New Resources

- Unfilter'd, a simple and visual tool to initiate conversations and help people express thoughts and feelings about life, faith, God and more. Now available on our website [agape.org.uk](https://www.agape.org.uk).

##### Updated Resources

- A Day Together, an evangelistic relationship course used by churches to reach out to their communities.

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- The Biscuit Trail, making evangelism less awkward, is a small group resource that helps break evangelism down into 12 short, simple steps.

#### Pilot Phase Resources

- Disciple Makers, a small group resource focusing on how to grow as a disciple and make disciples of Jesus.
- Live it! Tell it!, a resource for teenagers to grow in living for Jesus and telling others about Him.

### Partnerships

With our high value on 'Kingdom' partnerships, which is demonstrated at every level of the organisation, this year we were delighted to partner with Premier Christianity as guest editors of the October mission edition of their monthly magazine in the run-up to Missions Week. Alongside contributing several articles including inspiring stories of changed lives, global mission opportunities and practical tips for sharing your faith, we were also featured on radio and online. Our vision and desire were to inspire, encourage and enable people to share their faith and get involved in global mission. Through this partnership we were able to reach over 450,000 people.

### Central Services

Underpinning the activities in the field, is the work of the Central Services departments, encompassing Operations, Communications and Human Resources. These teams serve to equip and enable our staff, volunteers and members of the public with the tools and resources they need to carry out their part in helping people discover Jesus. As an example, the team processed nearly 30,000 individual donations, 340 orders for resources, 21 staff & volunteer applications and took nine staff through training and inductions. They also carried out five team debriefs and met with 30 staff as pastoral support. In August the Conference and Events team were able to run our normal all staff conference, providing the whole staff family with an excellent programme of biblical teaching and vision for the coming year.

This past year we have made a new appointment to the role of Central Services Director, to serve in strengthening the oversight and cohesion of these departments as well as bringing greater connection to the needs of the field teams.

Alongside our annual external audit, this year we also had our regular internal audit which is carried out on a 3-5 year cycle by our global finance staff. Following this our finance team have worked to improve our practices, build strength into our financial processes and internal controls. Alongside this the Operations staff have worked together with leaders within our humanitarian arm of GAIN UK to carry out the necessary preparations to register with their own charity status on 1<sup>st</sup> Jan 2025. This will serve to further strengthen their position to respond to humanitarian crisis and people living in poverty both around the world and here in the UK.

### What's next in 2025?

As we look forward to the year ahead, our teams have a lot of exciting plans.

The **Student team** will continue to expand their work through new ministries springing up in unstaffed locations, led by local students who share the same vision. They will engage and prepare students who want to join short-term global projects. They will continue to grow strategic partnerships and work with other student organisations on university campuses.

The **Family Life team** will continue to develop resources including a further revamp of the course 'A Day Together' to better serve couples in the UK and re-package it for local churches. They will continue to develop a new initiative 'Redeeming Love'.

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The **Leaders' Ministry teams** will continue to grow their impact, including contextualising some of our global organisation's wealth of resources, to serve the needs of the UK. They will develop training curriculum for staff and volunteers and initiatives to meet the felt needs of their various audiences.

Our **Digital team** will support churches and ministries to produce their own content journeys for their audiences through running training on the NextSteps platform. We will also produce our own content to better engage our own audiences. In February the new website 'Ask a Christian' will launch.

The **Global team** plan to sign up a team of influential ministries across the UK to co-produce the EveryCommunity resource – helping the diverse British church engage our multicultural nation with the gospel. Our Finding Home Again resources are being taken up by partner organisations who already have a vision for supporting the church to help refugees and immigrants. The team will facilitate sending short-term projects to Europe and Africa. They will deliver cross-cultural training for staff preparing to serve outside their home nation and cross-cultural training for staff leading in a multi-cultural context.

**Global Aid Network UK** will celebrate ten years since it's launch and will begin operating under its new legal registration remaining in close partnership with Agapé UK as our humanitarian arm.

The **Church Engagement team** will continue at the forefront of our national focus, working with church leaders and networks to grow a disciple-making culture within churches and to inspire, encourage and enable Christians to be confident to share their faith. They will further develop 'Live it. Tell it!' a youth resource for churches and 'Disciple Makers' a resource for all church members. They will attend networking events to expand their connections and add value to more churches across the UK. The team will promote and involve churches in 'GO Day' in June. They plan to grow the team with at least two new members expected to join.

And as the spiritual openness to Christianity grows across the UK, all our teams are looking to see how we give every person in the UK (and many more around the world) the opportunity to discover Jesus.

Moving into 2025, the **Central Services teams** will work together to establish shared priorities to more effectively serve and equip our local staff in their roles. Focusing on the need to recruit into roles within Central Services as well as strengthen connections between these departments and the leaders and staff working in the field.

Coming up this year will be our **all-European gathering**, bringing together staff and volunteers from 42 countries in Europe where our global ministry is present. This will be a significant opportunity to envision others in the work that God is doing across Europe and the part that we are each able to play.

### **Setting our national focus beyond 2025**

Alongside these planned activities for Agapé's teams, 2025 will be a significant year of planning as we end our existing national five-year focus (2020-2025) and prepare for the next 3-5 years. The process will include a thorough evaluation of our goals and objectives which were set for 2020-2025 and engaging trustees, leaders and staff in clarifying our vision for the next season and setting our next national focus and plans in readiness for 2026 as we pursue that vision and carry on our mission.

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**Financial Review**

Agapé UK's financial management aims are to:

1. Employ staff who raise funds for Agapé for the purposes of paying salaries, staff expenses for personal ministry and contribute to general funds.
2. Raise general funds to support the cost of Agapé UK's operational expenses, including a high-class training and personal welfare programme.
3. Raise funds through specific appeals to support Agapé UK's outreach activities.
4. Raise funds to support evangelistic activities overseas which are managed by overseas Agapé organisations.

Agapé UK's financial model relies on a 12.5% deduction on all funds raised in the UK by staff and specific appeals. 9.5% is used to fund the operating costs of the ministry and 3% is tithed to be used for activities of overseas Agapé organisations. The amounts raised are affected by the number of staff raising personal support in the UK.

The overall financial performance in 2024 is as follows:

Funds raised by staff were £3.39m compared to £3.38m in 2023, an increase of £10,100.

All staff salaries including key management personnel are set according to pre-defined criteria. The salary breakdowns are laid out in detail in note 8. Three staff received emoluments more than £60k during the year.

Staff fund balances have increased in 2024 by £25k to £683k (note 18 to the accounts). This is due to several staff receiving significant one-off donations from grant making organisations and individual donors, particularly at the end of the calendar year.

The building (and associated costs) is depreciated at a rate of 2% per annum, and the costs of improvements to "The Hub" have been capitalised and will be depreciated together with the existing asset over its remaining useful economic life.

Designated funds at the end of the year are £865k (2023: £1.04m), which comprise funds for staff, ministry activities, and urgent needs relating to our staff. These funds support the various ministry activities that have taken place in the year (see note 18 for details).

Restricted funds at the end of the year are £319k (2023: £324k), which comprise funds relating to a portion of the purchase price of the Agapé UK office, funds held specifically for the ministry of other Campus Crusade for Christ entities outside the UK, and funds raised through appeals specifically for disaster response and relief work.

Total funds at the end of the year are £1.64m (2023: £1.51m).

Grants to overseas Campus Crusade activities totalled £525k (2023: £562k). This is funded directly by donations given for these purposes and the 3% Tithe.

Bank balances at December 2024 were £920k as compared to £790k at December 2023. This is a reflection of the prudent approach to operating costs in the year as well as the efforts of the staff and ministry teams in raising funds this year. We have also benefitted from the higher interest rates, receiving a stronger return on fixed term deposits and other cash in the bank. In 2024, the decision was made to open up a CCLA COIF Charities Deposit Fund and to gradually redirect funds from the Lloyds fixed term deposits into this new account to get a better return on our savings. Interest from these savings has contributed towards unrestricted general funds in 2024 and will continue to do so in the future.

## AGAPE MINISTRIES LIMITED

### REPORT OF THE TRUSTEES

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#### The Trustees' Reserve Policy

The Trustees are aware that the main financial issues in 2024 are:

1. The continued operation of our national headquarters.
2. The funding of central running costs for which 76% is budgeted to be funded through the 12.5% levy on funds raised by staff together with targeted fund development activities in 2024. This is budgeted as a broadly breakeven situation.
3. The progress of a current initiative to develop new sources of funding for outreach activities.

The existing reserves policy is to have 6 months reserves to cover operating costs which are not directly funded from income. The budgeted costs for 2025 are around £333k and this gives a target of roughly £167k.

At December 2024, cash reserves making up the target were £137,420 for Unrestricted General Funds.

When taking cash alone, Agapé's reserves are still below the required level according to the existing policy, although this is a significant improvement to our position at the end of 2023 (£68k in cash reserves). The Trustees are very aware of the funding constraints faced by the organisation, alongside many others in the charity sector and are committed to increasing cash reserves to provide a strong foundation that supports the wider activities of the ministry. If required, the Trustees can draw on funds designated for staff and ministry activities to cover any short-term financial gaps as funds have been given for the overall purposes of the organisation.

In the longer term, Agapé intends to increase the focus on encouraging, supporting and equipping staff to reach 100% of their support goal. This will lead to an increase in donation income into the ministry and an increase in General funds as a result. The Executive leadership team are also increasing the focus on exploring other avenues of fund development.

#### Auditors

Prime Accountants served as auditors throughout the period. A resolution to re-appoint Prime Accountants as auditors will be proposed at the forthcoming annual general meeting.

The Trustees' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption provided by section 408 and section 414B (b) of the Companies Act 2006.

Approved and authorised for issue by the board on: 14<sup>th</sup> May 2025

By:

Signed by:  
  
EA03E8FE65F0491...

Steve Botham (Chair)  
167 Newhall Street  
Birmingham  
B3 1SW

**AGAPE MINISTRIES LIMITED****INDEPENDENT AUDITOR'S REPORT**

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**Opinion**

We have audited the financial statements of Agape Ministries Limited (the 'charity') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge

## **AGAPE MINISTRIES LIMITED**

### **INDEPENDENT AUDITOR'S REPORT**

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obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small company's regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

#### **Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement set out on page 3, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**AGAPE MINISTRIES LIMITED****INDEPENDENT AUDITOR'S REPORT**

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**Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under Section 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Independent Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We designed procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the industry sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity including taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;

## **AGAPE MINISTRIES LIMITED**

### **INDEPENDENT AUDITOR'S REPORT**

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- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with HMRC and other relevant parties.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Independent Auditor's Report.

#### **Use of the audit report**

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Morgan Davies FCA (Senior Statutory Auditor)

for and on behalf of Prime Chartered Accountants

Statutory Auditor

161 Newhall Street

Birmingham

B3 1SW

**AGAPE MINISTRIES LIMITED****STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account)**  
**Year ended 31 December 2024**

	<b>Notes</b>	<b>Unrestricted funds</b> <b>£</b>	<b>Restricted funds</b> <b>£</b>	<b>Total funds</b> <b>2024</b> <b>£</b>	Total funds 2023 £ (Note 26)
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and Legacies		4,129,268	80,836	4,210,104	4,165,196
Charitable Activities		121	-	121	6,424
Other trading activities		20,911	-	20,911	18,105
Investments		30,218	-	30,218	12,749
<b>TOTAL INCOMING RESOURCES</b>	<b>2</b>	<b>4,180,518</b>	<b>80,836</b>	<b>4,261,354</b>	<b>4,202,474</b>
<b>EXPENDITURE ON:</b>					
Raising funds	3	100,337	-	100,337	11,429
Charitable activities	5	3,932,872	83,503	4,016,375	4,293,201
Other	4	13,892	-	13,892	13,037
<b>TOTAL</b>		<b>4,047,101</b>	<b>83,503</b>	<b>4,130,604</b>	<b>4,317,667</b>
Net (loss)/gain on investments		-	-	-	(857)
<b>NET (EXPENDITURE)/ INCOME</b>		<b>133,417</b>	<b>(2,667)</b>	<b>130,750</b>	<b>(116,050)</b>
<b>Transfer between funds</b>	<b>17</b>	<b>2,600</b>	<b>(2,600)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>136,017</b>	<b>(5,267)</b>	<b>130,750</b>	<b>(116,050)</b>
Fund Balances at Beginning of Year		1,188,338	324,483	1,512,821	1,628,871
<b>FUND BALANCES AT END OF YEAR</b>		<b>1,324,355</b>	<b>319,216</b>	<b>1,643,571</b>	<b>1,512,821</b>

All the above results are derived from continuing activities.

The Charity has no recognised gains or losses other than the net movement in funds for the year.  
The (Deficit)/Surplus for Companies Act Purposes is £130,750 – 2023 was (£116,050).

**AGAPE MINISTRIES LIMITED**

**BALANCE SHEET**

**Year ended 31 December 2024**

<b>Company number 00949989</b>	<b>Notes</b>	<b>2024</b> <b>£</b>	<b>2023</b> <b>£</b>
<b>FIXED ASSETS</b>			
Intangible fixed assets	10	454	2,955
Tangible assets	11	623,254	643,004
		623,708	645,959
<b>CURRENT ASSETS</b>			
Term deposits	12	483,310	624,887
Stocks	13	9,935	9,111
Debtors	14	177,046	151,237
Cash at bank and in hand		436,684	165,437
		1,106,975	950,672
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
	15	(87,112)	(83,810)
		1,019,863	866,862
<b>NET CURRENT ASSETS</b>		<b>1,019,863</b>	<b>866,862</b>
<b>NET ASSETS</b>		<b>1,643,571</b>	<b>1,512,821</b>
Unrestricted funds	18	1,324,355	1,188,338
Restricted funds	19	319,216	324,483
<b>TOTAL NET ASSETS</b>		<b>1,643,571</b>	<b>1,512,821</b>

These financial statements which have been prepared in accordance with the special provisions relating to companies subject to the small company's regime within CA 2006, Pt 15, were approved and authorised for issue by the board of directors on: 14<sup>th</sup> May 2025.

Steve Botham  Signed by: EA03E8FE65F0491...

Kevin Russell  Signed by: DDE429CA60504D6...

Members of the Council  
of management

**AGAPE MINISTRIES LIMITED****STATEMENT OF CASH FLOWS**  
**Year ended 31 December 2024**

	<b>Notes</b>	<b>2024</b>	2023
		<b>£</b>	<b>£</b>
<b>Cash flow from operating activities:</b>			
Net cash flow from operating activities	20	107,624	(102,347)
<b>Cash flow from investing activities:</b>			
Interest received		30,218	12,749
Payments to acquire investments		(21,123)	(10,866)
Receipts from sales of investments		162,700	64,050
Payments to acquire intangible fixed assets		(337)	(617)
Payments to acquire tangible fixed assets		(7,835)	(20,694)
		<hr/>	<hr/>
Net cash flow from investing activities		163,623	44,622
<b>Change in cash and cash equivalents in the reporting period</b>		<b>271,247</b>	<b>(57,725)</b>
Cash and cash equivalents at the beginning of the reporting period	21	165,437	223,162
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>21</b>	<b>436,684</b>	<b>165,437</b>

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2024**

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**1. ACCOUNTING POLICIES****Basis of accounting**

The financial statements have been prepared in accordance with 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 (FRS102) – (Charities SORP (FRS102 2019)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Agape Ministries meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

**Preparation of the accounts on a going concern basis**

The company reported a cash **inflow** of £271,247 for the year.

The Trustees have prepared detailed financial performance projections for the ensuing year. Those projections are reviewed and revised at the end of each reporting period within the company's financial year. Based on those projections the Trustees have satisfied themselves that the company has adequate resources to continue in operational existence for the foreseeable future, being a period of not less than 12 months from the approval of these financial statements. Thus, the Trustees continue to adopt a going concern basis of accounting in preparing the annual financial statements.

After making prudent financial decisions around our operating costs and continuing our efforts in applying for trust fund grants, we have seen a significant improvement in the financial health of the organisation in 2024. Our staff have remained highly engaged in inviting ministry partners to join with us in our vision through generous giving and the activities of our ministry departments have served to raise our profile among churches and the spheres in which we serve.

Our model of ministry partner development, where staff raise teams of ministry partners to support the organisation financially, has proven to be robust despite the financial constraints facing the UK. Donation income has remained broadly stable over the past 3 years and we forecast it to continue doing so into 2025.

As we progress into 2025, we remain committed to solidifying the financial foundations of our organisation. We are continually reviewing our operating costs to ensure they are the right size to support the wider organisation; we are increasing our support and training of staff in the area of ministry partner development to see all staff costs fully covered; we are investing our current assets wisely to achieve the strongest possible return. We are thankful to the Lord for all He provided in 2024 and are confident of His continued provision throughout 2025 and beyond.

**Company status**

The company is a company limited by guarantee. The Directors of the company are the Trustees named in the "Reference and Administrative Details". In the event of the company being wound up, the liabilities in respect of the guarantee is limited to £1 per member of the company.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2024**

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**Use of estimates and judgements**

When preparing the financial statements, management makes several judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income, and expenses. The estimate that has the most significant effect relates to fixed assets.

Determining residual values and useful economic lives of fixed assets

The Company depreciates tangible fixed assets over their estimated useful lives. The estimation of the useful lives of assets is based on historic performance as well as expectations about future use and therefore requires estimates and assumptions to be applied by management. The actual lives of these assets can vary depending on a variety of factors, including the property market and maintenance programme.

**Incoming resources**

The income and result for the year are attributable to the principal activities as set out in the report of the Council of Management. Most of the income is derived from the UK; however, some is received via Agapé Europe and via Campus Crusade for Christ International and is mainly for support of staff.

Donations include all amounts receivable by the company in respect of donations to support field workers and for other purposes.

Income includes the amounts invoiced, excluding recoverable value added tax, in respect of the sale of literature and other evangelism and discipleship resources. It also includes conference income, project income, and donations.

**Resources expended**

In the presentation of these accounts, expenditure against each activity includes staff expenses and an allocation of support costs, see note 3 below.

The cost of generating funds is the direct costs (including salaries) of Agapé communication to donors and an overhead allocation on the gross income raised from funding appeals. No external agencies were contracted to raise funds on behalf of Agapé and all communications were sent to individuals who had expressed consent to receive them. All giving was on a voluntary basis.

The basis for allocation of support costs to activities has been pro rata to the total income and expenses of each activity, excepting those which are restricted funds, where overseas appeals are charged a fixed percentage on gross income (see paragraph above).

The policy on grants to activities of overseas Agapé organisations is not to enter commitments to provide funding which has not yet been raised, by more than £10k for any one commitment.

**Governance costs**

These include the cost of professional advice, audit costs, COM meeting costs, staff costs to produce the annual accounts and reports to COM, together with an allocation support costs.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2024****Fixed Assets**

Items of a capital nature purchased from Agapé General Funds and costing over £500 are capitalised as fixed assets at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life as follows:

Freehold land	0%	per annum
Freehold property	2%	per annum
Computer equipment	33 1/3%	per annum
Office equipment	33 1/3%	per annum
Motor vehicle	33 1/3%	per annum

**Intangible Fixed Assets**

Intangible assets are assets that are identifiable and possess all the following characteristics: lack of physical substance, nonfinancial nature (not in monetary form like cash or investment securities) and initial useful life extending beyond a single reporting period. Intangible assets are amortised over three years.

**Operating leases**

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

**Finance leases**

Assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight-line basis over the shorter of the lease term and the useful life of the asset. Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligation for future amounts payable so that the charge for each period is a constant percentage of the remaining balance of the capital sum outstanding.

**Stocks and work in progress**

Stocks and work in progress are stated at lower of cost and net realisable value.

**Tax refunds on gift aid income**

Credit is taken in the Statement of Financial Activities for tax refunds receivable in the current accounting period.

**Financial Instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value except for bank loans which would be subsequently measured at amortised cost using the effective interest method.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2024**

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**Investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

**Grants**

Grants during 2024 were made solely to overseas Agapé/Campus Crusade for Christ activities.

3% of all donations received by Agapé UK in the year are "tithed" by way of a grant during the year following that in which they were received. These "tithes" are used to support Agape/Campus operations in countries where the need is greatest and where raising funds locally is exceptionally challenging.

Any donations received in the UK for Agapé/Campus Crusade workers based overseas are passed on, by way of an in-year grant, to the ministry in that country for use by the designated staff member.

**Designated funds**

The nature and purpose of such funds are as follows:

Staff: Monies received into staff accounts.

Student Ministry: Donations designated for activities intended to further the Christian discipleship of students and other young people.

Non-Campus Ministry: Donations designated for activities intended to further the Christian discipleship in the UK, including working with churches, within the workplace, and Muslims.

Projects and events: Funds held to be spent on UK events, such as Big Church Day Out, to increase the profile and exposure of Agapé UK.

Urgent Needs Fund: Staff funds specifically set aside to assist staff should they face unexpected financial difficulties or hardship.

International Ministry: Donations designated for teams working to further the Christian discipleship in countries other than the UK.

International Mission Projects: Donations designated for short term projects (less than a month) to take students to other parts of the world to further Christian discipleship.

Designated Asset based funds: Funds that reflected the net book value of fixed and intangible assets held by Agapé UK. These funds have now been consolidated and are reflected separately in the organisation's internal accounts.

**Restricted funds**

These include proceeds from the sale of a restricted part of a leasehold property and specific appeals for international development projects which are managed by Agapé's overseas sister organisations where the balance represents funds not yet utilised.

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2024**

**2. INCOMING RESOURCES**

	<b>2024</b>	2023
	<b>£</b>	£
UK	2,326,456	2,204,869
Rest of World	1,934,898	1,997,605
	<u>4,261,354</u>	<u>4,202,474</u>
	<u><u>4,261,354</u></u>	<u><u>4,202,474</u></u>

**3. EXPENDITURE ON RAISING FUNDS**

	<b>Staff salaries &amp; expenses</b>	<b>Other direct costs</b>	<b>Allocation of support costs</b>	<b>Total 2024 (Unrestricted)</b>	<b>Total 2024 (Restricted)</b>	<b>Total 2023 (Unrestricted)</b>	<b>Total 2023 (Restricted)</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Communication with donors	61,685	17,204	20,442	99,331	-	10,643	-
Local appeals (unrestricted)	-	190	816	1,006	-	786	-
	<u>61,685</u>	<u>17,394</u>	<u>21,258</u>	<u>100,337</u>	<u>-</u>	<u>11,429</u>	<u>-</u>
	<u><u>61,685</u></u>	<u><u>17,394</u></u>	<u><u>21,258</u></u>	<u><u>100,337</u></u>	<u><u>-</u></u>	<u><u>11,429</u></u>	<u><u>-</u></u>

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 December 2024**

**4. OTHER EXPENDITURE**

	<b>Staff salaries &amp; expenses £</b>	<b>Other direct costs £</b>	<b>Allocation of support costs £</b>	<b>Total 2024 (Unrestricted) £</b>	<b>Total 2024 (Restricted) £</b>	<b>Total 2023 (Unrestricted) £</b>	<b>Total 2023 (Restricted) £</b>
Governance costs	-	13,892	-	13,892	-	13,037	-
Other resources expended (unrestricted)	-	-	-	-	-	-	-
Other resources expended (restricted)	-	-	-	-	-	-	-
	<u>-</u>	<u>13,892</u>	<u>-</u>	<u>13,892</u>	<u>-</u>	<u>13,037</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>13,892</u></u>	<u><u>-</u></u>	<u><u>13,892</u></u>	<u><u>-</u></u>	<u><u>13,037</u></u>	<u><u>-</u></u>

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2024

**5. EXPENDITURE ON CHARITABLE ACTIVITIES**

	<b>Staff salaries &amp; expenses £</b>	<b>Other direct costs £</b>	<b>Allocation of support costs £</b>	<b>Total 2024 (Unrestricted) £</b>	<b>Total 2024 (Restricted) £</b>	<b>Total 2023 (Unrestricted) £</b>	<b>Total 2023 (Restricted) £</b>
Agapé Students	662,788	15,439	211,553	889,780	-	811,798	-
Family Life	595,151	22,797	192,641	810,589	-	517,481	-
Work Life	394,226	17,711	129,894	541,379	452	196,309	13,586
Church Partnerships	110,465	-	38,256	148,721	-	94,802	-
Global Life	469,176	69,090	195,436	733,702	-	1,499,424	-
International Mission Projects	17,443	-	2,367	19,810	-	105,110	-
Sales activity	-	12,555	9,710	22,265	-	18,268	-
Grants to overseas activities	-	513,752	240,811	743,180	11,383	925,427	13,519
Overseas appeals (restricted)	-	46,359	-	-	46,359	-	60,774
Expenditure on behalf of International ministry	-	48,755	-	23,446	25,309	30,305	6,398
	<u>2,249,249</u>	<u>746,458</u>	<u>1,020,668</u>	<u>3,932,872</u>	<u>83,503</u>	<u>4,198,924</u>	<u>94,277</u>

Total grants made during the year to Overseas Campus Crusade for Christ Activities: £525,135 (2023: £562,401).

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2024****6. NET INCOMING RESOURCES FOR THE YEAR****This is stated after charging:**

	<b>2024</b>	2023
	<b>£</b>	£
Staff costs (note 8)	2,882,476	2,970,717
Depreciation of intangible and tangible fixed assets	30,425	39,027
Hire of equipment – operation leases	6,359	7,440
Rent and Rates	12,435	10,107
Auditor’s remuneration – for audit	13,800	12,722

**7. COUNCIL OF MANAGEMENT**

No council members received any remuneration from the company in the year to 31 December 2024 (2023, nil).

A total of £91.98 (2023, £314.59) was received by Council members as reimbursement for expenditure incurred for their responsibilities with the charity.

Agape UK held Trustees Indemnity Insurance cover throughout the year of £1,000,000 (2023: £1,000,000).

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 December 2024**

**8 STAFF COSTS**

	<b>Salaries from designated funds</b>		<b>Salaries from general funds</b>		<b>Total</b>	<b>Total</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries	2,549,337	2,621,518	90,421	115,902	2,639,759	2,737,420
Social Security Costs	162,926	151,498	7,103	9,403	170,029	160,901
Employer Pension Contributions	69,976	69,016	2,713	3,380	72,689	72,396
	<u>2,782,239</u>	<u>2,842,032</u>	<u>100,237</u>	<u>128,685</u>	<u>2,882,476</u>	<u>2,970,717</u>

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2024**

	2024		2023	
	Number	FTE	Number	FTE
<b>Supported Agape Workers</b>				
Management	4	3.6	3	3.0
Administration	11	7.8	10	7.8
Field	48	35.7	49	39.9
Overseas	2	2.0	5	5.0
	<u>65</u>	<u>49.1</u>	<u>67</u>	<u>55.7</u>
<b>Salaried from general funds</b>				
Administration	4	3.6	5	4.6
	<u>69</u>	<u>52.7</u>	<u>72</u>	<u>60.3</u>
Foreign workers in UK	20	20.0	24	23.8
	<u>89</u>	<u>72.7</u>	<u>96</u>	<u>84.1</u>

Three employees received emoluments in excess of £60k in any 12 months during this time. Agapé's 'Key Management Personnel' are comprised of the UK Executive Leadership Team (3 members) and 1 UK Personnel who serves in a Global Leadership Role. Key Management Personnel compensation (including salaries, employers national insurance, pension contributions and benefits in kind) during 2024 equals £151,224.30 (£141,645.13 in 2023).

## **AGAPE MINISTRIES LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 December 2024**

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#### **Salary Level**

The following principles are observed in setting the salary scale of all staff including key management personnel:

- Salary level is based on the deliberate choice of lifestyle that best enhances the ministry's goals. This will normally entail sacrifice from what staff would otherwise earn.
- Salary level should be adequate so that our staff members can minister without constant distractions due to lack of money.
- Salary should consider how staff members' lifestyle should appear to the people to whom they minister. A person's lifestyle should not interfere with his or her ministry. Certain variations may be needed within the salary scale depending on where staff members are required to live, to whom they are required to minister, etc.
- Salary should consider how the lifestyle of staff members will be viewed by the local Christian community and other people. Our staff members' lifestyle should not cause their Christian brothers to stumble.

There is not to be any variation of salary due to position within the organisation.

Supported staff of Agapé in the United Kingdom are paid a monthly salary. They can fix their own salary level between set limits and subject to their team leaders' approval. The higher limit or "cap" is set to reflect to some extent each person's needs, considering where they live, age, marital status and number and ages of children. The lower limit is half of the cap but only where this is greater than the National Living Wage. The salary taken by staff members will cover all their personal expenses, in the normal way, such as accommodation, water rates, Council Tax, children's education and car expenses.

Staff are encouraged not to cover their normal reimbursable ministry expenses through taking higher salary as this is taxable income and increases the amount of support required.

The salary scale is reviewed annually in the light of changes in the cost of living and is adjusted by the prevailing RPI (Retail Price Index). A new scale takes effect from 1st January of each year.

#### **9. TAXATION**

The company is a registered charity (number 258421) and was not liable to corporation tax in the year to 31 December 2024 or in 2023.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2024****10. INTANGIBLE FIXED ASSETS**

	<b>Toucan App</b>	<b>Website</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>COST</b>			
At 1 January 2024	257,002	40,500	297,502
Additions	-	337	337
Disposals	-	-	-
	<u>257,002</u>	<u>40,837</u>	<u>297,839</u>
<b>At 31 December 2024</b>	<u>257,002</u>	<u>40,837</u>	<u>297,839</u>
<b>DEPRECIATION</b>			
At 1 January 2024	254,854	39,693	294,547
Charge for the year	2,148	690	2,838
Disposals	-	-	-
	<u>257,002</u>	<u>40,383</u>	<u>297,385</u>
<b>At 31 December 2024</b>	<u>257,002</u>	<u>40,383</u>	<u>297,385</u>
<b>NET BOOK VALUE</b>			
<b>At 31 December 2024</b>	<u>-</u>	<u>454</u>	<u>454</u>
At 31 December 2023	<u>2,148</u>	<u>807</u>	<u>2,955</u>

## AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2024**11. TANGIBLE FIXED ASSETS**

	<b>Freehold Land £</b>	<b>Freehold Property £</b>	<b>Fixtures fittings &amp; equipment £</b>	<b>Vehicles £</b>	<b>Total £</b>
<b>COST</b>					
At 1 January 2024	125,000	620,694	188,965	15,400	950,059
Additions	-	-	7,835	-	7,835
Disposals	-	-	(84,480)	-	(84,480)
<b>At 31 December 2024</b>	<u>125,000</u>	<u>620,694</u>	<u>112,320</u>	<u>15,400</u>	<u>873,414</u>
<b>ACCUMULATED DEPRECIATION</b>					
At 1 January 2024	-	130,931	173,986	2,139	307,056
Charge for the year	-	12,414	10,037	5,133	27,584
Disposals	-	-	(84,480)	-	(84,480)
<b>At 31 December 2024</b>	<u>-</u>	<u>143,345</u>	<u>99,543</u>	<u>7,272</u>	<u>250,160</u>
<b>NET BOOK VALUE</b>					
<b>At 31 December 2024</b>	<u>125,000</u>	<u>477,349</u>	<u>12,777</u>	<u>8,128</u>	<u>623,254</u>
At 31 December 2023	<u>125,000</u>	<u>489,764</u>	<u>14,979</u>	<u>13,261</u>	<u>643,004</u>

**12. TERM DEPOSITS**

	<b>2024 £</b>
Value at 31 <sup>st</sup> December 2023	624,887
Interest earned	21,123
Disposal	(162,700)
<b>Value at 31st December 2024</b>	<u><u>483,310</u></u>

Four 12-month fixed rate treasury deposits held with Lloyds Bank, with initial investment of £600,000 in total. Deposits opened at 3-month intervals with one maturing each quarter. In 2024, one deposit was closed and transferred to a CCLA COIF Charities Deposit Fund. The other three were reinvested upon maturity.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2024****13. STOCK**

	<b>2024</b>	2023
	<b>£</b>	£
Goods for resale	9,935	9,111

**14. DEBTORS**

	<b>2024</b>	2023
	<b>£</b>	£
<b>Due within one year:</b>		
Trade debtors	219	2,530
Tax due as Gift Aid	-	330
Other Debtors	6,363	16,584
Other Campus Crusade Debtors	161,989	106,741
Prepayments	5,049	10,256
Deposits	-	11,314
VAT	3,426	3,482
	<u>177,046</u>	<u>151,237</u>

**15. CREDITORS: AMOUNT FALLING DUE WITHIN ONE YEAR**

	<b>2024</b>	2023
	<b>£</b>	£
Trade creditors	6,258	3,571
Other taxation and social security costs	49,501	52,628
Pensions	-	203
Accruals	15,436	11,500
Other Campus Crusade Creditors	10,355	10,522
Other Current Liabilities	5,563	5,386
	<u>87,113</u>	<u>83,810</u>

**16. CONTINGENT LIABILITIES**

There are none to report in 2024 or in 2023.

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2024**

**17. MOVEMENT IN FUNDS BALANCES**

	<b>General funds £</b>	<b>Designated funds £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
Balance at 1 January 2024	152,486	1,035,852	324,483	1,512,821
Surplus/(deficit) for the year	(311,861)	445,278	(2,667)	130,750
Transfers	618,545	(615,945)	(2,600)	-
	<u>459,170</u>	<u>865,185</u>	<u>319,216</u>	<u>1,643,571</u>

**18. UNRESTRICTED FUNDS**

	<b>Balance at 1 January 2024 £</b>	<b>Net Incoming Resources £</b>	<b>Realised Gains on Investments £</b>	<b>Transfers £</b>	<b>Balance at 31 December 2024 £</b>
Designated Staff	658,639	353,212	-	(328,400)	683,451
Designated Student	20,399	(5,420)	-	8,653	23,632
Designated Non Campus	64,831	(5,884)	-	891	59,838
Designated Projects and Events	-	(687)	-	687	-
Designated Fund Development	570	1,509	-	74	2,153
Designated Urgent Needs Fund	21,688	3,074	-	(5,069)	19,693
Designated International Mission Projects	7,222	710	-	7,957	15,889
Designated Funds for other CCC	4,153	98,764	-	(42,388)	60,529
<b>Designated (Fund Based) Total</b>	<b>777,502</b>	<b>445,278</b>	<b>-</b>	<b>(357,595)</b>	<b>865,185</b>
Designated Premises	239,873	-	-	(239,873)	-
Designated Equipment Fund	3,356	-	-	(3,356)	-
Designated Toucan Fund	14,735	-	-	(14,735)	-
Designated Website Fund	386	-	-	(386)	-
<b>Designated (Asset Based) Total</b>	<b>258,350</b>	<b>-</b>	<b>-</b>	<b>(258,350)</b>	<b>-</b>
General Funds	152,486	(311,861)	-	618,545	459,170
<b>Unrestricted Funds</b>	<b>1,188,338</b>	<b>133,417</b>	<b>-</b>	<b>2,600</b>	<b>1,324,355</b>

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2024****19. FINANCIAL RESTRICTED FUNDS**

	<b>Property Fund £</b>	<b>Fund raised for international development projects £</b>	<b>Funds for ministries £</b>	<b>Total £</b>
Balance at 1 January 2024	303,581	12,357	8,545	324,483
Net incoming resources	-	884	(3,551)	(2,667)
Transfers	-	(1,525)	(1,075)	(2,600)
Balance at 31 December 2024	<u>303,581</u>	<u>11,716</u>	<u>3,919</u>	<u>319,216</u>

The Property Fund comprises the portion of restricted funding used to purchase our current office in Birmingham.

**20. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	<b>2024 £</b>	2023 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	130,750	(116,050)
Adjustments for:		
Interest Receivable	(30,218)	(12,749)
Depreciation of tangible fixed assets	27,584	25,403
Amortisation of intangible fixed assets	2,838	13,624
(Gains)/losses on investments	0	857
Loss/(profit) on the sale of fixed assets	0	121
(Increase)/decrease in stocks	(824)	1,823
(Increase)/decrease in debtors	(25,809)	3,328
Increase/(decrease) in creditors	3,303	(18,704)
Net cash provided by (used in) operating activities	<u>107,624</u>	<u>(102,347)</u>

**21. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2024 £</b>	2023 £
Cash in hand	-	-
Cash deposits (less than 3 months)	436,684	165,437
Total cash and cash equivalents	<u>436,684</u>	<u>165,437</u>

**22. OTHER FINANCIAL COMMITMENTS**

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2024**

	<b>Land &amp; buildings</b>		<b>Other</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
<b>Amounts payable on leases which expire:</b>				
Within one year	-	-	4,744	4,444
Within two to five years	-	-	9,811	13,471
Over five years	-	-	-	250
	<u>-</u>	<u>-</u>	<u>14,555</u>	<u>18,165</u>

**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted funds</b>			<b>Total</b>
	<b>General funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fund balances at 31 December 2024 are represented by:</b>				
Fixed assets	320,127	-	303,581	623,708
Net Current Assets	137,420	866,808	15,635	1,019,863
	<u>457,547</u>	<u>866,808</u>	<u>319,216</u>	<u>1,643,571</u>

**24. RELATED PARTY TRANSACTIONS**

There are no related party transactions to report.

**25. EVENTS AFTER THE BALANCE SHEET DATE**

As Global Aid Network (GAIN) UK has become a separate registered charity (registered in England and Wales as a limited company no. 15270669 and as a charity no.1206235), all assets relating to their activities have been transferred to the new entity at the beginning of this next financial year. Current assets equal £30,624.68; fixed assets equals £12,942.04.

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 December 2024

**26. STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account) Year ended 31 December 2023**

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and Legacies		4,086,733	78,463	4,165,196	4,227,144
Charitable Activities		6,424	-	6,424	6,607
Other trading activities		18,105	-	18,105	17,401
Investments		12,749	-	12,749	479
<b>TOTAL INCOMING RESOURCES</b>	<b>2</b>	<b>4,124,011</b>	<b>78,463</b>	<b>4,202,474</b>	<b>4,251,631</b>
<b>EXPENDITURE ON:</b>					
Raising funds	3	11,429	-	11,429	16,942
Charitable activities	5	4,198,924	94,277	4,293,201	4,244,648
Other	4	13,037	-	13,037	23,153
<b>TOTAL</b>		<b>4,223,390</b>	<b>94,277</b>	<b>4,317,667</b>	<b>4,284,743</b>
Net (loss)/gain on investments		(857)	-	(857)	(5,432)
<b>NET (EXPENDITURE)/ INCOME</b>		<b>(100,236)</b>	<b>(15,814)</b>	<b>(116,050)</b>	<b>(38,544)</b>
<b>Transfer between funds</b>		<b>(8,814)</b>	<b>8,814</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(109,050)</b>	<b>(7,000)</b>	<b>(116,050)</b>	<b>(38,544)</b>
Fund Balances at Beginning of Year		1,297,388	331,483	1,628,871	1,667,415
<b>FUND BALANCES AT END OF YEAR</b>		<b>1,188,338</b>	<b>324,483</b>	<b>1,512,821</b>	<b>1,628,871</b>

All the above results are derived from continuing activities.

The Charity has no recognised gains or losses other than the net movement in funds for the year. The (Deficit)/Surplus for Companies Act Purposes is (£116,050) – 2022 was (£38,544).

**AGAPE MINISTRIES LTD**

England & Wales - Charity number 258421

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# Accounts

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**Company Registration 00949989**

**Charity number (England and Wales) 258421**

**Charity number (Scotland) SC042332**

**AGAPE MINISTRIES LIMITED**

**Report and Financial Statements**

**Year ended 31 December 2023**

**AGAPE MINISTRIES LIMITED**

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## AGAPE MINISTRIES LIMITED

### COMPANY INFORMATION

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**COMPANY NUMBER** - **00949989**  
**CHARITY NUMBER** - 258421 (England and Wales) SC042332 (Scotland)

**CHAIR** - Mr Gary Palmer (resigned 27/04/23)  
**Mr Steve Botham (appointed 27/04/23)**

#### OTHER TRUSTEES

Rev Richard Boothroyd Mr Kevin Russell  
Mr Dermot Purcell Mr Javier Garcia (ex officio)

**NATIONAL DIRECTOR** - **Mrs Lesley Cheesman**

**COMPANY SECRETARY** - Miss Nicole Barnard (resigned 01/12/23)

#### REGISTERED OFFICE

167 Newhall Street  
Birmingham  
B3 1SW

#### BANK

Barclays Bank PLC  
Colmore Row  
PO Box 34  
Birmingham  
B3 2BY

#### SOLICITORS

Anthony Collins Solicitors LLP  
134 Edmund Street  
Birmingham  
B3 2ES

#### AUDITOR

Prime Chartered Accountants  
Charter House  
161 Newhall Street  
Birmingham  
B3 1SW

The trustees (whom we refer to as our Council of Management - COM) are pleased to present their report together with the financial statements of Agapé Ministries Ltd ("the charity" or "Agapé UK") for the twelve months ending 31 December 2023. The Trustees' Report includes the Directors' Report as required under company law.

Reference and administrative information are set out on page 2 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Statement of Recommended Practice – Accounting and Reporting by Charities.

## **Structure and Governance**

### **Governing Document**

The company is established under a Memorandum of Association which sets out its objects and powers as a charitable company and is governed under its articles of association.

### **The Trustees**

The trustees, under charity legislation, have and accept ultimate responsibility for directing the affairs of the charity, and ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up.

The trustees, who are also directors under company law, who served during the year and up to the date of this report are listed in page 1 of this report. Members (including trustees) of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

Trustees' indemnity insurance (TII) of £1 million is provided as part of the comprehensive charity insurance policy purchased by Agape UK. It is not possible to separately identify the cost of the TII element of this policy.

### **Appointment of Trustees**

Application process and future training requirements for new and existing Trustees will continue to be reviewed on a regular basis.

### **Organisation**

Agapé UK is a Christian organisation and part of Campus Crusade for Christ International. Although our main activities are national, operating in eight regions across the UK, we have workers in other countries around the world.

Agapé UK is overseen by the Council of Management (COM) which meets 4 to 5 times a year. Day to day organisation is delegated to an Executive Leadership Team (ELT) of four senior members who meet on a regular basis, and have oversight of the whole organisation. Each ministry department is led by a Ministry Head who reports into the Field Director. Operations, Communications, and Leadership Development & Human Resources (LDHR) have infrastructural responsibility and are managed by the Central Leadership Team, comprising of the heads of each of these departments who meet regularly with the ELT. Operations is responsible for all finance activities including financial reporting, conferencing, and facilities management, including IT systems and processes. Communications is responsible for communicating internally and externally, including the development of messages, publicity, and fundraising initiatives. LDHR is responsible for member care, training, ongoing development of each of our workers, and recruiting.

Management and governance of Agapé UK is delegated to the National Director who is accountable to the COM. Reports are submitted as required to Companies House and the Charity Commission.

Systems are in place for line management, appraisal, member development, and supervision, together with grievance and complaints procedures.

### **Risk Management**

During 2023, the risk management register was reviewed quarterly by the COM and they considered the implications of the risks identified. The COM also formed their own view on high impact risks, gave input to the process and ensured all appropriate measures were in place to manage these.

At the end of the year, the Council of Management was satisfied that the major risks to Agapé UK have been assessed and in particular those related to the governance, staff, strategy, finances, and operations of Agapé UK, and are satisfied that systems are in place to mitigate exposure to these risks. Reporting procedures are in place to monitor income and expenditure. A key element in the management of financial risk is the setting of a reserves policy and its regular review.

The Charity is aware of its responsibilities to manage risk and appreciates updated information on this matter from its solicitors and other professional advisors.

### **Responsibility of trustees**

Company law requires the directors (who are the Trustees and members of the Council of Management) to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the income or expenditure of the company for that period. In preparing those financial statements, the Council of Management are required to select suitable accounting policies and then apply them consistently; make judgments and estimates that are reasonable and prudent; comply with applicable accounting standards subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Council of Management is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Statements as to disclosure of information to auditors**

In accordance with Company Law, as the charity's trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Charity's Auditors are unaware; and
- We have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's Auditors are aware of that information.

## Objectives and activities

### Our Purpose

Our charity's main purposes are set out in the objects contained in the company's memorandum of association and include:

- To transmit, propagate and communicate the Gospel of Jesus Christ to students and others at Universities, Colleges, Schools and other academic institutions as well as to the public at large.
- To help those who become Christians through receiving Jesus Christ to grow toward spiritual maturity and understanding and to train them to reach others with the Gospel the objective being the fulfilment of the Great Commission of our Lord Jesus Christ as set out in Matthew 28:18-20 of the Holy Bible.
- To help Christians to become established as active members of local Churches and to work closely with Churches of many denominations.
- To relieve poverty or distress.

### Our Vision

Agapé UK's vision is to inspire people to discover Jesus at home, at work, at university, and abroad.

We believe that everyone's life can be transformed by knowing Jesus; that the decline of Christianity in the UK must be reversed, and that we can play a key role in this.

We believe that Jesus calls us to share our faith and that every follower of Christ should be equipped to share his gospel. We also believe in whole life ministry: helping people to discover faith in every area of life, for the rest of their lives.

### Our Values

We want to live radical lives of love, service and influence, following the model of how Jesus lived his life on earth. This is characterised by:

**Faith** – in God's supremacy, filled with faith and the Holy Spirit

**Unity** – unified internally and building God's Kingdom together with the wider body of Christ

**Growth** – committed to spiritual growth, both individually and corporately.

**Fruitfulness** – striving for effectiveness and relevance

**Joy** – enjoying God and His Kingdom

Our teams apply these values differently depending on whether they work in universities, workplaces, families, communities or cross-culturally, but these core values are fundamental for all of us.

## **Our Mission**

The strategies employed to meet our vision include the following:

- Presenting the gospel clearly in word and action. Helping Christian students on campus, or business and community leaders (e.g. church leaders) share the gospel clearly in word and action, giving others the opportunity to respond.
- Helping individuals to develop and be active in their faith through small discipleship groups and 1-to-1 mentoring.
- Contacting business and community leaders, addressing key issues in corporate life and helping create a climate of greater understanding of the Christian faith and the person of Jesus.
- Sending teams of students and graduates abroad for short-term mission projects as well as longer-term assignments of 1-2 years.
- Developing products and resources that aid our workers and volunteers in achieving these goals.
- Developing strategic partnerships with like-minded groups and churches.
- Contributing funds to Global Aid Network, our partner working to provide humanitarian aid to people living in situations of poverty and crisis overseas.

## **Public Benefit**

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission. Agapé UK is a team of people, staff, associates and volunteers seeking to obey God's call to go and make disciples of all nations, helping everyone to understand the person of Jesus Christ and how they can come into relationship with him and be reconciled with one another. Agapé UK works out its public benefit in a number of ways.

The gospel of Jesus Christ is of benefit to society at large. It provides a context for forgiveness, a platform for dealing with broken relationships, a motivation for service and charity and the focus of a fulfilled and meaningful life. We believe that communities and individuals can experience transformation as they grow to understand and embrace God's ultimate purposes for them and for the world.

Many people become disciples of Jesus Christ through the lifestyle example of Christians - sharing God's love in action and word, clearly explaining God's message as revealed in the Holy Bible, prayerfully expecting the Holy Spirit's power to transform people, our communities and whole nations.

Agapé UK seeks to demonstrate this benefit through its range of mission and humanitarian activities both here in the UK and across the globe as detailed throughout this Trustees' report.

## **Volunteers**

Agapé UK is blessed by the contribution of the many volunteers that get involved with each of our ministries. We are thankful for all those who freely give their time to serving alongside us and want to acknowledge the part they play in helping Agapé UK to fulfil its mission.

## Achievements & Performance

Agapé aims to develop spiritual movements among four key priority areas:

### 1. *At home*

Agapé UK is strengthening relationships and promoting the importance of family life and community, to enhance the emotional and spiritual wellbeing of everyone in society. Through our FamilyLife relationship courses, events, and apps, we're supporting people around the country to build flourishing relationships and strong marriages and discover what it means to have a lasting relationship with Jesus.

### 2. *At work*

Agapé UK is equipping people to confidently live and share their faith at work. We're helping the UK's workforce to learn more about their professional strengths and weaknesses, achieve a healthy work life balance and gain a sense of satisfaction and purpose at work. Through our network of music professionals, Crescendo, we're sharing our faith through music. Our Sports ministry focuses on developing relationships with sports men and women to help them discover Jesus and grow in their spiritual walk.

### 3. *At university*

Agapé UK has been active on university campuses for over 50 years – working with students to help them navigate the complexities of student life. We're building student communities where people from all backgrounds can discover more about themselves and explore big questions about life, faith, and God.

### 4. *Abroad*

Agapé UK is meeting the needs of people around the world, working with a number of international partners. This includes our humanitarian work with Global Aid Network (GAIN UK), and the wider activities of the Agape Europe and Campus Crusade for Christ International (CCCI) global networks. We offer short-term projects to far-flung destinations, and opportunities to go overseas long term.

## 1. At home

Our FamilyLife team, who work to strengthen families, has been providing training, innovative programmes and resources to a growing network of volunteers to help individuals and churches effectively minister to families in their communities. Our work provides a practical context of love and forgiveness for the gospel message. Our events allow couples, whether they are doing well or struggling, to engage with topics including God's purposes for marriage, communication, resolving conflict as well as expressing love.

In 2023, the Familylife team went through a lot of change. We've had several new staff join us in the pandemic and post-pandemic years, meaning our team is made up of many new people. Also, in autumn 2023, our former Director stepped out of Agapé UK to pursue ministry in a new context.

As a result, we have done a good bit of work this year to re-evaluate the team vision, mission and goals. It has led us to recognise that our team is increasingly diverse and is working with increasingly diverse audiences. So, we are starting to be more intentional about how we go about doing that.

Our UK work has been focussed on sharpening our tools – starting with our A Day Together (ADT) resource for churches, which is being edited and repackaged for today. We have run a few ADT events this year, which have given us a chance to get some good feedback.

Our ministry among international communities is growing – with regular content being broadcast through the medium of TV, YouTube and social media. In 2023 over 10 million people were reached. Our Together marriage discipleship resources have been translated into multiple languages.

## 2. At work

Because the most influential people in the world are among the least likely to hear the good news of Jesus, our At Work team are ambassadors for Christ to a wide range of leaders and professionals in the UK, from professional sportspeople to politicians to musicians.

2023 was a fruitful year with much of the pre-COVID activities and events being re-established. Our International Women's Day event and Prom Praise helped to serve the spiritual needs of London's international community.

Crescendo continued to support professional musicians and music educators. In the past year, we have been contacted by several musicians who were seeking to connect with other Christian musicians. Meetings for musicians and creatives that we organised were well attended and we were able to continue supporting each other in prayer. As musicians, we were involved in several church events and conferences.

The Sports Ministry grew in several ways, specifically with two new staff members joining the team and a volunteer. Also, alongside the on-going mentoring and support being given to a number of sports professionals, we saw increased opportunity to support elite sports women in the UK and internationally.

Digital Strategies worked to grow a team of UK-based online mentors with The Mentor Ministry in 2023, which serves our audiences online by offering prayer and a listening ear to people around the world. Over the course of the year, we recruited and trained 16 new mentors who have started conversations with 249 people from around the world. Our Toucan Together app had 24,410 people start our "Pulse" quiz leading to 1,900 starting a module on the app. Of those, more than half continued to a second module to grow and strengthen their relationship with their partner. Over the course of the year, we also began experimenting with new kinds of digital spiritual journeys. One example is a series of videos from our Toucan Together content that we published on TikTok daily over three months in the autumn. Every fifth video had more specific spiritual content, and invited users to a digital journey talking about the Christian view of marriage and giving them an opportunity to connect with an online mentor. Over the course of the campaign, we had 76,080 views on the videos and 3,386 exposures to gospel content with a chance to take a step closer to Jesus.

### 3. At university

We started the year with clarity on our vision: "seeing multiplying disciples that love and follow Jesus and inviting every other student to do the same."

To see this happen we focus on equipping Christian students in having faith conversations and making disciples and creating a space for any student on their journey to discover more about Jesus.

#### *Discover Jesus Campaign*

In the spring of 2023, Agapé UK Students ran a campaign in 5 cities called Discover Jesus to give more students the opportunity to discover more about Jesus. There were five elements to the campaign: **The Challenge, The Quiz, The Podcast, The Conversation** and **The Exploration**.

**The Challenge** ran alongside the campaign and encouraged Christian students to grow in their personal faith, talking about their faith, and inviting friends to join The Conversation.

**The Quiz** is a conversational game consisting of 25 questions about life and Jesus.

**The Podcast** is a series of five podcasts interviewing experts from The Oxford Centre for Christian Apologetics (OCCA) who answer our five big questions.

**The Conversation** is a small group resource also themed around our five big questions. Each session includes seeker-friendly Bible study and discussion questions.

**The Exploration** are YouVersion Bible reading plans. Each of the five big questions has a 3- or 4-day Bible reading plan which includes short passages from the Bible to read and then a short explanation of the passages and reflection question.

The measurable impacts of the campaign were:

- 150 students equipped in having conversations about Jesus using The Quiz
- 572 first conversations on campus recorded
- 20 students are exploring more about Jesus on a regular basis
- 4,207 views of the [agape.org.uk/discover-jesus](https://agape.org.uk/discover-jesus) webpage with an average of 2 mins 4 secs spent on the page
- 416 plays of The Podcast
- 10,000+ completions of The Exploration YouVersion Bible reading plans

#### *Freshers*

In September and October, we connected with freshers both online and on campus. Through our online presence we were able to connect with students before freshers week and invite them for a personal coffee or one of the various group events we held.

In Cambridge and Newcastle, we did a test run with a new resource called Getting Started. The aim was to help Christian students understand what Agapé UK Students is about and to challenge them in taking initiative in engaging in faith conversations and making disciples. Overall, it was a good learning process and in Newcastle one of the results is that students started an official Agapé UK Students society at Northumbria University to have a clear presence on campus.

#### *Spring and Summer Projects*

This year we were able to have two student projects, to Malta in the spring and to Sierra Leone in summer.

In 2023 our teams across the UK equipped 200 students to engage in faith conversations and make disciples. There were at least 1,000 conversations about Jesus at universities and we saw six students begin to follow Jesus. We have become an official society on two university campuses which is a blessing because we haven't been a registered society for a long time. It helps us have greater access to students and it opens more opportunities for students to lead.

#### 4. Abroad

Global Aid Network UK (GAIN UK) has carried on with a hands-on approach to responding to poverty and crisis.

Following a successful campaign, GAIN UK raised funds to procure their first Involvement Centre in Birmingham City Centre. Since February 2023 we have grown in new ways with the increased capacity the Involvement Centre has given us. We have received many more donations of aid and been able to sort and pack them in a warm, dry building. These donations have enabled us to send two shipments overseas and build lots of new partnerships with like-minded charities who are doing amazing work with people in need in the UK. In 2023 we sent over 5000 boxes to partners in the UK and overseas, helping over 50,000 people experiencing poverty and crisis.

GAIN UK has continued to respond to disasters across the world. In 2023 we developed ongoing partnerships to support those impacted from the earthquakes in Turkey, Syria and Morocco, as well as the Ukrainian, Israeli-Hamas and Armenian conflicts. As a worldwide network we have also worked with the GAIN Switzerland office to send physical aid to Afghanistan to support those impacted from the recent earthquakes. We have also initiated a worldwide procurement effort to supply tonnes of food aid from a UK partner into Ukraine.

2023 saw the launch of our first project team to Benin, supporting our worldwide well drilling and church planting strategy. Alongside Agapé UK Students, we sent a team to support our long-term partnership in Romania.

##### *Long-term mission*

Currently, there are British staff serving long-term in Italy, Portugal, Russia and the USA along with a further one-year intern on a team in the USA. Here in the UK, we have staff serving alongside us from Albania, Finland, India, Iran, Ireland, the Netherlands, the Philippines, South Africa and the USA. As a national ministry we are continuing to take the lead in helping Europe run cross-cultural training for missionaries who are leaving their home countries to serve overseas. TransIT, as the training is known, ran for two and a half weeks in late July and was a great challenge and experience for the diverse staff who were trained. British staff were involved in directing the training for about 25 staff from across Europe and further afield starting international assignments in 2023/2024.

Our support of the Great Commission Movement of Sierra Leone (GCMSL) has also continued apace this year as we seek to grow our connection and collaboration. As a ministry we have helped provide the funds for new staff to receive needed new computers and be provided for to attend New Staff Training. In addition, we helped provide for the '10 Days 4 Jesus' outreach campaign which involved taking the gospel to rural Islamic villages in the north of the country and also capital projects in the development of their ministry hub with fresh floor tiling across the building that was needed.

As mentioned in the trustees report a year ago the TransIT team, led by Agapé UK staff, have developed a cross-cultural leadership training over recent years with the first cohort taking place in 2023. The group, that included many leaders from across Agapé UK, was a great success and its impact has been seen in the ministry and leadership of those who took part. The team will run the next cohort throughout March 2024.

##### *Short-term mission*

In 2023 we ran three short-term mission trips, a humanitarian project in partnership with Global Aid Network to Romania serving Roma people, a summer trip to Sierra Leone to help launch the ministry at a new university in Port Loko, and a trip to Malta in the Easter holidays. All these trips had an impact in the lives of the students and staff who took part and built further relationships and collaboration with the ministries in the different countries. Our partnership and collaboration with the Great Commission Movement of Sierra Leone in particular continues to develop in new and exciting ways.

Our Agapé UK Global team also continues to support the work of missional sending across Europe, working with leaders in different countries to help develop vision and processes for sending to the nations within and beyond Europe. This has been an exciting contribution to mission in Europe and has helped students from numerous different countries in Europe go on mission trips for the first time in 2023.

**Working with Churches  
(Five Year Focus 2020 – 2025)**

2023 was a year of change for the Five-Year focus with new leadership of Church Engagement (CE) for Agapé UK. Using the first six months to connect with as many ministry partners as possible, they also made use of this time to visit their partners' churches to research and connect with leaders for networking and relationship building. They started to build the team and make a strategic plan late 2023. The team is still growing, and the plan is still developing. Agapé UK attended three key events through the year for Church Engagement. Firstly, we had a team present at the New Wine Leadership Conference which enabled us to connect with church leaders. Secondly, we had a large staff presence at the Big Church Festival to connect with people, share the gospel and introduce people to Agapé UK. And finally exhibiting at the Christian Resources Exhibition (CRE) in Birmingham in October enabled us to build new connections and offer our resources. These events produced great opportunities to inspire, encourage and even enable attendees towards missions in the local church context.

Alongside attending events and connecting with local churches we continued to refine and develop resources to meet their needs in helping people to discover Jesus.

**Central Team: Operations, Communications and Human Resources**

Alongside our field-based colleagues, the Central Team's role is to support Agapé UK's national focus by providing staff, volunteers, and members of the public with the tools, skills and information they need to discover Jesus together. The Central Team includes staff working in Finance, HR, Leadership Development, Communications, IT, Data Privacy, Events, Fundraising and Office Management.

We are delighted that The Hub (National Office) has continued to serve the needs of the national ministry as well as other organisations. We have continued to have Wednesday Hub lunches and have enjoyed eating alongside those in Chaplaincy Plus and the Billy Graham Evangelistic Association who we host in our building.

We have undergone several staff changes over the year. We have welcomed two people to the Communications team, who have brought experience and knowledge in this area.

The website for our resources – Agapé Resource Centre (ARC) – is now well established and we are looking for more ways in which we can connect with churches and the wider public with what we have to offer in making and multiplying disciples.

In August the Conference and Events team were able to run our normal all staff conference, providing the whole staff family with an excellent programme of biblical teaching and vision for the coming year.

## Plans for 2024

### 1. At home

In 2024, FamilyLife would like to continue to see this work expand. Our vision is to create a clear journey for how we connect with those who don't know Jesus, to help them discover Him, thus transforming their relationships. We are still in the process of finding a director for this team. We would like to see a new leader move this ministry forward into expanding impact.

In our UK work, we are going to be continuing to sharpen our tools – A Day Together, Together, and digital resources. Our capacity is limited though, and we would love to see our team recruit more people and grow this year.

In our Farsi work, we are hoping to see several volunteers join us as staff, and a widening focus of the ministry into areas of parenting, singleness, etc.

In our South Asian work, we are looking to translate our Together facilitators' materials into Hindi, as well as begin the work of translating these materials into Malayalam too.

We are also looking to see how we apply our work into two new cultural contexts, through the diversity of our team.

### 2. At work

For the coming year, Crescendo is planning to form a string quartet. The quartet will be available to support events, give concerts and share their faith through music and short testimonies. There is also the possibility of us organising a music teachers' conference in the coming year.

The summer ahead looks bright with opportunities to minister to athletes. A couple of big events will be the Champions League Final in London on June 1 and the Summer Olympic Games in Paris from late July into August. Several Olympians that will compete will look to have chapel services provided for them. We, alongside Athletes in Action global, will serve these athletes with spiritual direction in their tense competitive moments.

Digital Strategies is focusing on creating content in 2024 to be used in a variety of digital spiritual journeys including a four-point explanation of the gospel filmed in Ireland and a series of 42 oral Bible stories filmed in a representative mix of UK accents. We're testing out those videos in a series for Easter that is advertised in Scotland as well as a variety of other journeys this year. We're also trying out a few new ways to draw spiritual seekers into conversation with our digital mentors who are ready to listen with open ears and point the way toward Jesus. We are creating a series of webinars as bonus content for our Toucan Together app users and social media followers to engage further. We are also working on growing a partnership with the Family Life ministry in the US.

### 3. At university

#### *National Changes*

We will go through a process in 2024 to look at our strategy and structure to better go after our national vision and support staff in various cities.

#### *Fireseeds 2024*

We have moved our national student conference to November and the focus will be on equipping students to make disciples and lead communities. The intention is to have Fireseeds in a city, so we can include practical training in having faith conversations in this conference and put the training directly into practice.

*Student Leadership*

One big shift we are looking to make is a clear focus on student ownership and leadership in both making disciples and in leading student communities. This way we can develop leadership in students more and prepare them for life after university.

*Student Apprenticeships*

A new initiative that we have started is offering existing student leaders the chance to apprentice while they are students. They would seek to raise the funds to be paid by Agapé UK and would commit to reaching their campuses for a fixed number of hours per week.

*Global Projects*

In partnership with GAIN we hope to send students on aid projects either in Romania in March or to Sierra Leone on a student project in the summer in partnership with CCC in Sierra Leone (known as The Great Commission Movement).

*Wild Hope*

We are collaborating with Hope Together, Youth with a Mission and Fusion to participate in Wild Hope. A 10-day mission experience for young people (ages 18-25) early July 2024. More information can be found at [www.wildhopeuk.com](http://www.wildhopeuk.com).

#### **4. Abroad**

Building on 2023's growth, Global Aid Network UK (GAIN UK) has registered as a charity. Having developed under the leadership of Agapé UK we have grown from strength-to-strength, and this reflects that growth. While GAIN UK is now an independent charity, it remains within the wider Agapé family, working closely in partnership to serve people in the UK and overseas.

Looking ahead to 2024 we have an exciting and expanding vision for the Global Missions team and the impact they can have domestically and internationally.

Internationally the team continue to work alongside partners in Sierra Leone and Malta as well as Global Aid Network to send students to the world on mission with trips planned to each of those locations.

In our work with Sierra Leone, we are also looking to have a pioneering mission opportunity for tradespeople to use their professional skills to help with needed maintenance work on the Great Commission Movement (GCMSL) ministry hub building in Freetown. Plumbing and construction work will help GCMSL move towards financial sustainability with the income they can generate from their building. In addition to this, and alongside the Living & Telling team, they are working to create a contextualised version of Living & Telling for Sierra Leone and West Africa. This is driven by the national leaders in Sierra Leone and the team are seeking to support them in producing a West African English resource that will be able to be dubbed and used in the different tribal languages across the country and region.

With all these things in mind the Global team are working to raise £40,000 to fund these ministry efforts and to support the capital costs needed in Sierra Leone whilst also coming alongside the national staff to encourage and grow their skills in their personal support raising.

More widely in Europe the Global team are supporting sending efforts and the development of ministry in many countries. Most notably they are supporting Belgium and Ireland in their aims to grow the number of staff serving there as well as help relaunch a national ministry in Iceland. UK staff will be part of an Icelandic vision trip bringing together others from Ukraine, Spain, Latvia and the United States and seeking to raise up an intern team for Reykjavik in autumn 2024.

The team will also continue to invest in the European cross-cultural training this year, giving leadership and helping develop a group of 16 staff moving from their home culture into international ministry. The training cohort for this will take place in July 2024.

Domestically the team have identified needs amongst UK churches for help in knowing how to reach the intercultural scope around them. In 2024 they are working alongside other missional partners to think about how to help meet this need and are working on an online training hub to equip Christians and churches across the UK to reach the people

around them in culturally appropriate ways. The team are leaning into their many years experience of cross-cultural training to bless the UK church in partnership. This is an exciting project for which they have the working title 'EveryCommunity.'

Along with this the team are working on resource creation, specifically in culturally appropriate resources for the UK context. Work is taking place on UK versions of the cultural gospel presentations 'Honour Restored' and 'Power over Fear' as well as the 'Finding Home Again' course for people seeking in the UK to settle as refugees or immigrants. This is, in essence, a cultural adaptation resource with optional spiritual themes first produced by Family Life in the United States. The optional rather than interwoven spiritual themes element allows for publicising for use with secular government and council agencies as well as in spiritual spaces. The hope is that cultural resource generation will be of benefit for the whole of the UK church.

Having broadened the scope of the Global team in the last few years the team are also working with the different ministry areas across Agapé UK to dream about how to mobilise people to the world beyond just students. This year they will be working collaboratively with other Agapé UK ministries to think about the ways culture training can be used to create missional inroads into hard-to-reach spaces.

There is also hope to see two or three people sent to work internationally across the world this year as interns or long-term staff.

### **Working with Churches**

Building a bigger dedicated team that operates regionally across the UK is the priority. We hope to recruit Church Engagement (CE) staff/associates/volunteers for the major city hubs around the country. We want to work alongside Agapé UK staff to support them in working with their connected churches and thus extend the reach we have. We would also love to engage with the ministry partners supporting our staff in serving their churches in their missional journey.

We plan to try out models for engagement with local churches in order to learn what is most helpful and effective. Specifically, in late winter/spring we will be trialling workshops for 'having better conversations about Jesus' and we will be running evangelism courses in person and online.

We also plan to continue attending major national events for churches and church leaders to network and offer our support in evangelism and discipleship.

### **Central Team – Operations, Communications and HR**

As we move forward in 2024, the Central Team's role continues to be critical to the development of the national Five-Year Focus. We will continue to engage and increase our audiences through a range of resources, social media and through media opportunities such as radio and TV interviews and podcasts. We will continue to add to our Agapé Resource Centre (ARC) website to increase and improve access to our resources.

As was the case in 2023, we will continue to be involved in events such as New Wine Leadership Conference, showcasing what we can offer to churches. Staff from Central Services will join others from the Field Ministry in these events.

Although the Central Team is often considered to be quite separate from the 'field' ministry our desire is for our team to also be involved in mission. To this end we will be involved in ministry alongside other staff in Birmingham, working as a City Team, to connect with local churches and other missions across the city. We will embrace opportunities to use The Hub to inspire people around us to discover Jesus.

Despite having several new people join us this year, recruitment remains a priority for the Central Team as we still have several key roles as yet unfilled. One encouraging addition has been Oli Gregoriou joining the Leadership Development (LD) Team, currently in a part-time role but with the hopes of transitioning full time to LD. Key roles that we still need to fill are Central Services Director, IT Assistant, Communications Director, Fund Development Director, and two part-time Fund Development roles (Trust Fund Administrator). We will also be saying goodbye to our New Staff Training Director at the end of April, as she will be transitioning to a new role with the US ministry.

## Financial Review

Agapé UK's financial management aims are to:

1. Employ staff who raise funds for Agapé for the purposes of paying salaries, staff expenses for personal ministry and contribute to general funds.
2. Raise general funds to support the cost of Agapé UK's operational expenses, including a high-class training and personal welfare programme.
3. Raise funds through specific appeals to support Agapé UK's outreach activities.
4. Raise funds to support evangelistic activities overseas which are managed by overseas Agapé organisations.

Agapé UK's financial model relies on a 12.5% deduction on all funds raised in the UK by staff and specific appeals. 9.5% is used to fund the operating costs of the ministry and 3% is tithed to be used for activities of overseas Agapé organisations. The amounts raised are affected by the number of staff raising personal support in the UK.

The overall financial performance in 2023 is as follows:

Funds raised by staff were £2.43m as compared to £2.56m in 2022, a decrease of £130,000.

All staff salaries including key management personnel are set according to pre-defined criteria. The salary breakdowns are laid out in detail in note 8. No staff received emoluments in excess of £60k during the year.

Staff fund balances have decreased in 2023 by £21k to £659k (note 19 to the accounts). This is due to a number of staff transitioning out of the UK to other national entities within Campus Crusade for Christ International, as well as an increase in salary costs compared to 2022.

The building (and associated costs) are depreciated at a rate of 2% per annum, and the costs of improvements to "The Hub" have been capitalised and will be depreciated together with the existing asset over its remaining useful economic life.

Designated funds at the end of the year are £1.04m (2022: £1.13m), which comprise funds for staff, ministry activities and the value of certain fixed assets. These funds support the various ministry activities that have taken place in the year (see note 18 for details).

Restricted funds at the end of the year are £324k (2022; £332k), which comprise funds relating to a portion of the purchase price of the Agapé UK office, funds held specifically for the ministry of other Campus Crusade for Christ entities outside the UK, and funds raised through appeals specifically for disaster response and relief work.

Total funds at the end of the year are £1.51m (2022; £1.63m).

Grants to overseas Campus Crusade activities totalled £562k (2022: £529k). This is funded directly by donations given for these purposes and the 3% Tithe.

Bank balances at December 2023 were £790k as compared to £837k at December 2022. This is a reflection of the ministry teams and staff spending funds that have been raised in previous years. During 2023, the funds invested in treasury deposits with Lloyds bank, together with the interest received, were re-invested for a further 12 months each maturing in 3 month intervals. This was out of a desire to generate better returns for the cash we are holding. The interest from these deposits has contributed towards unrestricted general funds in 2023 and will continue to do so in the future.

## AGAPE MINISTRIES LIMITED

### REPORT OF THE TRUSTEES

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#### The Trustees' Reserve Policy

The Trustees are aware that the main financial issues in 2024 are:

1. The continued operation of our national headquarters.
2. The funding of central running costs for which 76% is budgeted to be funded through the 12.5% levy on funds raised by staff together with targeted fund development activities in 2024. This is budgeted as a broadly breakeven situation.
3. The progress of a current initiative to develop new sources of funding for outreach activities.

The existing reserves policy is to have 6 months reserves to cover operating costs which are not directly funded from income. The budgeted costs for 2024 are around £326k and this gives a target of roughly £163k.

At December 2023, cash reserves making up the target were £68k for Unrestricted General Funds.

When taking cash alone, Agapé's reserves are well below the required level according to the existing policy. The Trustees are very aware of the funding constraints faced by the organisation, alongside many others in the charity sector and are committed to increasing cash reserves to provide a strong foundation that supports the wider activities of the ministry. If required, the Trustees can draw on funds designated for staff and ministry activities to cover any short-term financial gaps as funds have been given for the overall purposes of the organisation.

In the longer term, Agapé intends to increase the focus on encouraging, supporting and equipping staff to reach 100% of their support goal. This will lead to an increase in donation income into the ministry and an increase in General funds as a result. The Executive leadership team are also increasing the focus on exploring other avenues of fund development.


#### Auditors

Prime Accountants were appointed as auditors in November 2023, replacing Mazars LLP. A resolution to re-appoint Prime Accountants as auditors will be proposed at the forthcoming annual general meeting.

The Trustees' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption provided by section 408 and section 414B (b) of the Companies Act 2006.

Approved and authorised for issue by the board on: 25<sup>th</sup> April 2024

By:



Steve Botham (Chair)  
167 Newhall Street  
Birmingham  
B3 1SW

## Opinion

We have audited the financial statements of Agape Ministries Limited (the 'charity') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge

## AGAPE MINISTRIES LIMITED

### INDEPENDENT AUDITOR'S REPORT

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obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small company's regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

#### **Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement set out on page 3, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

## AGAPE MINISTRIES LIMITED

### INDEPENDENT AUDITOR'S REPORT

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We have been appointed as auditor under Section 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Independent Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We designed procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the industry sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity including taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and

**AGAPE MINISTRIES LIMITED**

**INDEPENDENT AUDITOR'S REPORT**

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- Reviewing correspondence with HMRC and other relevant parties.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Independent Auditor's Report.

**Use of the audit report**

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Morgan Davies FCA (Senior Statutory Auditor)  
for and on behalf of Prime Chartered Accountants  
Statutory Auditor  
161 Newhall Street  
Birmingham  
B3 1SW

**Date: 26.04.2024.**

AGAPE MINISTRIES LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account)  
Year ended 31 December 2023

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and Legacies		4,086,733	78,463	4,165,196	4,227,144
Charitable Activities		6,424	-	6,424	6,607
Other trading activities		18,105	-	18,105	17,401
Investments		12,749	-	12,749	479
<b>TOTAL INCOMING RESOURCES</b>	2	<b>4,124,011</b>	<b>78,463</b>	<b>4,202,474</b>	<b>4,251,631</b>
<b>EXPENDITURE ON:</b>					
Raising funds	3	11,429	-	11,429	16,942
Charitable activities	5	4,198,924	94,277	4,293,201	4,244,648
Other	4	13,037	-	13,037	23,153
<b>TOTAL</b>		<b>4,223,390</b>	<b>94,277</b>	<b>4,317,667</b>	<b>4,284,743</b>
Net (loss)/gain on investments	12	(857)	-	(857)	(5,432)
<b>NET (EXPENDITURE)/ INCOME</b>		<b>(100,236)</b>	<b>(15,814)</b>	<b>(116,050)</b>	<b>(38,544)</b>
<b>Transfer between funds</b>	18	<b>(8,814)</b>	<b>8,814</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(109,050)</b>	<b>(7,000)</b>	<b>(116,050)</b>	<b>(38,544)</b>
Fund Balances at Beginning of Year		1,297,388	331,483	1,628,871	1,667,415
<b>FUND BALANCES AT END OF YEAR</b>		<b>1,188,338</b>	<b>324,483</b>	<b>1,512,821</b>	<b>1,628,871</b>

All the above results are derived from continuing activities.

The company has no recognised gains or losses other than the net movement in funds for the year.  
The (Deficit)/Surplus for Companies Act Purposes is (£115,193) – 2022 was (£33,112).

AGAPE MINISTRIES LIMITED

BALANCE SHEET

Year ended 31 December 2023

Company number 00949989	Notes	2023 £	2022 £
<b>FIXED ASSETS</b>			
Intangible fixed assets	10	2,955	15,962
Tangible assets	11	643,004	647,834
		<u>645,959</u>	<u>663,796</u>
<b>CURRENT ASSETS</b>			
Investments	12	-	64,907
Term deposits	13	624,887	614,021
Stocks	14	9,111	10,934
Debtors	15	151,237	154,565
Cash at bank and in hand		165,437	223,162
		<u>950,672</u>	<u>1,067,589</u>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	16	<u>(83,810)</u>	<u>(102,514)</u>
<b>NET CURRENT ASSETS</b>		<u>866,862</u>	<u>965,075</u>
<b>NET ASSETS</b>		<u>1,512,821</u>	<u>1,628,871</u>
Unrestricted funds	19	1,188,338	1,297,388
Restricted funds	20	324,483	331,483
<b>TOTAL NET ASSETS</b>		<u>1,512,821</u>	<u>1,628,871</u>

These financial statements which have been prepared in accordance with the special provisions relating to companies subject to the small company's regime within CA 2006, Pt 15, were approved and authorised for issue by the board of directors on: 25<sup>th</sup> April 2024.

S A. Botham

Steve Botham

Kevin Russell

Kevin Russell

Members of the Council  
of management

**AGAPE MINISTRIES LIMITED****STATEMENT OF CASH FLOWS**  
Year ended 31 December 2023

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	<b>Notes</b>	<b>2023</b> <b>£</b>	2022 £
<b>Cash flows from operating activities:</b>	21	(102,972)	(10,167)
<b>Cash flows from investing activities:</b>			
Investment income		65,933	117
Net purchase of property, plant, and equipment, including intangibles		(20,686)	(18,133)
		<u>          </u>	<u>          </u>
<b>Change in cash and cash equivalents in the reporting period</b>		(57,725)	(28,183)
Cash and cash equivalents at the beginning of the year	22	<u>223,162</u>	<u>251,345</u>
<b>Cash and cash equivalents at the end of the year</b>	22	<u><u>165,437</u></u>	<u><u>223,162</u></u>

## 1. ACCOUNTING POLICIES

### **Basis of accounting**

The financial statements have been prepared in accordance with 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 (FRS102) – (Charities SORP (FRS102 2019)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Agape Ministries meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

### **Preparation of the accounts on a going concern basis**

The company reported a cash **outflow** of £57,725 for the year.

The Trustees have prepared detailed financial performance projections for the ensuing year. Those projections are reviewed and revised at the end of each reporting period within the company's financial year. Based on those projections the Trustees have satisfied themselves, as far as they are reasonably able and unforeseen events aside, that the company is in a position whereby it may adopt a going concern basis of accounting in preparing the annual financial statements.

2023 has continued to be a year where we have weathered the challenges of the current financial climate whilst maintaining our focus on helping people to discover Jesus. Our staff and ministry teams have been able to draw on funds raised in previous years to sustain our ministry activities and there has been a concerted effort amongst ministry leaders to prioritise the raising of new funds looking ahead to 2024, particularly with trust fund applications. Several applications were submitted in the latter half of 2023 and we anticipate a positive response from the majority of these with substantial investment in key projects that are planned.

Our model of ministry partner development, where staff raise teams of ministry partners to support the organisation financially, has proven to be robust despite the financial constraints facing the UK. Donation income has remained broadly stable over the past 3 years and we forecast it to continue doing so, even with a small uptick in 2024. With efficient management of our operating costs, we believe we will be adequately resourced for the year to come.

Looking ahead to 2024, we will continue to invest more resources into fundraising activities beyond the self-funding model of staff to ensure that ministry teams and projects are fully funded and new opportunities can be explored unhindered. We have made prudent decisions regarding which events and activities to invest resources into resulting in a more effective approach to raising our profile and connecting with our target audience.

### **Company status**

The company is a company limited by guarantee. The Directors of the company are the Trustees named in the "Reference and Administrative Details". In the event of the company being wound up, the liabilities in respect of the guarantee is limited to £1 per member of the company.

### **Use of estimates and judgements**

When preparing the financial statements, management makes several judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income, and expenses. The estimate that has the most significant effect relates to fixed assets.

Determining residual values and useful economic lives of fixed assets

The Company depreciates tangible fixed assets over their estimated useful lives. The estimation of the useful lives of assets is based on historic performance as well as expectations about future use and therefore requires estimates and assumptions to be applied by management. The actual lives of these assets can vary depending on a variety of factors, including the property market and maintenance programme.

### **Incoming resources**

The income and result for the year are attributable to the principal activities as set out in the report of the Council of Management. Most of the income is derived from the UK; however, some is received via Agapé Europe and via Campus Crusade for Christ International and is mainly for support of staff.

Donations include all amounts receivable by the company in respect of donations to support field workers and for other purposes.

Income includes the amounts invoiced, excluding recoverable value added tax, in respect of the sale of literature and the sale of DVDs and other evangelism and discipleship resources. It also includes conference income, project income, and donations.

### **Resources expended**

In the presentation of these accounts, expenditure against each activity includes staff expenses of self-funding staff and an allocation of support costs, see note 3 below.

The cost of generating funds is the direct costs (including salaries) of Agapé communication such as yearly "Move Magazine" and an overhead charge on the gross income raised. No external agencies were contracted to raise funds on behalf of Agapé and all communications were sent to individuals who had expressed consent to receive them. All giving was on a voluntary basis.

The basis for allocation of support costs to activities has been pro rata to the total income and expenses of each activity, excepting those which are restricted funds, where overseas appeals are charged a fixed percentage on gross income (see paragraph above).

The policy on grants to activities of overseas Agapé organisations is not to enter commitments to provide funding which has not yet been raised, by more than £10k for any one commitment.

### **Governance costs**

These include the cost of professional advice, audit costs, COM meeting costs, staff costs to produce the annual accounts and reports to COM, together with an allocation support costs.

## AGAPE MINISTRIES LIMITED

### NOTES TO THE FINANCIAL STATEMENTS Year ended 31 December 2023

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#### Fixed Assets

Items of a capital nature purchased from Agapé General Funds and costing over £500 are capitalised as fixed assets at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life as follows:

Freehold land	0%	per annum
Freehold property	2%	per annum
Computer equipment	33 1/3%	per annum
Office equipment	33 1/3%	per annum
Motor vehicle	33 1/3%	per annum

#### Intangible Fixed Assets

Intangible assets are assets that are identifiable and possess all the following characteristics: lack of physical substance, nonfinancial nature (not in monetary form like cash or investment securities) and initial useful life extending beyond a single reporting period. Intangible assets are amortised over three years.

#### Operating leases

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

#### Finance leases

Assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight-line basis over the shorter of the lease term and the useful life of the asset. Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligation for future amounts payable so that the charge for each period is a constant percentage of the remaining balance of the capital sum outstanding.

#### Stocks and work in progress

Stocks and work in progress are stated at lower of cost and net realisable value.

#### Tax refunds on gift aid income

Credit is taken in the Statement of Financial Activities for tax refunds receivable in the current accounting period.

#### Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value except for bank loans which would be subsequently measured at amortised cost using the effective interest method.

### **Investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

### **Grants**

Grants during 2023 were made solely to overseas Agapé/Campus Crusade for Christ activities.

3% of all donations received by Agapé UK in the year are "tithed" by way of a grant during the year following that in which they were received. These "tithes" are used to support Agape/Campus operations in countries where the need is greatest and where raising funds locally is exceptionally challenging.

Any donations received in the UK for Agapé/Campus Crusade workers based overseas are passed on, by way of an in-year grant, to the ministry in that country for use by the designated staff member.

### **Designated funds**

The nature and purpose of such funds are as follows:

Staff: Monies received that are applied to support self-funded workers expenses.

Student Ministry: Donations designated for activities intended to further the Christian discipleship of students and other young people.

Non-Campus Ministry: Donations designated for activities intended to further the Christian discipleship in the UK, including working with churches, within the workplace, and Muslims.

Projects and events: Funds held to be spent on UK events, such as Big Church Day Out, to increase the profile and exposure of Agapé UK.

Urgent Needs Fund: Staff funds specifically set aside to assist staff should they face unexpected financial difficulties or hardship.

International Ministry: Donations designated for teams working to further the Christian discipleship in countries other than the UK.

International Mission Projects: Donations designated for short term projects (less than a month) to take students to other parts of the world to further Christian discipleship.

Designated Asset based funds: Funds that reflect the net book value of fixed and intangible assets held by Agapé UK.

### **Restricted funds**

These include proceeds from the sale of a restricted part of a leasehold property and specific appeals for international development projects which are managed by overseas sister Agapé organisations where the balance represents funds not yet utilised.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

2. INCOMING RESOURCES

	2023 £	2022 £
UK	2,204,869	2,204,265
Rest of World	1,997,605	2,047,366
	<u>4,202,474</u>	<u>4,251,631</u>

3. EXPENDITURE ON RAISING FUNDS

	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2023 (Unrestricted) £	Total 2023 (Restricted) £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £
Communication with donors	-	9,020	1,623	10,643	-	7,217	-
Local appeals (unrestricted)	-	422	364	786	-	9,725	-
	<u>-</u>	<u>9,442</u>	<u>1,987</u>	<u>11,429</u>	<u>-</u>	<u>16,942</u>	<u>-</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

4. OTHER EXPENDITURE

	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2023 (Unrestricted) £	Total 2023 (Restricted) £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £
Governance costs	-	13,037	-	13,037	-	10,739	-
Other resources expended (unrestricted)	-	-	-	-	-	5,317	-
Other resources expended (restricted)	-	-	-	-	-	-	7,097
	-	13,037	-	13,037	-	16,056	7,097

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

	5. EXPENDITURE ON CHARITABLE ACTIVITIES									
	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2023 (Unrestricted) £	Total 2023 (Restricted) £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £			
Student Life	597,552	36,636	177,610	811,798	-	651,152	-			
Family Life	383,895	18,921	114,665	517,481	-	456,946	-			
Work Life	122,272	43,185	44,438	196,309	13,586	290,322	-			
Church Partnerships	73,099	-	21,703	94,802	-	-	-			
Global Life	1,313,838	45,124	140,462	1,499,424	-	1,942,410	-			
International Mission Projects	58,797	27,466	18,847	105,110	-	99,478	-			
Sales activity	-	13,010	5,258	18,268	-	16,886	-			
Grants to overseas activities	-	548,882	390,064	925,427	13,519	655,566	299			
Overseas appeals (restricted)	-	60,774	-	-	60,774	-	96,150			
Expenditure on behalf of International ministry	-	36,703	-	30,305	6,398	34,689	750			
	<u>2,549,453</u>	<u>830,701</u>	<u>913,047</u>	<u>4,198,924</u>	<u>94,277</u>	<u>4,147,449</u>	<u>97,199</u>			

Total grants made during the year to Overseas Campus Crusade for Christ Activities: £562,401

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**6. NET INCOMING RESOURCES FOR THE YEAR**

**This is stated after charging:**

	<b>2023</b>	2022
	<b>£</b>	£
Staff costs (note 8)	2,970,717	2,908,270
Depreciation of intangible and tangible fixed assets	39,027	64,873
Hire of equipment – operation leases	7,440	6,904
Rent and Rates	10,107	9,341
Auditor’s remuneration – for audit	12,722	11,400

**7. COUNCIL OF MANAGEMENT**

No council members received any remuneration from the company in the year to 31 December 2023 (2022, nil).

A total of £314.59 (2022, £104.14) was received by Council members as reimbursement for expenditure incurred for their responsibilities with the charity.

Agape UK held Trustees Indemnity Insurance cover throughout the year of £1,000,000.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

8 STAFF COSTS

	Salaries from designated funds		Salaries from general funds		Total	
	2023	2022	2023	2022	2023	2022
	£	£	£	£	£	£
Salaries	2,621,518	2,575,835	115,902	118,984	2,737,420	2,694,819
Social Security Costs	151,498	141,362	9,403	9,422	160,901	150,784
Employer Pension Contributions	69,016	59,376	3,380	3,291	72,396	62,667
	<u>2,842,032</u>	<u>2,776,573</u>	<u>128,685</u>	<u>131,697</u>	<u>2,970,717</u>	<u>2,908,270</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

	2023		2022	
	Number	FTE	Number	FTE
<b>Supported Agape Workers</b>				
Management	3	3.0	4	4
Administration	10	7.8	10	7.78
Field	49	39.9	38	29.2
Overseas	5	5.0	10	10
	<u>67</u>	<u>55.7</u>	<u>62</u>	<u>50.9</u>
<b>Salaried from general funds</b>				
Administration	5	4.6	7	6.5
	<u>72</u>	<u>60.3</u>	<u>69</u>	<u>57.4</u>
Foreign workers in UK	24	23.8	24	23.8
	<u>96</u>	<u>84.1</u>	<u>93</u>	<u>81.2</u>
<b>TOTAL WORKERS</b>				

One employee was made redundant in 2023, receiving £5,480.25 in severance pay. No employee received emoluments in excess of £60k in any 12 months during this time. Agape's 'Key Management Personnel' are comprised of the UK Executive Leadership Team (3 members) and 1 UK Personnel who serves in a Global Leadership Role. Total salaries included in the financial reports as paid to Key Management Personnel during 2023 equal £141,645.13, a decrease of £15k from 2022.

### **Salary Level**

The following principles are observed in setting the salary scale of all staff including key management personnel:

- Salary level is based on the deliberate choice of lifestyle that best enhances the ministry's goals. This will normally entail sacrifice from what staff would otherwise earn.
- Salary level should be adequate so that our staff members can minister without constant distractions due to lack of money.
- Salary should consider how staff members' lifestyle should appear to the people to whom they minister. A person's lifestyle should not interfere with his or her ministry. Certain variations may be needed within the salary scale depending on where staff members are required to live, to whom they are required to minister, etc.
- Salary should consider how the lifestyle of staff members will be viewed by the local Christian community and other people. Our staff members' lifestyle should not cause their Christian brothers to stumble.

There is not to be any variation of salary due to position within the organisation.

Supported staff of Agapé in the United Kingdom are paid a monthly salary. They can fix their own salary level between set limits and subject to their team leaders' approval. The higher limit or "cap" is set to reflect to some extent each person's needs, considering where they live, age, marital status and number and ages of children. The lower limit is half of the cap but only where this is greater than the National Living Wage. The salary taken by staff members will cover all their personal expenses, in the normal way, such as accommodation, water rates, Council Tax, children's education and car expenses.

Staff are encouraged not to cover their normal reimbursable ministry expenses through taking higher salary as this is taxable income and increases the amount of support required.

The salary scale is reviewed annually in the light of changes in the cost of living and is adjusted by the prevailing RPI (Retail Price Index). A new scale takes effect from 1st September of each year.

## **9. TAXATION**

The company is a registered charity (number 258421) and was not liable to corporation tax in the year to 31 December 2023 or in 2022.

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

10. INTANGIBLE FIXED ASSETS

	Toucan App £	Website £	Total £
<b>COST</b>			
At 1 January 2023	257,002	39,883	296,885
Additions	-	617	617
Disposals	-	-	-
	<u>257,002</u>	<u>40,500</u>	<u>297,502</u>
<b>At 31 December 2023</b>	<u>257,002</u>	<u>40,500</u>	<u>297,502</u>
<b>DEPRECIATION</b>			
At 1 January 2023	242,268	38,655	280,923
Charge for the year	12,586	1,038	13,624
Disposals	-	-	-
	<u>254,854</u>	<u>39,693</u>	<u>294,547</u>
<b>At 31 December 2023</b>	<u>254,854</u>	<u>39,693</u>	<u>294,547</u>
<b>NET BOOK VALUE</b>			
<b>At 31 December 2023</b>	<u>2,148</u>	<u>807</u>	<u>2,955</u>
At 31 December 2022	<u>14,734</u>	<u>1,228</u>	<u>15,962</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

11. TANGIBLE FIXED ASSETS

	Freehold Land £	Freehold Property £	Fixtures fittings & equipment £	Vehicles £	Total £
<b>COST</b>					
At 1 January 2023	125,000	620,694	184,296	-	929,990
Additions	-	-	5,294	15,400	20,694
Disposals	-	-	(625)	-	(625)
<b>At 31 December 2023</b>	<u>125,000</u>	<u>620,694</u>	<u>188,965</u>	<u>15,400</u>	<u>950,059</u>
<b>ACCUMULATED DEPRECIATION</b>					
At 1 January 2023	-	118,516	163,640	-	282,156
Charge for the year	-	12,414	10,850	2,139	25,403
Disposals	-	-	(504)	-	(504)
<b>At 31 December 2023</b>	<u>-</u>	<u>130,930</u>	<u>173,986</u>	<u>2,139</u>	<u>307,055</u>
<b>NET BOOK VALUE</b>					
<b>At 31 December 2023</b>	<u>125,000</u>	<u>489,764</u>	<u>14,979</u>	<u>13,261</u>	<u>643,004</u>
At 31 December 2022	<u>125,000</u>	<u>502,178</u>	<u>20,656</u>	<u>-</u>	<u>647,834</u>

12. CURRENT ASSET INVESTMENTS

	2023 £
Market Value as at 31 December 2022	64,907
Disposal	(64,050)
Net gains/(losses) for year	(857)
Market value at 31 December 2023	<u>-</u>

Investments comprised units in funds managed by Canaccord Genuity that were given as a gift to Agapé UK. They were disposed of in the year due in favour of a more reliable investment source.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

13. TERM DEPOSITS

	<b>2023</b>
	<b>£</b>
Value at 31 <sup>st</sup> December 2022	614,021
Interest earned	10,866
<b>Value at 31st December 2023</b>	<b>624,887</b>

Four 12-month fixed rate treasury deposits held with Lloyds Bank, with initial investment of £600,000 in total. Deposits opened at 3-month intervals with one maturing each quarter. In 2023, funds were reinvested upon maturity.

14. STOCK

	<b>2023</b>	2022
	<b>£</b>	£
Goods for resale	9,111	10,934

15. DEBTORS

	<b>2023</b>	2022
	<b>£</b>	£
<b>Due within one year:</b>		
Trade debtors	2,530	250
Tax due as Gift Aid	330	19
Other Debtors	16,584	9,956
Other Campus Crusade Debtors	106,741	118,940
Prepayments	10,256	23,547
Deposits	11,314	-
VAT	3,482	1,853
	<b>151,237</b>	<b>154,565</b>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

**16. CREDITORS: AMOUNT FALLING DUE  
WITHIN ONE YEAR**

	<b>2023</b>	2022
	<b>£</b>	£
Trade creditors	3,571	15,663
Other taxation and social security costs	52,628	48,044
Pensions	203	543
Accruals	11,500	13,090
Deferred income	-	4,195
Other Campus Crusade Creditors	10,522	3,001
Other Current Liabilities	5,386	17,978
	<u>83,810</u>	<u>102,514</u>

**17. CONTINGENT LIABILITIES**

There are none to report in 2023 or in 2022.

**18. MOVEMENT IN FUNDS BALANCES**

	<b>General funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Balance at 1 January 2023	167,804	1,129,584	331,483	1,628,871
(Deficit) for the year	(394,013)	293,777	(15,814)	(116,050)
Transfers	378,695	(387,509)	8,814	-
	<u>152,486</u>	<u>1,035,852</u>	<u>324,483</u>	<u>1,512,821</u>

19. UNRESTRICTED FUNDS

	Balance at 1 January 2023 £	Net Incoming Resources £	Realised Gains on Investments £	Transfers £	Balance at 31 December 2023 £
Designated Staff	679,997	334,015	-	(355,373)	658,639
Designated Student	27,479	(14,027)	-	6,947	20,399
Designated Non Campus	76,075	(8,491)	-	(2,753)	64,831
Designated Projects and Events	7,609	(19,472)	-	11,863	-
Designated Fund Development	9,280	925	-	(9,635)	570
Designated Urgent Needs Fund	25,973	3,382	-	(7,667)	21,688
Designated Conference Fund	17,742	(1,702)	-	(16,040)	-
Designated International Mission Projects	3,681	(15,418)	-	18,959	7,222
Designated Funds for other CCC	23,107	14,565	-	(33,519)	4,153
<b>Designated (Fund Based) Total</b>	<b>870,943</b>	<b>293,777</b>	<b>-</b>	<b>(387,218)</b>	<b>777,502</b>
Designated Premises	239,873	-	-	-	239,873
Designated Equipment Fund	3,647	-	-	(291)	3,356
Designated Toucan Fund	14,735	-	-	-	14,735
Designated Website Fund	386	-	-	-	386
<b>Designated (Asset Based) Total</b>	<b>258,641</b>	<b>-</b>	<b>-</b>	<b>(291)</b>	<b>258,350</b>
General Funds	167,804	(393,156)	(857)	378,695	152,486
<b>Unrestricted Funds</b>	<b>1,297,388</b>	<b>(99,379)</b>	<b>(857)</b>	<b>(8,814)</b>	<b>1,188,338</b>

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 December 2023

**20. FINANCIAL RESTRICTED FUNDS**

	<b>Property Fund £</b>	<b>Fund raised for international development projects £</b>	<b>Funds for ministries £</b>	<b>Total £</b>
Balance at 1 January 2023	303,581	27,902	-	331,483
Net incoming resources	-	(13,411)	(2,403)	(15,814)
Transfers	-	(2,134)	10,948	8,814
Balance at 31 December 2023	<u>303,581</u>	<u>12,357</u>	<u>8,545</u>	<u>324,483</u>

The Property Fund comprises the portion of restricted funding used to purchase our current office in Birmingham and represents this portion of the net book value property which is held at cost.

**21. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	<b>2023</b>	2022
	<b>£</b>	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(116,050)	(38,544)
Adjustments for:		
Interest Receivable	(1,883)	(116)
Depreciation charges	38,523	64,875
(Gains)/losses on investments	857	5,432
Interest on term deposits	(10,866)	(362)
(increase)/decrease in stocks	1,823	(9,779)
(increase)/decrease in debtors	3,328	(72,565)
Increase/(decrease) in creditors	(18,704)	40,892
Net cash provided by (used in) operating activities	<u>(102,972)</u>	<u>(10,167)</u>

**22. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2023</b>	2022
	<b>£</b>	£
Cash in hand	-	633
Notice deposits (less than 3 months)	165,437	222,529
Total cash and cash equivalents	<u>165,437</u>	<u>223,162</u>

**23. OTHER FINANCIAL COMMITMENTS**

	Land & buildings		Other	
	2023	2022	2023	2022
<b>Amounts payable on leases which expire:</b>				
Within one year	-	-	4,444	3,400
Within two to five years	-	-	13,471	4,700
Over five years	-	-	250	-
	<u>-</u>	<u>-</u>	<u>18,165</u>	<u>8,100</u>

**24. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds			Total
	General funds	Designated funds	Restricted funds	
	£	£	£	£
<b>Fund balances at 31 December 2023 are represented by:</b>				
Fixed assets	84,028	258,350	303,581	645,959
Net Current Assets	68,458	777,502	20,902	866,862
	<u>152,486</u>	<u>1,035,852</u>	<u>324,483</u>	<u>1,512,821</u>

**25. RELATED PARTY TRANSACTIONS**

One of Agape Ministries' Trustees was employed by Stewardship in the UK during 2023. Stewardship help Christians, charities and churches activate generosity, resource their calling and make a difference in Jesus' name. A number of individuals who give to Agapé do so through Stewardship or a Stewardship giving account. Stewardship charge a small fee on each gift given to them to cover processing costs. Stewardship do not charge Agapé or any other Christian organisation for their services. Agapé do not receive favourable terms through the relationship our trustee has. At the date of signing, no trustees are employed by Stewardship.

**26. EVENTS AFTER THE BALANCE SHEET DATE**

As Global Aid Network (GAIN) UK have become a separate registered charity, all assets relating to their activities will be transferred to the new entity during this next financial year.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2023

27. STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account) Year ended 31 December 2022

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and Legacies		4,106,741	120,403	4,227,144	3,584,949
Charitable Activities		6,607	-	6,607	1,129
Other trading activities		17,401	-	17,401	11,692
Investments		479	-	479	1,774
<b>TOTAL INCOMING RESOURCES</b>	2	<b>4,131,228</b>	<b>120,403</b>	<b>4,251,631</b>	3,599,544
<b>EXPENDITURE ON:</b>					
Raising funds	3	16,931	-	16,931	70,364
Charitable activities	5	4,146,560	97,199	4,243,759	3,660,992
Other	4	16,956	7,097	24,053	20,765
<b>TOTAL</b>		<b>4,180,447</b>	<b>104,296</b>	<b>4,284,743</b>	3,752,121
Net (loss)/gain on investments		(5,432)	-	(5,432)	3,356
<b>NET (EXPENDITURE)/ INCOME</b>		<b>(54,651)</b>	<b>16,107</b>	<b>(38,544)</b>	<b>(149,221)</b>
<b>Transfer between funds</b>		<b>16,736</b>	<b>(16,736)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(37,915)</b>	<b>(629)</b>	<b>(38,544)</b>	<b>(149,221)</b>
Fund Balances at Beginning of Year		1,335,303	332,112	1,667,415	1,816,636
<b>FUND BALANCES AT END OF YEAR</b>		<b>1,297,388</b>	<b>331,483</b>	<b>1,628,871</b>	1,667,415

**AGAPE MINISTRIES LTD**

England & Wales - Charity number 258421

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# Accounts

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Company Registration 949989

Charity number (England and Wales) 258421

Charity number (Scotland) SC042332

## **AGAPE MINISTRIES LIMITED**

### **Report and Financial Statements**

**Year ended 31 December 2022**

AGAPE MINISTRIES LIMITED

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## AGAPE MINISTRIES LIMITED

### COMPANY INFORMATION

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**COMPANY NUMBER** - **9499989**  
**CHARITY NUMBER** - 258421 (England and Wales) SC042332 (Scotland)

**CHAIR** - **Mr Gary Palmer**

#### OTHER TRUSTEES

Rev Richard Boothroyd Mr Kevin Russell  
Mr Dermot Purcell Mrs Jo Arkell (resigned 04/07/22)  
Mr Javier Garcia (ex officio)

**NATIONAL DIRECTOR** - **Mrs Lesley Cheesman**

**COMPANY SECRETARY** - **Miss Nicole Barnard**

#### REGISTERED OFFICE

167 Newhall Street  
Birmingham  
B3 1SW

#### BANK

Barclays Bank PLC  
Colmore Row  
PO Box 34  
Birmingham  
B3 2BY

#### SOLICITORS

Anthony Collins Solicitors LLP  
134 Edmund Street  
Birmingham  
B3 2ES

#### AUDITOR

Mazars LLP  
First Floor  
Two Chamberlain Square  
Birmingham  
B3 3AT

## AGAPE MINISTRIES LIMITED

### REPORT OF THE TRUSTEES

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The trustees (whom we refer to as our Council of Management - COM) are pleased to present their report together with the financial statements of Agapé Ministries Ltd ("the charity" or "Agapé UK") for the twelve months ending 31 December 2022.

Reference and administrative information set out on page 4 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Statement of Recommended Practice – Accounting and Reporting by Charities.

## Structure and Governance

### Governing Document

The company is established under a Memorandum of Association which sets out its objects and powers as a charitable company and is governed under its articles of association.

### The Trustees

The trustees, under charity legislation, have and accept ultimate responsibility for directing the affairs of the charity, and ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up.

The trustees, who are also directors under company law, who served during the year and up to the date of this report are listed in page 3 of this report. Members (including trustees) of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

Trustees' indemnity insurance (TII) of £1 million is provided as part of the comprehensive charity insurance policy purchased by Agape UK. It is not possible to separately identify the cost of the TII element of this policy.

### Appointment of Trustees

Application process and future training requirements for new and existing Trustees will continue to be reviewed on a regular basis.

### Organisation

Agapé UK is a Christian organisation and part of Campus Crusade for Christ International. Although our main activities are national, operating in seven regions across the UK, we have workers in other countries around the world.

Agapé UK is overseen by the Council of Management (COM) which meets 4 to 5 times a year. Day to day organisation is delegated to an Executive Leadership Team (ELT) of three senior members who meet on a regular basis, and a 'Round Table' of department Directors. The ELT and the Round Table are led by the National Director and the Field Director. All the main areas of activity (at home, at work, at university, and abroad) are represented, as well as Operations, Communications, and Leadership Development & Human Resources (LDHR). The latter three functions have infrastructural responsibility. Operations is responsible for all finance activities including financial reporting, conferencing, and facilities management, including IT systems and processes. Communications is responsible for communicating internally and externally, including the development of messages, publicity, and fundraising initiatives. LDHR is responsible for member care, training, ongoing development of each of our workers, and recruiting.

Management and governance of Agapé UK is delegated to the National Director who is accountable to the COM. Reports are submitted as required to Companies House and the Charity Commission.

Systems are in place for line management, appraisal, member development, and supervision, together with grievance and complaints procedures.

### **Risk Management**

During 2022, the risk management register was reviewed quarterly by the COM and they considered the implications of the risks identified. The COM also formed their own view on high impact risks, gave input to the process and ensured all appropriate measures were in place to manage these.

At the end of the year, the Council of Management was satisfied that the major risks to Agapé UK have been assessed and in particular those related to the governance, staff, strategy, finances, and operations of Agapé UK, and are satisfied that systems are in place to mitigate exposure to these risks. Reporting procedures are in place to monitor income and expenditure. A key element in the management of financial risk is the setting of a reserves policy and its regular review.

The Charity is aware of its responsibilities to manage risk and appreciates updated information on this matter from its solicitors and other professional advisors.

### **Responsibility of trustees**

Company law requires the directors (who are the Trustees and members of the Council of Management) to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the income or expenditure of the company for that period. In preparing those financial statements, the Council of Management are required to select suitable accounting policies and then apply them consistently; make judgments and estimates that are reasonable and prudent; comply with applicable accounting standards subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Council of Management is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Statements as to disclosure of information to auditors**

In accordance with Company Law, as the charity's trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Charity's Auditors are unaware; and
- We have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's Auditors are aware of that information.

## Objectives and activities

### Our Purpose

Our charity's main purposes are set out in the objects contained in the company's memorandum of association and include:

- To transmit, propagate and communicate the Gospel of Jesus Christ to students and others at Universities, Colleges, Schools and other academic institutions as well as to the public at large.
- To help those who become Christians through receiving Jesus Christ to grow toward spiritual maturity and understanding and to train them to reach others with the Gospel the objective being the fulfilment of the Great Commission of our Lord Jesus Christ as set out in Matthew 28:18-20 of the Holy Bible.
- To help Christians to become established as active members of local Churches and to work closely with Churches of many denominations.
- To relieve poverty or distress.

### Our Vision

Agapé UK's vision is to inspire people to discover Jesus at home, at work, at university, and abroad.

We believe that everyone's life can be transformed by knowing Jesus; that the decline of Christianity in the UK must be reversed, and that we can play a key role in this.

We believe that Jesus calls us to share our faith and that every follower of Christ should be equipped to share his gospel. We also believe in whole life ministry: helping people to discover faith in every area of life, for the rest of their lives.

### Our Values

We want to live radical lives of love, service and influence, following the model of how Jesus lived his life on earth. This is characterised by:

**Faith** – in God's supremacy, filled with faith and the Holy Spirit

**Unity** – unified internally and building God's Kingdom together with wider body of Christ

**Growth** – committed to spiritual growth, both individually and corporately.

**Fruitfulness** – striving for effectiveness and relevance

**Joy** - enjoying God and His Kingdom

Our teams apply these values differently depending on whether they work in universities, workplaces, families, communities or cross-culturally, but these core values are fundamental for all of us.

### **Our Mission**

The strategies employed to meet our vision include the following:

- Presenting the gospel clearly in word and action. Helping Christian students on campus, or business and community leaders (e.g. church leaders) share the gospel clearly in word and action, giving others the opportunity to respond.
- Helping individuals to develop and be active in their faith through small discipleship groups and 1-to-1 mentoring.
- Contacting business and community leaders, addressing key issues in corporate life and helping create a climate of greater understanding of the Christian faith and the person of Jesus.
- Sending teams of students and graduates abroad for short-term mission projects as well as longer-term assignments of 1-2 years.
- Developing products and resources that aid our workers and volunteers in achieving these goals.
- Developing strategic partnerships with like-minded groups and churches.
- Contributing funds to the Global Aid Network, our partners working to provide humanitarian aid to people living in situations of poverty and crisis overseas.

### **Public Benefit**

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission. Agapé UK is a team of people, staff, associates and volunteers seeking to obey God's call to go and make disciples of all nations, helping everyone to understand the person of Jesus Christ and how they can come into relationship with him and be reconciled with one another. Agapé UK works out its public benefit in a number of ways.

The gospel of Jesus Christ is of benefit to society at large. It provides a context for forgiveness, a platform for dealing with broken relationships, a motivation for service and charity and the focus of a fulfilled and meaningful life. We believe that communities and individuals can experience transformation as they grow to understand and embrace God's ultimate purposes for them and for the world.

Many people become disciples of Jesus Christ through the lifestyle example of Christians - sharing God's love in action and word, clearly explaining God's message as revealed in the Holy Bible, prayerfully expecting the Holy Spirit's power to transform people, our communities and whole nations.

Agapé UK seeks to demonstrate this benefit through its range of mission and humanitarian activities both here in the UK and across the globe as detailed throughout this Trustees' report.

### **Volunteers**

Agapé UK is blessed by the contribution of the many volunteers that get involved with each of our ministries. We are thankful for all those who freely give their time to serving alongside us and want to acknowledge the part they play in helping Agapé UK to fulfil its mission.

## **Achievements & Performance**

Agapé aims to develop spiritual movements among four key priority areas:

### *1. At home*

Agapé UK is strengthening relationships and promoting the importance of family life and community, to enhance the emotional and spiritual wellbeing of everyone in society. Through our FamilyLife relationship courses, events, and apps, we're supporting people around the country to build flourishing relationships and strong marriages, and discover what it means to have a lasting relationship with Jesus.

### *2. At work*

Agapé UK is equipping people to confidently live and share their faith at work. We're helping the UK's workforce to learn more about their professional strengths and weaknesses, achieve a healthy work life balance and gain a sense of satisfaction and purpose at work. Through our network of music professionals, Crescendo, we're sharing our faith through music. Our Sports ministry focuses on developing relationships with sports men and women to help them discover Jesus and grow in their spiritual walk.

### *3. At university*

Agapé UK has been active on university campuses for over 50 years – working with students to help them navigate the complexities of student life. We're building student communities where people from all backgrounds can discover more about themselves and explore big questions about life, faith, and God.

### *4. Abroad*

Agapé UK is meeting the needs of people around the world, working with a number of international partners. This includes our humanitarian work with the Global Aid Network (GAIN UK), and the wider activities of the Agape Europe and Cru global networks. We offer short-term projects to far-flung destinations, and opportunities to go overseas long term.

## 1. At home

OurFamilyLife team work to strengthen families. We help to transform family relationships through providing hope and practical resources based on biblical principles and knowing Christ. Our aim is to give every person in the UK the opportunity to transform their family relationships.

FamilyLife has been providing training, innovative programmes and resources to a growing network of volunteers to help individuals and churches effectively minister to families in their communities. Our work provides a practical context of love and forgiveness for the gospel message. Our events allow couples, whether they are doing well or struggling, to engage with topics including God's purposes for marriage, communication, resolving conflict as well as expressing love.

### *Events – Live – 'A Day Together'*

2022 saw the restarting of our Live events. Approximately 200 people attended 'A Day Together Marriage' Seminars over five events. Four were in England and one was in Northern Ireland. It was a great encouragement to hear the stories of the difference these seminars made to the relationships of the couples who attended.

### *Toucan – ongoing development*

Toucan is a smartphone app which allows couples to experience some of the content of 'A Day Together' at their own convenience. It is a fresh and unique online experience for couples, providing tools to build strong relationships. The 'Communications' module was launched in February 2017, the 'Conflict' module in August 2017, the 'Loving' module in February 2018 and the 'Money' module in 2019. The final Toucan module 'Growing' was launched in November 2021. This year has seen consolidation of the app as the new leaders continue taking Toucan forward. Toucan is being promoted through social media and our regular relationship blog. We are also advertising Toucan on Facebook and through Google ads.

### *Small Groups*

The 'Together' small group material allows couples who attend events to take FamilyLife ministry into their communities. 'Together' combines practical tools with Bible study which helps couples to continue to strengthen their relationships with each other and with God. This small group resource also builds strong friendships. Groups are running in many places across the UK and in other countries. The resource has been translated into Dutch, German, Greek, Romanian, Spanish and Portuguese. Farsi, French, Italian, Lithuanian and Russian translations are in progress.

In the UK approximately 10 Together groups ran in 2022, that we are aware of, and we plan to see more in the upcoming year.

We continue to receive interest from overseas in Together. In 2022 much work has been done on translating it into Hindi with a launch planned for early 2023.

*FamilyLife Farsi*

We have been building up a FamilyLife ministry to Farsi speakers since 2018. In 2022 the manuals used in the 'A Day Together' marriage seminar were translated into Farsi and the first Farsi speaking 'A Day Together' seminar took place in Belgium. In addition, following on from last year's printing of Together approximately 50 Church leaders are now trained in leading Together and are leading groups in their communities.

**2. At work**

Because the most influential people in the world are among the least likely to hear the good news of Jesus, our At Work team are ambassadors for Christ to a wide range of leaders and professionals in the UK, from professional sportspeople to politicians to musicians, bringing the message: "Do not be afraid. I bring you good news that will cause great joy for all the people...a Saviour!" (Luke 2:10-11)

As with all our work, the pandemic had an extraordinary impact on this important workplace ministry, disrupting in-person meetings and events. 2022 has therefore been a year to start over in both aspects. The team restored several of their annual events with the great privilege of lifting Jesus up before the VIP audiences.

Three events in the latter half of the year were cancelled due to changes made by the collaborators. It was seen as a mixed blessing since a critical administrative member of the team retired and had yet to be replaced.

As always, "in their hearts, humans plan their course, but the Lord establishes their steps" (Proverbs 16:9). We enter 2023 holding the hand of our Saviour, counting on Him to lead us into His wonderful plan for our lives and those to whom we minister.

Crescendo, our music ministry, continued meetings in 2022 for local Christian music teachers to support each other in regard to questions about best teaching practice, and praying for specific requests.

It was another foundational year within our sports ministry. We established rhythms and helped athletes see their need for community. While we did lose an intern halfway through the calendar year, ministry in the autumn shifted mostly to men's football. The World Cup in Qatar was the highlight of the sport and ministry year. One of our staff was able to be included as a team chaplain embedded in the daily rhythms of the team. This was unprecedented. They were also able to meet with the Cameroon team while there to perform a chapel service for team members.

In 2022, Digital Strategies grew from one staff member to a team of five, so a big part of our task this year was forming and onboarding as a new team. The main projects we worked on were Toucan Together, The Mentor Ministry and Gnowbe. Toucan Together is a relationship app that helps couples grow in their love and understanding of one another through interactive content, weekly newsletters and thought-provoking social media. The Mentor Ministry connects people all over the world who need a listening ear with Christian mentors, regular people who engage with them through a secure online platform to listen with compassion, give them a safe place to talk about what is going

on in their lives, pray for and with them, and ultimately seek to point them to Jesus. People get connected to our mentors through sites like [www.issuesiface.com](http://www.issuesiface.com) and [www.TheLife.com](http://www.TheLife.com) where they can read articles and stories related to their own life circumstances and then are offered an opportunity to connect online with a mentor. Gnowbe is a micro-learning platform that hosts a huge range of content to learn in bite-sized chunks on-the-go or at home. In 2022, we developed and tested a course for student leaders together with the Agapé Students team in London.

### 3. At university

2022 has been a year of changes in leadership on a national and local level. With a new national leader that arrived in July and some changes in leadership we started a process of change so we can be more effective to help students discovering Jesus together. Along with this change, we are also setting up a new goal-setting and planning process, a national calendar for the academic year, and a transferable model of ministry for new staff and students.

Our annual Fireseeds conference in February was face-to-face for the first time post-Covid. We had prayed for 30 students and ended up having 21 register. But unbeknownst to us the weekend of the conference coincided with a Red Weather warning across the UK, so in the end we only had 19 students attend. Even though our numbers were small, a reflection of a smaller post-Covid community, we saw one student come to faith during the weekend and a handful of others for whom the weekend was a real turning point in their faith. One student commented at the end "After this weekend, I want to be all in with the Lord now."

In the first semester of the academic year 2022/2023 we have seen growth in some of our local movements. Some of our cities are seeing more involvement than they have in years. It looks like students are eager to meet each other and talk about life and faith in an open and welcoming environment. We have used social media to connect with students locally and stimulate faith conversations too.

#### *Digital*

Our digital team of 4 has grown in confidence and experience and have been getting better at growing our national audience for our social media content. We are trying to do a better job of working more collaboratively on projects and are working to create tools to help teams evaluate and process their social media impact.

#### *Freshers*

In 2020 we launched our first online Freshers Campaign mainly through Instagram and using Facebook Advertisements. In 2021 we ran the "Starting Well at Uni" campaign again but did it as a YouTube Page, recognising that students or that age group have a high level of engagement using Google and YouTube. We wanted to create a journey for students to explore well-being in all areas of life with a clear opportunity to explore spiritual well-being through videos we created by various experts in things like (nutrition, sleep, good study habits etc). This autumn we ran the same campaign but created it as a website where students could go to see the videos. Although we did more advertising of the page, we found that the You Tube channel was more effective for getting students to view the content and the social media campaign we did in 2020 garnered more contacts and more students interested in exploring faith. For 2023 we will want to evaluate if we run the campaign again and what changes we would make if

we do. Our desire with the campaign has been to connect with new students, to offer them resources to help them start the Uni year well and to encourage students to start a spiritual journey that would help them to discover Jesus.

#### *Spring and Summer Projects*

This year we were able to have two student projects to the Middle East (July and December) and some of our leaders went to Sierra Leone to look into future partnership opportunities.

#### *Regular Ministry*

Regular ministry is the backbone of what we do. Helping students on their journey to discover more about Jesus and equipping others to engage with others in faith conversations and give words to their relationship with Jesus. Our teams across the UK had seen 1125 students engaged in gospel conversations and we saw four students come to faith in 2022.

#### **4. Abroad**

Global Aid Network UK (GAIN) has carried on with a hands-on approach to responding to poverty and crisis. In February Europe was shocked by the Russian invasion of Ukraine causing eight million people to flee the country. GAIN responded swiftly to the need and resourced our well-established partner network in the surrounding area. In the UK we received over £100,000 as the British people were moved to action by the events. With these donations we have sent food, sleeping bags, hygiene materials, winter clothes and beds to people affected by the war. We were gifted the use of a temporary warehouse space in Birmingham which meant that we were able to collect and pack hygiene kits for Ukrainian refugees. We hosted 150 volunteers in this centre who were able to use their time and energy to care for others.

In 2022 a large sports brand made GAIN UK their humanitarian partner, meaning that we are receiving their excess sportswear and can pass these on to charity partners in the UK and overseas who are serving those in poverty.

All of this means that we have been able to send 33 tonnes of aid to our partners on the ground in Ukraine, Romania and Serbia, as well as giving over 1000 boxes to partners in the UK. They have distributed these donations to refugees and those in poverty-stricken areas.

Multiple partnerships were made in the UK with Churches and NGO's and more that 800 boxes of aid was distributed through them to refugees and people in poverty in the UK.

#### *Long-term mission*

Currently, there are British staff serving long-term in Italy, Portugal, Russia, South Africa and the USA along with a one-year intern on a team in the Middle East. Here in the UK we have staff serving alongside us from Albania, Finland, India, Iran, Ireland, the Netherlands, the Philippines, South Africa and the USA. As a national ministry we are continuing

to take the lead in helping Europe run cross-cultural training for missionaries who are leaving their home countries to serve overseas. TransIT, as the training is known, returned to an in person training cohort in summer 2022 after two years on hiatus during the Covid 19 pandemic, and was a great challenge and experience for the diverse staff who were trained. British staff were involved in directing the training for about 19 staff from across Europe and further afield starting international assignments in 2022/2023.

The TransIT team, led by Agapé UK staff, have been working on the development of a multi-cultural leadership training module with the groundwork laid through 2022 for the first cohort, including many leaders from Agapé UK, taking place in March 2023. Further to this our Global Missions team have also been involved in the creation of an Intercultural Leadership module for the CCCI Global LDHR Team which will train leaders around the world in how to lead in culturally appropriate ways.

#### *Short-term mission*

It was fantastic to see a return of our international Global Projects in 2022 after their being cancelled in previous years by Covid 19. In 2022 we ran three, a humanitarian project in partnership with the Global Aid Network to Romania serving Roma people, a summer trip to a Muslim city in the Middle East connecting with youth and university students, and a winter trip to the same Middle Eastern city in December following up the work from the summer.

In addition to these a small team of Agapé UK leaders spent ten days in Sierra Leone in September coming alongside the national ministry there and assisting with the running of their first ever national conference for students. This was a great privilege as we seek to support that ministry and serve them under their leadership and direction.

#### **Working with Churches (Five Year Focus 2020 – 2025)**

In 2022 we continued to implement our national plan, working alongside church leaders to inspire, encourage and enable their church members to share their faith. This also included involvement in church networks and large Christian events where we were able to add value through our trained staff and tried and tested resources. We were delighted to be able to partner with Big Church Day Out (now Big Church Festival) for the first time. Our attendance at the event enabled us to bring inspiration and resourcing, for exploring and sharing faith, to thousands of festival goers.

#### **Central Team: Operations, Communications and Human Resources**

Alongside our field-based colleagues, the Central Team's role is to support Agapé UK's national focus by providing staff, volunteers, and members of the public with the tools, skills and information they need to discover Jesus together. The Central Team includes staff working in Finance, HR, Leadership Development, Communications, IT, Data Privacy, Events, Fundraising and Office Management.

The team started the year working from home as per the government guidelines for Covid. It was a relief to be able to return to work in the Hub by the end of January but having seen the benefits of working from home the team now

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### REPORT OF THE TRUSTEES

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have moved to hybrid working. This gave each staff member days when they can work from home and two days when the whole team works together in the Hub.

Having the whole Central Team based on one floor has had a positive impact on team life. We have also seen external groups coming in and using our meeting rooms as we look to increasingly serve others well. The coffee shop style set up on the ground floor is an effective space for entertaining and hosting visitors.

We have undergone a number of staff changes over the year with the introduction of our new Leadership Development Director and Office Administrator, as well as saying goodbye to members of our Communications department and our Finance Director. In October, the Operations department of the Central Team was restructured to ensure sufficient capacity was in place to continue providing excellent administrative support both for staff, ministry partners and the wider public that we connect with.

The website for our resources – Agapé Resource Centre (ARC) – is now well established and we are looking for more ways in which we can connect with churches and the wider public with what we have to offer in making and multiplying disciples.

For example, including a leaflet with each order introducing our key resources or offering a free sample of another resource.

In August, with the easing of Covid restrictions, the Conference and Events team were able to run a “normal” all staff conference again, providing the whole staff family with an excellent programme of biblical teaching and envisioning for the coming year.

## Plans for 2023

### Working with Churches

As part of our national 5 Year Focus, the whole of Agapé UK will be involved in working closely with churches in 2023 and beyond. Through our evolving City Teams, made up of existing staff, we will offer to come alongside church leaders, to support them to inspire, encourage and enable their members to help family, friends, colleagues and neighbours discover Jesus together. We will work with them to develop discipleship programmes and activities, using our wide range of tried and tested resources and courses, such as our flagship resource Living & Telling. Through this work, over five years, we hope to inspire 50,000 Christians to each talk about their faith in Jesus with five of their friends, thereby enabling 250,000 to hear the message of the good news of Jesus Christ.

Alongside this, our four core teams will continue their individual ministry work as follows.

#### 1. At home

In 2023 our FamilyLife team will continue to support local families, couples, and the activities of local churches, particularly with regard to relationship issues and discipleship. Subject to capacity we will continue to work to develop the national FamilyLife network, focused on cities.

*Events* – After the successful relaunch of our live event 'A Day Together' we plan to build on that with further live events around the country.

*Toucan* – We will continue to consolidate Toucan, focusing our efforts on developing our reach beyond a Christian audience, to also share this valuable resource with those of other faiths and none. We will also be accessing the feasibility of translating Toucan into other languages.

*Small Group Discipleship Ministry* – We will continue to grow partnerships with Churches and Volunteers building on the groups that formed in 2022.

*FamilyLife Farsi* – We will continue to collaborate with those working to build the body of Christ amongst Farsi speakers and to strengthen couples' relationships. Work will continue on producing content for the FamilyLife Farsi website with a launch planned for summer 2023. We plan to hold our first 'A Day Together' in Farsi Language in the UK and more in Europe following last year's successful translation and launch event.

#### 2. At work

Crescendo's plans are to continue meetings for local music teachers. Prepare and lead monthly meetings for creatives as part of a local church, supporting artists to express their faith through the arts. Support music teachers in South Africa through Zoom meetings. Start to prepare a conference for music teachers to be held in 2024.

The year looks bright ahead for our sports ministry as two new staff look to report midyear. Discipleship online has persisted in many countries around Europe including Norway, Finland, Italy, Spain, Scotland, and England. Training opportunities are there for chaplain networks around Europe and the world to learn from our model here in the UK.

In 2023, the Digital Strategies team is working on three main projects in addition to establishing our working rhythms and practices as a team and taking steps to learn more about our audience. This year, we are working to recruit and train new mentors with The Mentor Ministry (TMM) to respond to the growing number of message requests from [www.issuesiface.com](http://www.issuesiface.com). Our goal is to grow our mentor team from six to 30 by the end of the year and to engage with three new churches through TMM. With Toucan Together, we are working to produce valuable content for our weekly newsletter and social media accounts and to grow our brand's reach and audience to 3,000 followers and 1,000 newsletter subscribers. In R&D, we are exploring options for a new project that would engage people who would say they are indifferent to faith in Jesus in hopes of piquing curiosity and offering them fitting next steps to further explore questions about Jesus.

### 3. At university

#### *National Changes*

In 2023 we will continue to work on a national vision, strategy and culture, including shared goal-setting, a national calendar for the academic year, and a transferable model of ministry for new staff and students.

#### *Fireseeds 2023*

Our annual student conference is on again this February. In comparison to our last conference just before the pandemic, which had close to 50 students attend, our hope for this year is to have a minimum of 30 students attend. This again is a reflection that things have only just started reopening and we are starting to meet new students.

#### *Discover Jesus Campaign*

In March we will run a five-week long campaign called 'Discover Jesus.' The campaign is based on the outcome of a survey we did in October 2022 among 604 students in the UK. We asked what thoughts and questions students had about Jesus. We filtered them down to the top five most asked.

1. Did Jesus really exist?
2. Who was Jesus and what did He do?
3. What about suffering?
4. What is the purpose of my life?
5. What about the afterlife and does Jesus have a say in it?

For the campaign we have created a **podcast** together with the Oxford Christian Center of Apologetics, a conversational tool and 5 conversation guides for a weekly discussion, all based on the five most asked questions. We are hoping to have 1,000 people listen to the podcast and 100 students joining conversations across the UK.

#### *Student Apprenticeships*

A new initiative that we have started is offering existing student leaders the chance to apprentice while they are students. They would seek to raise the funds to be paid by Agapé and would commit to reaching their campuses for a fixed number of hours per week. We currently have two students who are in this program that will run until summer 2023.

#### *Wild Hope*

We are collaborating with Hope Together, Youth with a Mission and Fusion to participate in Wild Hope. A 10-day mission experience for young people (age 18-25) from 6 –15 July 2023. More information can be found on [www.wildhopeuk.com](http://www.wildhopeuk.com).

#### **4. Abroad**

Following much growth in 2022, GAIN UK plans to continue to develop practical ways to enable people to respond to humanitarian needs around the world. GAIN UK is raising funds for an involvement centre where we can store the donations we receive and invite volunteers to come and pack with us. This Involvement Centre will also be a hub where information about our work can be promoted and advertised. Already 1/5 of the way towards our fundraising goal for a centre of 5,000 square feet, we are able to move into a smaller centre as a steppingstone at the start of 2023.

GAIN UK also wants to continue sending relief aid of at least three lorries to our partners in Ukraine, Romania and Serbia and continue strengthening this relationship with our partners.

Together with Agapé UK Students, we are sending a student team on a humanitarian project to Romania. We are also planning on send teams to two new locations, Serbia and Benin, to help our partners on the ground with their work of helping those in need.

Finally, we are launching our Water For Life Initiative this year and plan to fund at least one well and one church building (£9,600) in places without access to safe drinking water.

#### **Central Team – Operations, Communications and HR**

As we move forward in 2023, the Central Team's role continues to be critical to the development of the national 5 Year Focus. We will continue to engage and increase our audiences through the wide range of inspiring and thought-provoking articles on our website, through social media and through media opportunities such as radio and TV interviews and speaking engagements. We will continue to add to our ARC website to increase and improve access to our resources.

## AGAPE MINISTRIES LIMITED

### REPORT OF THE TRUSTEES

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As was the case in 2022, we will continue to be involved in events such as Christian Resources Exhibition, New Wine Leadership Conference, and Big Church Festival, showcasing what we can offer to churches. Staff from Central Services will join others from the Field Ministry in these events.

In 2023 the Conference and Events team are planning a retreat in May for all our staff women and the all-staff summer conference in August, for which the theme is Strengthen. We are also planning to be at several different festivals from June-August.

Although the Central Team is often considered to be quite separate from the 'field' ministry our desire is for our team to also be involved in mission. To this end we will be involved in ministry alongside other staff in Birmingham, working as a City Team, to connect with local churches and other missions across the city. We will embrace opportunities to use The Hub to inspire people around us to discover Jesus.

Despite having several new people join us this year, recruitment remains a priority for the Central Team as we still have a number of key roles as yet unfilled. Key roles that we still need to fill are Central Services Director, IT Assistant, Communications Director, Fund Development Director, and 2 part-time Fund Development roles (Trust Fund Administrator and Fund Development Administrator).

## Financial Review

Agapé UK's financial management aims are to:

1. Employ staff who raise funds for Agapé for the purposes of paying salaries, staff expenses for personal ministry and contribute to general funds.
2. Raise general funds to support the cost of Agapé UK's operational expenses, including a high-class training and personal welfare programme.
3. Raise funds through specific appeals to support Agapé UK's outreach activities.
4. Raise funds to support evangelistic activities overseas which are managed by overseas Agapé organisations.

Agapé UK's financial model relies on a 12.5% deduction on all funds raised in the UK by staff and specific appeals. 9.5% is used to fund the operating costs of the ministry and 3% is tithed to be used for activities of overseas Agapé organisations. The amounts raised are affected by the number of staff raising personal support in the UK.

The overall financial performance in 2022 is as follows:

Funds raised by staff were £2.56m as compared to £2.87m in 2021, a decrease of £310,000.

All staff salaries including key management personnel are set according to pre-defined criteria. The salary breakdowns are laid out in detail in note 8. No staff received emoluments in excess of £60k during the year.

Staff fund balances have increased in 2022 by £26k to £680k (note 18 to the accounts). This is due to a number of staff members transitioning to the UK from other entities within Campus Crusade for Christ International and bringing their fund balances with them.

The building (and associated costs) are depreciated at a rate of 2% per annum, and the costs of improvements to "The Hub" have been capitalised and will be depreciated together with the existing asset over its remaining useful economic life.

Designated funds at the end of the year are £1.13m (2021: £1.15m), which comprise funds for staff, ministry activities and the value of certain fixed assets. These funds support the various ministry activities that have taken place in the year (see note 18 for details).

Grants to overseas Campus Crusade activities totalled £529k (2021: £542k). This is funded directly by donations given for these purposes and the 3% Tithe.

Bank balances at December 2022 were £837k as compared to £865k at December 2021. This is a reflection of the ministry teams and staff spending funds that have been raised in previous years. During 2022, the funds invested in treasury deposits with Lloyds bank, together with the interest received, were re-invested for a further 12 months each maturing in 3 month intervals. This was out of a desire to generate better returns for the cash we are holding. The interest from these deposits has contributed towards unrestricted general funds in 2022 and will continue to do so in the future.

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### REPORT OF THE TRUSTEES

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#### The Trustees' Reserve Policy

The Trustees are aware that the main financial issues in 2023 are:

1. The continued operation of our national headquarters.
2. The funding of central running costs for which 79% is budgeted to be funded through the 12.5% levy on funds raised by staff together with targeted fund development activities in 2022. This is budgeted as a broadly breakeven situation.
3. The progress of a current initiative to develop new sources of funding for outreach activities.

The existing reserves policy is to have 6 months reserves to cover operating costs which are not directly funded from income. The budgeted costs for 2023 are around £334k and this gives a target of roughly £167k.

At December 2022, reserves making up the target were £168k for Unrestricted General Funds.

The balance of General Funds at the end of 2022 of £167,804 is just in line with the reserves target. However, the Trustees are aware that in the present general economic situation there is a risk that existing regular donors may reduce or cease their giving and that expectations of funds from new sources/donors may not be achieved as budgeted. Should this happen then the reserve target will not be met.

In the longer term, Agapé intends to increase the focus on encouraging, supporting and equipping staff to reach 100% of their support goal. This will lead to an increase in donation income into the ministry and an increase in General funds as a result. The Executive leadership team are also increasing the focus on exploring other avenues of fund development.

#### Auditors

Mazars LLP served as auditors throughout the period. A resolution to re-appoint Mazars LLP auditors will be proposed at the forthcoming annual general meeting.

The Trustees' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption provided by section 408 and section 414B (b) of the Companies Act 2006.

Approved and authorised for issue by the board on: 27<sup>th</sup> April 2023

By:



Gary Palmer (Chair)  
167 Newhall Street  
Birmingham  
B3 1SW

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED

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### Opinion

We have audited the financial statements of Agape Ministries Limited (the 'charity') for the year ended 31st December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31st December 2022 and of its income and expenditure for the year then ended.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and the parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and the parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED

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have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).**

In our opinion, based on the work undertaken during the audit:

- the information given in the Trustees' Report which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

Considering the knowledge and understanding of the charity and their environment obtained during the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small company's regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

### **Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement set out on page 3, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under Section 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED

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always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to employment regulation and fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, inappropriately shifting the timing and basis of revenue recognition, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to fund accounting, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations.
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected, or alleged fraud.
- Gaining an understanding of the internal controls established to mitigate risks related to fraud.
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of the audit report**

This report is made solely to the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
AGAPE MINISTRIES LIMITED**

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the Charities Accounts (Scotland) Regulations 2006 (as amended) and with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.



David Hoose [May 2, 2023 11:42:01+1]

May 2, 2023

David Hoose (Senior Statutory Auditor)

for and on behalf of Mazars LLP

Chartered Accountants and Statutory Auditor

First Floor

Two Chamberlain Square

Birmingham B3 3AX

AGAPE MINISTRIES LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account)  
Year ended 31 December 2022

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and Legacies		4,106,741	120,403	4,227,144	3,584,949
Charitable Activities		6,607	-	6,607	1,129
Other trading activities		17,401	-	17,401	11,692
Investments		479	-	479	1,774
<b>TOTAL INCOMING RESOURCES</b>	2	<b>4,131,228</b>	<b>120,403</b>	<b>4,251,631</b>	<b>3,599,544</b>
<b>EXPENDITURE ON:</b>					
Raising funds	3	16,931	-	16,931	70,364
Charitable activities	5	4,146,560	97,199	4,243,759	3,660,992
Other	4	16,956	7,097	24,053	20,765
<b>TOTAL</b>		<b>4,180,447</b>	<b>104,296</b>	<b>4,284,743</b>	<b>3,752,121</b>
Net (loss)/gain on investments	12	(5,432)	-	(5,432)	3,356
<b>NET (EXPENDITURE)/ INCOME</b>		<b>(54,651)</b>	<b>16,107</b>	<b>(38,544)</b>	<b>(149,221)</b>
<b>Transfer between funds</b>	17	<b>16,736</b>	<b>(16,736)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(37,915)</b>	<b>(629)</b>	<b>(38,544)</b>	<b>(149,221)</b>
Fund Balances at Beginning of Year		1,335,303	332,112	1,667,415	1,816,636
<b>FUND BALANCES AT END OF YEAR</b>		<b>1,297,388</b>	<b>331,483</b>	<b>1,628,871</b>	<b>1,667,415</b>

All the above results are derived from continuing activities.

The company has no recognised gains or losses other than the net movement in funds for the year.  
The (Deficit)/Surplus for Companies Act Purposes is (£33,112) – 2021 was (£152,577).

AGAPE MINISTRIES LIMITED

BALANCE SHEET

Year ended 31 December 2022

Company number 00949989	Notes	2022 £	2021 £
<b>FIXED ASSETS</b>			
Intangible fixed assets	10	15,962	58,493
Tangible assets	11	647,834	652,045
		<u>663,796</u>	<u>710,538</u>
<b>CURRENT ASSETS</b>			
Investments	12	64,907	70,339
Term deposits	13	614,021	613,659
Stocks	14	10,934	1,155
Debtors	15	154,565	82,000
Cash at bank and in hand		223,162	251,346
		<u>1,067,589</u>	<u>1,018,499</u>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	16	<u>(102,514)</u>	<u>(61,622)</u>
<b>NET CURRENT ASSETS</b>		<u>965,074</u>	<u>956,877</u>
<b>NET ASSETS</b>		<u><u>1,628,871</u></u>	<u><u>1,667,415</u></u>
Unrestricted funds	19	1,297,388	1,335,303
Restricted funds	20	331,483	332,112
<b>TOTAL NET ASSETS</b>		<u><u>1,628,871</u></u>	<u><u>1,667,415</u></u>

These financial statements which have been prepared in accordance with the special provisions relating to companies subject to the small company's regime within CA 2006, Pt 15, were approved and authorised for issue by the board of directors on: 27<sup>th</sup> April 2023.

Gary Palmer



Members of the Council  
of management

Dermot Purcell



AGAPE MINISTRIES LIMITED

STATEMENT OF CASH FLOWS  
Year ended 31 December 2022

	Notes	2022 £	2021 £
<b>Cash flows from operating activities:</b>	21	(10,167)	(116,002)
<b>Cash flows from investing activities:</b>			
Investment income		117	9
Net purchase of property, plant, and equipment, including intangibles		(18,133)	(54,699)
<b>Change in cash and cash equivalents in the reporting period</b>		(28,183)	(170,692)
Cash and cash equivalents at the beginning of the year	22	251,345	422,037
<b>Cash and cash equivalents at the end of the year</b>	22	223,162	251,345

## 1. ACCOUNTING POLICIES

### Basis of accounting

The financial statements have been prepared in accordance with 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 (FRS102) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Agape Ministries meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

### Preparation of the accounts on a going concern basis

The company reported a cash **outflow** of £28,183 for the year.

The Trustees have prepared detailed financial performance projections for the ensuing year. Those projections are reviewed and revised at the end of each reporting period within the company's financial year. Based on those projections the Trustees have satisfied themselves, as far as they are reasonably able and unforeseen events aside, that the company is in a position whereby it may adopt a going concern basis of accounting in preparing the annual financial statements.

2022 has seen a return to normal ministry activities after the extreme circumstances of the coronavirus pandemic. Naturally, this resulted in an increase in expenditure as we drew on funds raised for cancelled events in 2020 and 2021 to invest in major projects such as our cinema truck exhibit at Big Church Day Out.

Despite weathering the impact of coronavirus, we recognise that we are still in challenging times as inflation rises, and the increased cost of living takes affect. We are, however, in a strong position financially, with an adequate level of unrestricted reserves and good financial controls in place. Our self-funding model means those who give to support the work of Agapé UK have a very personal connection with the ministry. They understand that their giving doesn't just go into some "central pot" but contributes directly to the salaries of staff – people they know and are committed to. This means that in uncertain times, such as we now find ourselves in, their giving to Agapé UK is usually the last to be stopped.

This model also means there is a direct link between the expenditure of Agapé UK and the money raised, as we do not allow ministries to spend beyond what they have available. Therefore, if funding decreases, we will also see a fall in expenditure.

Looking ahead to 2023, we are investing more resources into fundraising activities beyond the self-funding model of staff to ensure that ministry teams and projects are fully funded and new opportunities can be explored unhindered.

### Company status

The company is a company limited by guarantee. The Directors of the company are the Trustees named in the "Reference and Administrative Details". In the event of the company being wound up, the liabilities in respect of the guarantee is limited to £1 per member of the company.

### **Use of estimates and judgements**

When preparing the financial statements, management makes several judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income, and expenses. The estimate that has the most significant effect relates to fixed assets.

Determining residual values and useful economic lives of fixed assets

The Company depreciates tangible fixed assets over their estimated useful lives. The estimation of the useful lives of assets is based on historic performance as well as expectations about future use and therefore requires estimates and assumptions to be applied by management. The actual lives of these assets can vary depending on a variety of factors, including the property market and maintenance programme.

### **Incoming resources**

The income and result for the year are attributable to the principal activities as set out in the report of the Council of Management. Most of the income is derived from the UK; however, some is received via Agapé Europe and via Campus Crusade for Christ International and is mainly for support of staff.

Donations include all amounts receivable by the company in respect of donations to support field workers and for other purposes.

Income includes the amounts invoiced, excluding recoverable value added tax, in respect of the sale of literature and the sale of DVDs and other evangelism and discipleship resources. It also includes conference income, project income, and donations.

### **Resources expended**

In the presentation of these accounts, expenditure against each activity includes staff expenses of self-funding staff and an allocation of support costs, see note 3 below.

The cost of generating funds is the direct costs (including salaries) of Agapé communication such as yearly "Move Magazine" and an overhead charge on the gross income raised. No external agencies were contracted to raise funds on behalf of Agapé and all communications were sent to individuals who had expressed consent to receive them. All giving was on a voluntary basis.

The basis for allocation of support costs to activities has been pro rata to the total income and expenses of each activity, excepting those which are restricted funds, where overseas appeals are charged a fixed percentage on gross income (see paragraph above).

The policy on grants to activities of overseas Agapé organisations is not to enter commitments to provide funding which has not yet been raised, by more than £10k for any one commitment.

### **Governance costs**

These include the cost of professional advice, audit costs, COM meeting costs, staff costs to produce the annual accounts and reports to COM, together with an allocation support costs.

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

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**Fixed Assets**

Items of a capital nature purchased from Agapé General Funds and costing over £500 are capitalised as fixed assets at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life as follows:

Freehold land	0%	per annum
Freehold property	2%	per annum
Computer equipment	33 1/3%	per annum
Office equipment	33 1/3%	per annum
Motor vehicle	33 1/3%	per annum

**Intangible Fixed Assets**

Intangible assets are assets that are identifiable and possess all the following characteristics: lack of physical substance, nonfinancial nature (not in monetary form like cash or investment securities) and initial useful life extending beyond a single reporting period. Intangible assets are amortised over three years.

**Operating leases**

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

**Finance leases**

Assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight-line basis over the shorter of the lease term and the useful life of the asset. Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligation for future amounts payable so that the charge for each period is a constant percentage of the remaining balance of the capital sum outstanding.

**Stocks and work in progress**

Stocks and work in progress are stated at lower of cost and net realisable value.

**Tax refunds on gift aid income**

Credit is taken in the Statement of Financial Activities for tax refunds receivable in the current accounting period.

**Financial Instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value except for bank loans which would be subsequently measured at amortised cost using the effective interest method.

### **Investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

### **Grants**

Grants during 2022 were made solely to overseas Agapé/Campus Crusade for Christ activities.

3% of all donations received by Agapé UK in the year are "tithed" by way of a grant during the year following that in which they were received. These "tithes" are used to support Agape/Campus operations in countries where the need is greatest and where raising funds locally is exceptionally challenging.

Any donations received in the UK for Agapé/Campus Crusade workers based overseas are passed on, by way of an in-year grant, to the ministry in that country for use by the designated staff member.

### **Designated funds**

The nature and purpose of such funds are as follows:

Staff: Monies received that are applied to support self-funded workers expenses

Student Ministry: Donations designated for activities intended to further the Christian discipleship of students and other young people.

Non-Campus Ministry: Donations designated for activities intended to further the Christian discipleship in the UK, including working with churches, within the workplace, and Muslims.

Projects and events: Funds held to be spent on UK events, such as Big Church Day Out, to increase the profile and exposure of Agapé UK.

Urgent Needs Fund: Staff funds specifically set aside to assist staff should they face unexpected financial difficulties or hardship.

International Ministry: Donations designated for teams working to further the Christian discipleship in countries other than the UK.

International Mission Projects: Donations designated for short term projects (less than a month) to take students to other parts of the world to further Christian discipleship.

Designated Asset based funds: Funds that reflect the net book value of fixed and intangible assets held by Agapé UK.

### **Restricted funds**

These include proceeds from the sale of a restricted part of a leasehold property and specific appeals for international development projects which are managed by overseas sister Agapé organisations where the balance represents funds not yet utilised.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

2. INCOMING RESOURCES

	2022	2021
	£	£
UK	2,204,266	2,057,863
Rest of World	2,047,367	1,541,681
	<u>4,251,631</u>	<u>3,599,544</u>

3. EXPENDITURE ON RAISING FUNDS

	Staff salaries & expenses	Other direct costs	Allocation of support costs	Total 2022 (Unrestricted)	Total 2022 (Restricted)	Total 2021 (Unrestricted)	Total 2021 (Restricted)
	£	£	£	£	£	£	£
Communication with donors	1,595	4,687	935	7,217	-	59,250	-
Local appeals (unrestricted)	-	5,419	4,295	9,714	-	11,114	-
	<u>1,595</u>	<u>10,106</u>	<u>5,230</u>	<u>16,931</u>	<u>-</u>	<u>70,364</u>	<u>-</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

	4. OTHER EXPENDITURE		Allocation of support costs £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £
	Staff salaries & expenses £	Other direct costs £					
Governance costs	-	10,739	-	10,739	-	9,500	-
Other resources expended (unrestricted)	-	5,317	-	5,317	-	5,035	-
Other resources expended (restricted)	-	7,097	-	-	7,097	-	6,730
	-	23,153	-	16,056	7,097	14,535	6,730

	5. EXPENDITURE ON CHARITABLE ACTIVITIES							
	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2022 (Unrestricted) £	Total 2022 (Restricted) £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £	
Student Life	499,150	40,131	111,871	651,123	-	440,483	-	
Family Life	313,409	57,342	86,195	456,877	-	436,838	-	
Work Life	207,079	32,943	50,300	290,316	-	161,893	-	
Global Life	799,760	768,072	374,578	1,941,941	-	1,670,309	-	
International Mission Projects	58,820	26,423	14,235	99,473	-	76,697	-	
Sales activity	-	11,207	5,679	16,873	-	14,618	-	
Grants to overseas activities	-	528,322	127,543	655,268	299	748,868	11	
Overseas appeals (restricted)	-	96,150	-	-	96,150	-	11,032	
Expenditure on behalf of International ministry	-	35,439	-	34,689	750	96,493	3,750	
	1,878,218	1,596,029	770,401	4,147,449	97,199	3,646,199	14,793	

Total grants made during the year to Overseas Campus Crusade for Christ Activities: £528,621

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

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6. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2022	2021
	£	£
Staff costs (note 8)	2,908,269	2,600,971
Depreciation of intangible and tangible fixed assets	64,873	72,597
Hire of equipment – operation leases	6,904	3,976
Rent and Rates	9,341	9,818
Auditor’s remuneration – for audit	10,500	9,500

7. COUNCIL OF MANAGEMENT

No council members received any remuneration from the company in the year to 31 December 2022 (2021, nil).

A total of £104.14 (2021, nil) was received by Council members as reimbursement for expenditure incurred for their responsibilities with the charity.

Agape UK held Trustees Indemnity Insurance cover throughout the year of £1,000,000.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

8 STAFF COSTS

	Salaries from designated funds		Salaries from general funds		Total	
	2022	2021	2022	2021	2022	2021
	£	£	£	£	£	£
Salaries	2,575,835	2,277,628	118,984	136,947	2,694,819	2,414,215
Social Security Costs	141,362	120,503	9,422	10,142	150,784	130,645
Employer Pension Contributions	59,376	52,300	3,291	3,810	62,667	56,111
	<u>2,776,572</u>	<u>2,450,071</u>	<u>131,697</u>	<u>150,899</u>	<u>2,908,269</u>	<u>2,600,971</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

	2022		2021	
	Number	FTE	Number	FTE
<b>Supported Agape Workers</b>				
Management	4	4.0	4	4.0
Administration	10	7.8	10	7.9
Field	38	29.2	33	27.0
Overseas	10	10.0	11	11.0
	62	50.9	58	49.9
<b>Salaried from general funds</b>				
Administration	7	6.5	7	5.1
	69	57.4	65	55.0
Foreign workers in UK	24	23.8	26	26.0
<b>TOTAL WORKERS</b>	<u>93</u>	<u>81.2</u>	<u>91</u>	<u>81.0</u>

No termination payments were made during the course of the year. No employee received emoluments in excess of £60k in either year. Agape's 'Key Management Personnel' are comprised of the UK Executive Leadership Team (3 members) and 1 UK Personnel who serves in a Global Leadership Role. Total salaries included in the financial reports as paid to Key Management Personnel during 2022 equal £157,029, an increase of £30k from 2021.

### Salary Level

The following principles are observed in setting the salary scale of all staff including key management personnel:

- Salary level is based on the deliberate choice of lifestyle that best enhances the ministry's goals. This will normally entail sacrifice from what staff would otherwise earn.
- Salary level should be adequate so that our staff members can minister without constant distractions due to lack of money.
- Salary should consider how staff members' lifestyle should appear to the people to whom they minister. A person's lifestyle should not interfere with his or her ministry. Certain variations may be needed within the salary scale depending on where staff members are required to live, to whom they are required to minister, etc.
- Salary should consider how the lifestyle of staff members will be viewed by the local Christian community and other people. Our staff members' lifestyle should not cause their Christian brothers to stumble.

There is not to be any variation of salary due to position within the organisation.

Supported staff of Agapé in the United Kingdom are paid a monthly salary. They can fix their own salary level between set limits and subject to their team leaders' approval. The higher limit or "cap" is set to reflect to some extent each person's needs, considering where they live, age, marital status and number and ages of children. The lower limit is half of the cap but only where this is greater than the National Living Wage. The salary taken by staff members will cover all their personal expenses, in the normal way, such as accommodation, water rates, Council Tax, children's education and car expenses.

Staff are encouraged not to cover their normal reimbursable ministry expenses through taking higher salary as this is taxable income and increases the amount of support required.

The salary scale is reviewed annually in the light of changes in the cost of living and is adjusted by the prevailing RPI (Retail Price Index). A new scale takes effect from 1st September of each year.

## 9. TAXATION

The company is a registered charity (number 258421) and was not liable to corporation tax in the year to 31 December 2022 or in 2021.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

10. INTANGIBLE FIXED ASSETS

	Toucan App £	Website £	Total £
<b>COST</b>			
At 1 January 2022	257,002	39,038	296,040
Additions	-	845	845
Disposals	-	-	-
<b>At 31 December 2022</b>	<u>257,002</u>	<u>39,883</u>	<u>296,885</u>
<b>DEPRECIATION</b>			
At 1 January 2022	212,164	25,383	237,547
Charge for the year	30,104	13,272	43,376
Disposals	-	-	-
<b>At 31 December 2022</b>	<u>242,268</u>	<u>38,655</u>	<u>280,923</u>
<b>NET BOOK VALUE</b>			
<b>At 31 December 2022</b>	<u>14,734</u>	<u>1,228</u>	<u>15,962</u>
At 31 December 2021	<u>44,838</u>	<u>13,655</u>	<u>58,493</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

11. TANGIBLE FIXED ASSETS

	Freehold Land £	Freehold Property £	Fixtures fittings & equipment £	Total £
<b>COST</b>				
At 1 January 2022	125,000	620,694	167,008	912,702
Additions	-	-	17,288	17,288
Disposals	-	-	-	-
<b>At 31 December 2022</b>	<b>125,000</b>	<b>620,694</b>	<b>184,296</b>	<b>929,990</b>
<b>ACCUMULATED DEPRECIATION</b>				
At 1 January 2022	-	106,102	154,555	260,657
Charge for the year	-	12,414	9,085	21,499
Disposals	-	-	-	-
<b>At 31 December 2022</b>	<b>-</b>	<b>118,516</b>	<b>163,640</b>	<b>282,156</b>
<b>NET BOOK VALUE</b>				
<b>At 31 December 2022</b>	<b>125,000</b>	<b>502,178</b>	<b>20,656</b>	<b>647,834</b>
At 31 December 2021	125,000	514,592	12,453	652,045

12. CURRENT ASSET INVESTMENTS

	2022 £
Market Value as at 31 December 2021	70,339
Unrealised gain/(loss)	(5,432)
Net gains/(losses) for year	(5,432)
Market value at 31 December 2022	64,907

Investments comprise units in funds managed by Punter Southall Wealth that were given as a gift to Agapé UK. They are held as current assets as there is an intention to dispose of these investments when the market conditions are favourable.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

13. TERM DEPOSITS

	2022 £
Value at 31 <sup>st</sup> December 2021	613,659
Interest earned	362
<b>Value at 31st December 2022</b>	<b>614,021</b>

Four 12-month fixed rate treasury deposits held with Lloyds Bank, with initial investment of £600,000 in total. Deposits opened at 3-month intervals with one maturing each quarter. In 2022, funds were reinvested upon maturity.

14. STOCK

	2022 £	2021 £
Goods for resale	10,934	1,155

15. DEBTORS

	2022 £	2021 £
<b>Due within one year:</b>		
Trade debtors	250	18
Tax due as Gift Aid	19	54
Other Debtors	9,956	14,401
Other Campus Crusade Debtors	118,940	50,187
Prepayments	23,547	15,809
VAT	1,853	1,531
	<u>154,565</u>	<u>82,000</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

**16. CREDITORS: AMOUNT FALLING DUE  
WITHIN ONE YEAR**

	<b>2022</b>	2021
	£	£
Trade creditors	15,663	5,104
Other taxation and social security costs	48,044	37,137
Pensions	543	0
Accruals	13,090	10,590
Deferred income	4,195	7,789
Other Campus Crusade Creditors	3,001	750
Other Current Liabilities	17,978	252
	<u>102,514</u>	<u>61,622</u>

**17. CONTINGENT LIABILITIES**

There are none to report in 2022.

**18. MOVEMENT IN FUNDS BALANCES**

	<b>General funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total funds</b>
	£	£	£	£
Balance at 1 January 2022	180,736	1,154,567	332,112	1,667,415
(Deficit) for the year	(12,932)	(41,719)	16,107	(38,544)
Transfers	-	16,736	(16,736)	-
	<u>167,804</u>	<u>1,129,584</u>	<u>331,483</u>	<u>1,628,871</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

19. UNRESTRICTED FUNDS

	Balance at 1 January 2022 £	Net Incoming Resources £	Unrealised Gains on Investments £	Transfers £	Balance at 31 December 2022 £
Designated Staff	653,416	26,581			679,997
Designated Student	30,340	(2,861)			27,479
Designated Non Campus	63,381	(4,042)		16,736	76,075
Designated Projects and Events	49,496	(41,887)			7,609
Designated Fund Development	20,219	(10,939)			9,280
Designated Urgent Needs Fund	24,141	1,832			25,973
Designated Conference Fund	0	0		17,742	17,742
Designated International Mission Projects	12,486	(8,805)			3,681
Designated Funds for other CCC	0	23,107			23,107
<b>Designated (Fund Based) Total</b>	<b>853,479</b>	<b>(17,014)</b>		<b>34,478</b>	<b>870,943</b>
Designated Premises	245,190	(5,317)			239,873
Designated Equipment Fund	3,043	604			3,647
Designated Toucan Fund	44,838	(30,103)			14,735
Designated Website Fund	8,017	(7,631)			386
	<b>301,088</b>	<b>(42,447)</b>	<b>-</b>	<b>-</b>	<b>258,641</b>
<b>General Funds</b>	<b>180,736</b>	<b>10,242</b>	<b>(5,432)</b>	<b>(17,742)</b>	<b>167,804</b>
<b>Unrestricted Funds</b>	<b>1,335,303</b>	<b>(49,219)</b>	<b>(5,432)</b>	<b>16,736</b>	<b>1,297,388</b>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

20. FINANCIAL RESTRICTED FUNDS

	Property Fund £	Fund raised for international development projects £	Total £
Balance at 1 January 2022	310,678	21,434	332,112
Net incoming resources	(7,097)	23,204	16,107
Transfers	-	(16,736)	(16,736)
Balance at 31 December 2022	<u>303,581</u>	<u>27,902</u>	<u>331,483</u>

The Property Fund comprises the portion of restricted funding used to purchase our current office in Birmingham and represents this portion of the net book value property which is held at cost.

21. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(38,544)	(149,221)
Adjustments for:		
Interest Receivable	(116)	(11)
Depreciation charges	64,875	71,950
(Gains)/losses on investments	5,432	(3,356)
Interest on term deposits	(362)	(1765)
(increase)/decrease in stocks	(9,779)	3,633
(increase)/decrease) in debtors	(72,565)	(6,020)
Increase/(decrease) in creditors	40,892	(31,121)
Net cash provided by (used in) operating activities	<u>(10,167)</u>	<u>(116,002)</u>

22. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £	2021 £
Cash in hand	633	283
Notice deposits (less than 3 months)	222,529	251,063
Total cash and cash equivalents	<u>223,162</u>	<u>251,346</u>

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

23. OTHER FINANCIAL COMMITMENTS

	Land & buildings		Other	
	2022	2021	2022	2021
<b>Amounts payable on leases which expire:</b>				
Within one year	-	-	3,400	3,976
Within two to five years	-	-	4,700	1,738
	<u>-</u>	<u>-</u>	<u>8,100</u>	<u>5,714</u>

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds			Total
	General funds	Designated funds	Restricted funds	
	£	£	£	£
<b>Fund balances at 31 December 2022 are represented by:</b>				
Fixed assets	101,576	258,641	303,581	663,798
Net Current Assets	66,228	870,943	27,902	965,073
	<u>167,804</u>	<u>1,129,584</u>	<u>331,483</u>	<u>1,628,871</u>

25. RELATED PARTY TRANSACTIONS

Two of Agape Ministries' Trustees were employed by Stewardship in the UK during 2022. Stewardship help Christians, charities and churches activate generosity, resource their calling and make a difference in Jesus' name. A number of individuals who give to Agapé do so through Stewardship or a Stewardship giving account. Stewardship charge a small fee on each gift given to them to cover processing costs. Stewardship do not charge Agapé or any other Christian organisation for their services. Agapé do not receive favourable terms through the relationship our trustee has. At the date of signing, no trustees are employed by Stewardship (one resigned as a trustee in July 2022; the other resigned from Stewardship in February 2023).

26. EVENTS AFTER THE BALANCE SHEET DATE

There have been no events since the balance sheet.

AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2022

27. STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account) Year ended 31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2021 £
<b>INCOME AND ENDOWMENTS FROM:</b>				
Donations and Legacies		3,572,658	12,291	3,584,949
Charitable Activities		1,129	-	1,129
Other trading activities		11,692	-	11,692
Investments		1,774	-	1,774
<b>TOTAL INCOMING RESOURCES</b>	2	<u>3,587,253</u>	<u>12,291</u>	<u>3,599,544</u>
<b>EXPENDITURE ON:</b>				
Raising funds	3	70,364	-	70,364
Charitable activities	5	3,646,199	14,793	3,660,992
Other	4	14,035	6,730	20,765
<b>TOTAL</b>		<u>3,730,598</u>	<u>21,523</u>	<u>3,752,121</u>
Net gains on investments	12	3,356	-	3,356
<b>NET (EXPENDITURE)/ INCOME</b>		(139,989)	(9,232)	(149,221)
<b>Transfer between funds</b>	17	-	-	-
<b>Net movement in funds</b>		(139,989)	(9,232)	(149,221)
Fund Balances at Beginning of Year		1,475,292	341,344	1,816,636
<b>FUND BALANCES AT END OF YEAR</b>		<u>1,335,303</u>	<u>332,112</u>	<u>1,667,415</u>



**AGAPE MINISTRIES LTD**

England & Wales - Charity number 258421

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# Accounts

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**Company Registration 949989**

**Charity number (England and Wales) 258421**

**Charity number (Scotland) SC042332**

**AGAPE MINISTRIES LIMITED**

**Report and Financial Statements**

**Year ended 31 December 2021**

**AGAPE MINISTRIES LIMITED**

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**AGAPE MINISTRIES LIMITED**

**COMPANY INFORMATION**

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**COMPANY NUMBER** - **9499989**

**CHARITY NUMBER** - 258421 (England and Wales) SC042332 (Scotland)

**CHAIR** - **Mr Gary Palmer**

**OTHER TRUSTEES**

Rev Richard Boothroyd	Mr Kevin Russell
Mrs Jo Arkell	Mr Dermot Purcell (Appointed 28/04/21)
Mr Javier Garcia (ex officio)	
Mr Ian Johnson (Resigned 28/04/21)	Ms Elspeth Hughes-Penny (Resigned 28/04/21)

**NATIONAL DIRECTOR** - **Mrs Lesley Cheesman**

**COMPANY SECRETARY** - **Miss Nicole Barnard**

**REGISTERED OFFICE**

167 Newhall Street  
Birmingham  
B3 1SW

**BANK**

Barclays Bank PLC  
Colmore Row  
PO Box 34  
Birmingham  
B3 2BY

**SOLICITORS**

Anthony Collins Solicitors LLP  
134 Edmund Street  
Birmingham  
B3 2ES

**AUDITOR**

Mazars LLP  
First Floor  
Two Chamberlain Square  
Birmingham  
B3 3AX

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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The trustees (whom we refer to as our Council of Management - COM) are pleased to present their report together with the financial statements of Agapé Ministries Ltd ("the charity" or "Agapé UK") for the twelve months ending 31 December 2021.

Reference and administrative information set out on page 4 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Statement of Recommended Practice – Accounting and Reporting by Charities.

## **Structure and Governance**

### **Governing Document**

The company is established under a Memorandum of Association which sets out its objects and powers as a charitable company and is governed under its articles of association.

### **The Trustees**

The trustees, under charity legislation, have and accept ultimate responsibility for directing the affairs of the charity, and ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up.

The trustees, who are also directors under company law, who served during the year and up to the date of this report are listed in page 3 of this report. Members (including trustees) of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

As part of its Charity Insurance Policy, provided by Ansvar through Access Insurance Brokers, Agapé UK has Trustees Indemnity Insurance cover of £1,000,000. The cost of this is an unidentifiable element of the cost of the whole policy. It is renewed annually in February.

### **Appointment of Trustees**

Application process and future training requirements for new and existing Trustees will continue to be reviewed on a regular basis.

### **Organisation**

Agapé UK is a Christian organisation and part of Campus Crusade for Christ International. Although our main activities are national, operating in seven regions across the UK, we have workers in other countries around the world.

Agapé UK is overseen by the Council of Management (COM) which meets 4 to 5 times a year. Day to day organisation is directed by an Executive Leadership Team (ELT) of three senior members who meet on a regular basis, and a Round Table of department Directors. The ELT and the Round Table are led by the National Director. All the main areas of activity (at home, at work, at university, and abroad) are represented, as well as Operations, Communications, and Leadership Development & Human Resources (LDHR). The latter three functions have infrastructural responsibility. Operations is responsible for all finance activities including financial reporting, conferencing, and facilities management, including IT systems and processes. Communications is responsible for communicating internally and externally, including the development of messages, publicity, and fundraising initiatives. LDHR is responsible for member care, training, ongoing development of each of our workers, and recruiting.

Management and governance of Agapé UK is delegated to the National Director who is accountable to the COM. Reports are submitted as required to Companies House and the Charity Commission.

Systems are in place for line management, appraisal, member development, and supervision, together with grievance and complaints procedures.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **Risk Management**

During 2021, the annual risk management review was completed and COM considered the implications of the risks identified. COM also formed their own view on high impact risks, gave input to the process and ensured all appropriate measures were in place to manage these.

The Council of Management is satisfied that the major risks to Agapé UK have been assessed and in particular those related to the finances, operations and data protection of Agapé UK, and are satisfied that systems are in place to mitigate exposure to these risks. Reporting procedures are in place to monitor income and expenditure. A key element in the management of financial risk is the setting of a reserves policy and its regular review.

The Charity is aware of its responsibilities to manage risk and appreciates updated information on this matter from its solicitors and other professional advisors.

#### **Responsibility of trustees**

Company law requires the directors (who are the Trustees and members of the Council of Management) to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the income or expenditure of the company for that period. In preparing those financial statements, the Council of Management are required to select suitable accounting policies and then apply them consistently; make judgments and estimates that are reasonable and prudent; comply with applicable accounting standards subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Council of Management is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Statements as to disclosure of information to auditors**

In accordance with Company Law, as the charity's trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Charity's Auditors are unaware; and
- We have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's Auditors are aware of that information.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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## **Objectives and activities**

### **Our Purpose**

Our charity's main purposes are set out in the objects contained in the company's memorandum of association and include:

- To transmit, propagate and communicate the Gospel of Jesus Christ to students and others at Universities, Colleges, Schools and other academic institutions as well as to the public at large.
- To help those who become Christians through receiving Jesus Christ to grow toward spiritual maturity and understanding and to train them to reach others with the Gospel the objective being the fulfilment of the Great Commission of our Lord Jesus Christ as set out in Matthew 28:18-20 of the Holy Bible.
- To help Christians to become established as active members of local Churches and to work closely with Churches of many denominations.
- To relieve poverty or distress.

### **Our Vision**

Agapé UK's vision is to inspire people to discover Jesus at home, at work, at university, and abroad.

We believe that everyone's life can be transformed by knowing Jesus; that the decline of Christianity in the UK must be reversed, and that we can play a key role in this.

We believe that Jesus calls us to share our faith and that every follower of Christ should be equipped to share his gospel. We also believe in whole life ministry: helping people to discover faith in every area of life, for the rest of their lives.

### **Our Values**

We want to live radical lives of love, service and influence, following the model of how Jesus lived his life on earth. This is characterised by:

**Faith** – in God's supremacy, filled with faith and the Holy Spirit

**Unity** – unified internally and building God's Kingdom together with wider body of Christ

**Growth** – committed to spiritual growth, both individually and corporately.

**Fruitfulness** – striving for effectiveness and relevance

**Joy** - enjoying God and His Kingdom

Our teams apply these values differently depending on whether they work in universities, workplaces, families, communities or cross-culturally, but these core values are fundamental for all of us.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **Our Mission**

The strategies employed to meet our vision include the following:

- Presenting the gospel clearly in word and action. Helping Christian students on campus, or business and community leaders (e.g. church leaders) share the gospel clearly in word and action, giving others the opportunity to respond.
- Helping individuals to develop and be active in their faith through small discipleship groups and 1-to-1 mentoring.
- Contacting business and community leaders, addressing key issues in corporate life and helping create a climate of greater understanding of the Christian faith and the person of Jesus.
- Sending teams of students and graduates abroad for short-term mission projects as well as longer-term assignments of 1-2 years.
- Developing products and resources that aid our workers and volunteers in achieving these goals.
- Developing strategic partnerships with like-minded groups and churches.
- Contributing funds to the Global Aid Network, our partners working to provide humanitarian aid to people living in situations of poverty and crisis overseas.

#### **Public Benefit**

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission. Agapé UK is a team of people, staff, associates and volunteers seeking to obey God's call to go and make disciples of all nations, helping everyone to understand the person of Jesus Christ and how they can come into relationship with him and be reconciled with one another. Agapé UK works out its public benefit in a number of ways.

The gospel of Jesus Christ is of benefit to society at large. It provides a context for forgiveness, a platform for dealing with broken relationships, a motivation for service and charity and the focus of a fulfilled and meaningful life. We believe that communities and individuals can experience transformation as they grow to understand and embrace God's ultimate purposes for them and for the world.

Many people become disciples of Jesus Christ through the lifestyle example of Christians - sharing God's love in action and word, clearly explaining God's message as revealed in the Holy Bible, prayerfully expecting the Holy Spirit's power to transform people, our communities and whole nations.

Agapé UK seeks to demonstrate this benefit through its range of mission and humanitarian activities both here in the UK and across the globe as detailed throughout this Trustees' report.

#### **Volunteers**

Agapé UK is blessed by the contribution of the many volunteers that get involved with each of our ministries. We are thankful for all those who freely give their time to serving alongside us and want to acknowledge the part they play in helping Agapé UK to fulfil its mission.

**AGAPE MINISTRIES LIMITED**

**REPORT OF THE TRUSTEES**

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**Achievements & Performance**

Agapé aims to develop spiritual movements among four key priority areas:

1. *At home*

Agapé UK is strengthening relationships and promoting the importance of family life and community, to enhance the emotional and spiritual wellbeing of everyone in society. Through our FamilyLife relationship courses, events, and apps, we're supporting people around the country to build flourishing relationships and strong marriages, and discover what it means to have a lasting relationship with Jesus.

2. *At work*

Agapé UK is equipping people to confidently live and share their faith at work. We're helping the UK's workforce to learn more about their professional strengths and weaknesses, achieve a healthy work life balance and gain a sense of satisfaction and purpose at work. Through our network of music professionals, Crescendo, we're sharing our faith through music. Our Sports ministry focuses on developing relationships with sports men and women to help them discover Jesus and grow in their spiritual walk.

3. *At university*

Agapé UK has been active on university campuses for over 50 years – working with students to help them navigate the complexities of student life. We're building student communities where people from all backgrounds can discover more about themselves and explore big questions about life, faith, and God.

4. *Abroad*

Agapé UK is meeting the needs of people around the world, working with a number of international partners. This includes our humanitarian work with the Global Aid Network (GAIN UK), and the wider activities of the Agape Europe and Cru global networks. We offer short-term projects to far-flung destinations, and opportunities to go overseas long term.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

---

#### **1. At home**

Our FamilyLife team work to strengthen families. We help to transform family relationships through providing hope and practical resources based on biblical principles and knowing Christ. Our aim is to give every person in the UK the opportunity to transform their family relationships.

FamilyLife has been providing training, innovative programmes and resources to a growing network of volunteers to help individuals and churches effectively minister to families in their communities. Our work provides a practical context of love and forgiveness for the gospel message. Our events allow couples, whether they are doing well or struggling, to engage with topics including God's purposes for marriage, communication, resolving conflict as well as expressing love.

People – The leadership of the FamilyLife team changed in 2021 with a new director coming on board in February.

Events – Live – 'A Day Together' and 'What Is Love Actually?' Online – 'Couples Talk'

During 2021, because of the ongoing Covid pandemic, we were unable to run the live in person events. However, we continued with the online event 'Couples Talk' that we started last year. We presented a session each month. Whilst we continue learning how to do online events well, we are pleased that over the year we had 458 attendees for 'Couples Talk' events which means that between 458 and 916 people attended. Through this online event we have been able to continue to reach and serve couples.

#### *Toucan – ongoing development*

Toucan is a smartphone app which allows couples to experience some of the content of 'A Day Together' at their own convenience. It is a fresh and unique online experience for couples, providing tools to build strong relationships. The 'Communications' module was launched in February 2017, the 'Conflict' module in August 2017, and the 'Loving' module in February 2018. In 2019, we launched the 'Money' module.

The highlight of 2021 was the successful launch of the final Toucan module 'Growing' which happened in November. We also implemented a marketing plan that significantly increased the number of visitors to [www.toucantgether.com](http://www.toucantgether.com), up to 64,992 visitors for the year, the other big news of 2021 was a change in leadership with a new couple taking on management of Toucan.

#### *Small Groups*

The 'Together' small group material allows couples who attend events to take FamilyLife ministry into their communities. 'Together' combines practical tools with Bible study which helps couples to continue to strengthen their relationships with each other and with God. This small group resource also builds strong friendships. Groups are running in many places across the UK and in other countries. The resource has been translated into Dutch, German, Greek, Romanian, Spanish and Portuguese, and Farsi, French, Italian, Lithuanian and Russian translations are in progress.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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In the UK we usually launch 'Together' small groups after our events. In the absence of live events in 2021 take up of 'Together' has continued to be reduced. However, we have run a small number of groups via Zoom which have proven successful.

#### *FamilyLife Farsi*

Kia and Negin Hadaeghi joined the FamilyLife team in 2018. Since, then they have been building up a FamilyLife ministry to Farsi speakers. In 2021 funds were raised to allow further copies of Together in 'Farsi' to be printed, this time both overseas (1000) and in the UK (2000). This was accompanied by training and equipping of leaders for the groups as the books were distributed. Both the ministry and the resource are being particularly well received both in the UK and overseas.

## **2. At work**

The 'At Work' team work with a wide range of leaders and professionals in the UK, helping them to achieve a healthy work life balance and gain a sense of satisfaction and purpose at work.

As with all our work, the pandemic had a significant impact on the work of this team in 2021. A number of major live events are usually planned each year. Some of these continued on Zoom in 2021 and new online get-together opportunities were developed in order to maintain and grow relationships.

In 2021 the Crescendo group continued to meet online to support and encourage each other and pray for their workplace and personal requests. In addition to online meetings the group was able to meet in-person for an evening of worship and prayer. Individuals brought their instruments and contributed to the worship with songs and improvisations. Several members of Crescendo were also involved in different recording projects, supporting churches and individual musicians in producing worship recordings.

The Sports ministry focused on developing current relationships with various sports men and women. Pros from the Premier League in both men's and women's football were met with and encouraged spiritually. Practical needs such as supporting sports people in Bible studies started to develop across Europe. Over 60 professional athletes were either met with or plugged in to weekly Bible studies in 2021.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **3. At university**

2021 has been a season of two halves. In the first half of the year, we were still in the grip of the pandemic, and lockdowns made a big dent in our work on campuses. Although our teams did an admirable job of reinventing their events online, the challenge was in building new relationships. It was possible with online events to maintain existing friendships with students but getting to know new people was hard. Students were tired of spending all their study time online and didn't want to be doing that in their social time too.

Our digital efforts through social media brought in a few new people, but by and large, our student numbers diminished. Our annual Fireseeds conference online only attracted a dozen or so students.

However, as regulations lifted, universities have reopened. The incoming students seem to have a greater appetite for connection, relationship and community than ever before.

There were a number of highlights during the year:

#### *Digital*

Our digital team of 4 has grown in confidence and experience and have been getting better at growing our national audience for our social media content.

#### *Freshers*

Our Freshers campaign team learnt from last year's digital experience, to create a journey including a Youtube channel focussing on wellbeing. Short videos on various topics on the channel were produced by experts from various areas of wellbeing (nutritionists, sleep psychologists, therapists, etc).

#### *Spring and Summer Projects*

Although we didn't run any summer projects this past year, we experimented with a 'pilgrimage-style' visit to St Patrick's way in Northern Ireland. Although the team on this trip was quite small, it was a great experiment into going on a trip that could involve our students from different faith backgrounds rather than just focussing on Christians.

#### *Regular ministry*

Despite a slow start, by the end of this year, our teams across the UK had seen 430 students engaged in gospel conversations. We saw one student come to faith, but we are expectant that this number will grow as we start to meet more students.

**AGAPE MINISTRIES LIMITED**

**REPORT OF THE TRUSTEES**

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#### **4. Abroad**

As the pandemic continued to grip the nation in 2021, Global Aid Network UK (GAIN) has carried on with a hands-on approach to responding to poverty and crisis. We asked our contacts to be collection points and more than 20 responded across the UK. From Dufftown in Northern Scotland to Exeter down South, our collection points have made space in their own homes, storing clothes and goods donations. Asking their networks and at the same time, making our collection points available on our new website, contributions came in generously, resulting in overflowing containers and being able to send 19 tonnes of aid to our partners on the ground in Bosnia, Greece, Romania and Serbia. They have distributed these donations to refugees and those in poverty-stricken areas.

GAIN UK also set up appeals in response to the Haiti earthquake and Afghanistan after the Taliban takeover. With two additional staff in the team, our capacity has grown and we're able to help more people in crisis and poverty.

##### *Long-term mission*

Currently, there are British staff serving long-term in Italy, Portugal, Russia, South Africa and the USA along with a one-year intern on a team in the Middle East. Here in the UK we have staff serving alongside us from Albania, Finland, India, Iran, the Philippines, South Africa and the USA. As a national ministry we are continuing to take the lead in helping Europe run cross-cultural training for missionaries who are leaving their home countries to serve overseas. TransIT, as the training is known, had to be taken online once again in summer 2021, but unlike the previous year we were able to provide the full training having had time to prepare to move to digital. British staff were involved in directing the training for around 24 staff from across Europe starting international assignments in 2021/2022.

##### *Short-term mission*

Unfortunately, in 2021, all of our Global Projects (teams of students participating in 2-3-week overseas projects) once again fell victim to Covid-19 travel restrictions. We had been planning projects to Germany, Malta and Russia, as well as a humanitarian aid project for students, in partnership with GAIN UK, to Greece. In their place we were able to pilot a new idea, a pilgrimage style spiritual exploration journey on the St Patricks Way in Ireland. Camino style projects have proved popular and fruitful in recent years in Spain and this gave us new tracks to run on to use this kind of experience to help people engage with their spiritual life and questions. We are continuing to look into how this type of project could be a part of our future sending.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

---

#### **Central Team: Operations, Communications and Human Resources**

Alongside our field-based colleagues, the Central Team's role is to support Agapé UK's national focus by providing staff, volunteers, and members of the public with the tools, skills and information they need to discover Jesus together. The Central Team includes staff working in Finance, HR, Leadership Development, Communications, IT, Data Privacy, Events, Fundraising and Office Management.

The team continued to work from home for most of the year as per Government guidelines for Covid. They continued with the remote style of working, with flexible hours to fit around Covid-19 restrictions, home-schooling, exercise for well-being etc. There was a rota to cover essential HQ tasks such as answering messages, opening mail, processing cheques, fulfilling bookshop orders. The system for this was continually reviewed and adjusted accordingly.

The new website for our resources – Agapé Resource Centre (ARC) – was launched in May enabling us to more easily connect with churches and the wider public with what we have to offer in the area of making and multiplying disciples.

Our Conference and Events team ran an excellent Summer Conference for all our staff focusing on Connecting – with God, Others and Ourselves. It was very good to be able to meet together again after two years of meeting only online.

From September 2021 we had Estillo do some major renovation to two floors of our building. This enables all the departments in the Central Team to work on the first floor. The ground floor is now set up coffee shop style which helps with entertaining and hosting visitors. The rooms freed up on the second floor are now available to be used for meetings.

We are happy that the renovations to our building, now referred to as "The Hub", make it more fit for purpose – to serve our staff and the wider public with the facilities and resources needed to help people discover Jesus.

In November we returned to working in our building. We celebrated with a 'soft' launch for the Central Team on November 1 in preparation for a full launch on November 3. We invited church and mission leaders, neighbouring offices, organised tours of the building and served pizza. It was a good way to celebrate reopening after working from home for so long but also to show our guests how the building can now better serve them as well.

The Central Team have adopted a hybrid working system with all team members working in The Hub on Wednesday when we have a full team meeting and other development opportunities. On Wednesdays we provide lunch for the Central Team on the ground floor, inviting anyone else in the building to join us. These lunches have proved to be very popular! On the other days, some people work from home and others in The Hub.

There were a number of staff changes during 2021, losing three team members in Communications, Data Privacy and Finance respectively but seeing new appointments in Communications, Finance, Events and Central Services.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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## **Plans**

### **Working with Churches**

As part of our new national 5 Year Focus, the whole of Agapé UK will be involved in working closely with churches in 2022 and beyond. Through our evolving City Teams, made up of existing staff, we will offer to come alongside church leaders, to support them to inspire, encourage and enable their members to help family, friends, colleagues and neighbours discover Jesus together. We will work with them to develop discipleship programmes and activities, using our wide range of tried and tested resources and courses, such as our flagship resource Living & Telling. Through this work, over five years, we hope to inspire 50,000 Christians to each talk about their faith in Jesus with five of their friends, thereby enabling 250,000 to hear the message of the good news of Jesus Christ.

Alongside this, our four core teams will continue their individual ministry work as follows.

#### **1. At home**

In 2022 Our FamilyLife team will continue to support local families, couples, and the activities of local churches, particularly with regard to relationship issues and discipleship. Subject to capacity we will continue to work to develop the national FamilyLife network, focused on cities.

Events – We will restart our live event 'A Day Together' in May and continue 'Couples Talk.'

Toucan – With the change in leadership and completion of the final module in late 2021, we plan to consolidate Toucan with focusing our efforts on developing our reach beyond a Christian audience, to also share this valuable resource with those of other faiths and none.

Small Group Discipleship Ministry – Together is our flagship resource and we plan to grow our partnerships with churches and volunteers with the aim of restarting face-to-face Together groups and rebuild momentum lost through the pandemic.

FamilyLifeFarsi – We will continue to collaborate with those working to build the body of Christ amongst Farsi speakers and to strengthen couples' relationships. We plan to launch a FamilyLifeFarsi webpage, to complete the translation of FamilyLife's 'A Day Together' event into Farsi and raise funds to print it later in the year.

#### **2. At work**

This year of Covid has been very hard for people of all backgrounds. Our staff and volunteers in the "At Work" teams are engaging in some of the professions that have been the hardest hit.

Although we are continuing to run many of the same activities we have been running in previous years (see 2.3.2), some of our thinking is shifting to meet the specific needs of this season. Whether it's the uncertainty and financial challenges faced by those whose livelihoods have been put at stake, or the mental health struggles of people who

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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have to be in secure bubbles away from those who are near and dear for the sake of their jobs. More of our time will be focussed on providing intentional and personal care to those we work with in 2021.

Looking ahead to 2022 Crescendo is planning to continue with meetings for classical musicians. These meetings will focus on worship, prayer and topics that concern classical musicians in their professional life. Crescendo will also work with churches and organisations requesting classical musicians to participate in projects and recordings. Another aim is to meet with Crescendo groups from other countries and start planning a conference for Christian music teachers.

A deeper dive with athletes started in 2022 with the ability to visit more in person. We gathered many of London's professional athletes for Thanksgiving (2021) and did a meal around a big table together. This was the start of community growing deeper. In early February 2022 the first ever Athletes in Action Pro athlete retreat took place in Limassol, Cyprus. Over three days we gathered, we worshipped, and rested together in the presence of godly community. Work continues across three main sports: football, volleyball, and basketball.

### **3. At university**

#### National Changes

Our leadership in the UK is in a season of transition, with outgoing director handing over to our new director by summer 2022. Along with this change, we are also setting up a new goal-setting and planning process, a national calendar for the academic year, and a transferable model of ministry for new staff and students.

As part of our national goal setting, we are bringing greater focus to our strategies across the student ministry. Our goals in each team will be based on how many people we are offering the chance to discover Jesus. We are getting our teams to set goals and make plans by Easter for the academic year 2022-23, in collaboration with their student leaders.

#### Fireseeds 2022

Our annual student conference is on again this February. In comparison to our last conference just before the pandemic, which had close to 50 students attend, the conference this year has just over 20 students. This again is a reflection that things have only just started reopening and we are starting to meet new students.

#### Student Apprenticeships

A new initiative that is in the works this year is offering existing student leaders the chance to apprentice while they are students. They would seek to raise the funds to be paid by Agapé and would commit to reaching their campuses for a fixed number of hours per week. We already have at least two students who are looking to apply, and we hope to get this off the ground for the new academic year.

**AGAPE MINISTRIES LIMITED**

**REPORT OF THE TRUSTEES**

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**4. Abroad**

Following much growth in 2021, GAIN UK hopes to continue to develop practical ways to enable people to respond to humanitarian needs around the world. GAIN UK is planning to have an Involvement Centre, where we can store the donations we receive and invite volunteers to come and pack with us. This Involvement Centre will also be a hub where information about our work can be promoted and advertised. GAIN UK also wants to continue sending relief aid of at least three containers to our partners in Greece, Romania and Serbia and continue strengthening this relationship with our partners.

Together with Agapé UK Students, we are sending a student team on a humanitarian project to Romania. We hope this will be the start of GAIN sending teams to refugee camps again and to help our partners on the ground with their work of helping those in need.

We will continue to send workers internationally in response to new opportunities or areas of need moving forward. Although we began the 2021/22 academic year in the midst of ongoing Covid-19 restrictions, we have pushed ahead with tentative plans for two student Global Projects.

Our two Agapé UK Global Projects planned for 2022 are to the Middle East – a new sending location – and a partnership project with GAIN to Romania to bring aid to the Roma people. We will continue to look to diversify our projects in the coming years with opportunities in new locations and are currently in the midst of discussions with Ghana and Sierra Leone about the possibility of commencing a new sending partnership to one of those locations in 2022. Through our new connections with churches as part of the national 5 Year Focus, we hope to increase the number of people who want to sign up to go on a Global Project and even develop new projects with specific partners to the locations that God is laying on their hearts.

We are also hoping to receive our first applications to the Agapé UK Study Abroad programme, which aims to connect students who are going on overseas study placements – particularly language students – with existing local ministry teams in the locations they are going to. We are offering support and coaching to these students and will provide them with an opportunity to serve and be involved in ministry whilst they are studying overseas.

Finally, we are also anticipating applications to send 9-12-month Short-Term International (STINT) interns to locations across the world.

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **Central Team – Operations, Communications and HR**

As we move forward in 2022, the Central Team's role continues to be critical to the development of the national 5 Year Focus. We will continue to engage and increase our audiences through the wide range of inspiring and thought-provoking articles on our website, through social media and through media opportunities such as radio and TV interviews and speaking engagements. We will continue to add to our ARC website to increase and improve access to our resources.

With the loosening of Covid restrictions we are able to engage in more events, including Christian Resources Exhibition, New Wine Leadership Conference, Big Church Day Out and Keswick, showcasing what we can offer to churches. Staff from Central Services will join others from the Field Ministry in these events.

We held a very successful all-staff Winter Retreat in January, looking at the theme of Rest and we are planning for in-person Staff Conference in August. While our Conferences and Events Director is on maternity leave, her work is being ably covered by other members of Central Services.

Although the Central Team is often considered to be quite separate from the 'field' ministry our desire is for our team to also be involved in mission. To this end we will be involved in ministry alongside other staff in Birmingham, working as a City Team, to connect with local churches and other missions across the city. We will embrace opportunities to use The Hub to inspire people around us to discover Jesus.

Crucial to the delivery of our national focus is the need for more staff across the whole organisation, including some key roles in Central Services. There is a team of people working on recruitment in all areas. A new promotional video was shot at the Winter Retreat which will be ready for release by the end of February.

The Central Leadership Team have identified eight key roles for recruitment in the first half of 2022 and this has become the top priority for the whole team. The roles needed are IT Director, IT Assistant, Communications x 2 (Writer and Graphics), Receptionist, Fund Development Director, and Fund Development x 2 part time (Trust Fund Administrator and Fund Development Administrator).

## **AGAPE MINISTRIES LIMITED**

### **REPORT OF THE TRUSTEES**

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#### **Financial Review**

Agapé UK's financial management aims are to:

1. Employ staff who raise funds for Agapé for the purposes of paying salaries, staff expenses for personal ministry and contribute to general funds.
2. Raise general funds to support the cost of Agapé UK's operational expenses, including a high-class training and personal welfare programme.
3. Raise funds through specific appeals to support Agapé UK's outreach activities.
4. Raise funds to support evangelistic activities overseas which are managed by overseas Agapé organisations.

Agapé UK's financial model relies on a 12.5% deduction on all funds raised in the UK by staff and specific appeals. 9.5% is used to fund the operating costs of the ministry and 3% is tithed to be used for activities of overseas Agapé organisations. The amounts raised are affected by the number of staff raising personal support in the UK.

The overall financial performance in 2021 is as follows:

Funds raised by staff were £2.87m as compared to £2.83m in 2020, a slight increase of £40,000.

All staff salaries including key management personnel are set according to pre-defined criteria. These are laid out in detail in note 8. No staff received emoluments in excess of £60k during the year.

Staff funds have decreased year on year by £34k to £653.4k (note 18 to the accounts). This reflects the increased staff activity during 2021, compared with the pandemic-hit 2020.

The building (and associated costs) are depreciated at a rate of 2% per annum, and the costs of improvements to "The Hub" have been capitalised and will be depreciated together with the existing asset over its remaining useful economic life.

Designated funds (excluding staff, funds for property purchase and funds set aside for website and IT equipment) at the end of the year are £200k (2020: £244k), with various ministries activities having taken place in the year.

Grants to overseas Campus Crusade activities totalled £542k (2020: £536k). This is funded directly by donations given for these purposes and the 3% Tithe.

Bank balances at December 2021 were £865k as compared to £1.03m at December 2020. This is a reflection of the ministry teams and staff spending funds that have been raised in previous years. During 2021, the funds invested in treasury deposits with Lloyds bank, together with the interest received, were re-invested for a further 12 months each maturing in 3 month intervals. This was out of a desire to generate better returns for the cash we are holding. The interest from these deposits has contributed towards unrestricted general funds in 2021 and will continue to do so in the future.



## AGAPE MINISTRIES LIMITED

### REPORT OF THE TRUSTEES

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#### The Trustees' Reserve Policy

The Trustees are aware that the main financial issues in 2022 are:

1. The continued operation of our National headquarters.
2. The funding of central running costs for which 85% is budgeted to be funded through the 9.5% levy on funds raised by staff together with targeted fund development activities in 2022. This is budgeted as a broadly breakeven situation.
3. The progress of a current initiative to develop new sources of funding for outreach activities.

The existing reserves policy is to have 6 months reserves to cover operating costs which are not directly funded from income. The budgeted costs for 2022 are around £344k and this gives a target of £172k.

At December 2021 reserves making up the target were £181k for Unrestricted General Funds.

The balance of General Funds at the end of 2021 of £180,735 are above the reserve target. However, the Trustees are aware that in the present general economic situation there is a risk that existing regular donors may reduce or cease their giving and that expectations of funds from new sources/donors may not be achieved as budgeted. Should this happen then the reserve target will not be met.

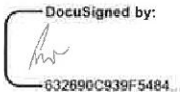
In the longer term, Agapé intends to increase the focus on encouraging, supporting and equipping staff to reach 100% of their support goal. This will lead to an increase in donation income into the ministry and an increase in General funds as a result. The Executive leadership team are also increasing the focus on exploring other avenues of fund development.

#### Auditors

Mazars LLP served as auditors throughout the period. A resolution to re-appoint Mazars LLP auditors will be proposed at the forthcoming annual general meeting.

The Trustees' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption provided by section 408 and section 414B (b) of the Companies Act 2006.

Approved and authorised for issue by the board on: 20<sup>th</sup> April 2022

By:  632690C939F5484...

Gary Palmer (Chair)  
167 Newhall Street  
Birmingham  
B3 1SW

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED

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### Opinion

We have audited the financial statements of Agape Ministries Limited (the 'charity') for the year ended 31st December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31st December 2021 and of its income and expenditure for the year then ended.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and the parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and the parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED**

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have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).**

In our opinion, based on the work undertaken during the audit:

- the information given in the Trustees' Report which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

Considering the knowledge and understanding of the charity and their environment obtained during the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small company's regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

### **Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement set out on page 3, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under Section 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGAPE MINISTRIES LIMITED**

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always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to employment regulation and fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, inappropriately shifting the timing and basis of revenue recognition, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to fund accounting, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations.
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected, or alleged fraud.
- Gaining an understanding of the internal controls established to mitigate risks related to fraud.
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of the audit report**

This report is made solely to the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with Part 4 of the Charities (Accounts and



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
AGAPE MINISTRIES LIMITED**

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Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:  
*Ian Holder*  
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Ian Holder (Senior Statutory Auditor)

for and on behalf of Mazars LLP

Chartered Accountants and Statutory Auditor

First Floor

Two Chamberlain Square

Birmingham B3 3AX

*2 August 2022*

**AGAPE MINISTRIES LIMITED****STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account)  
Year ended 31 December 2021**

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and Legacies		3,572,658	12,291	3,584,949	3,651,531
Charitable Activities		1,129	-	1,129	1,525
Other trading activities		11,692	-	11,692	12,480
Investments		1,774	-	1,774	4,618
<b>TOTAL INCOMING RESOURCES</b>	2	<u>3,587,253</u>	<u>12,291</u>	<u>3,599,544</u>	<u>3,670,154</u>
<b>EXPENDITURE ON:</b>					
Raising funds	3	70,364	-	70,364	88,693
Charitable activities	5	3,646,199	14,793	3,660,992	3,511,960
Other	4	14,035	6,730	20,765	21,727
<b>TOTAL</b>		<u>3,730,598</u>	<u>21,523</u>	<u>3,752,121</u>	<u>3,622,380</u>
Net gains on investments	12	3,356	-	3,356	2,347
<b>NET (EXPENDITURE)/ INCOME</b>		(139,989)	(9,232)	(149,221)	50,121
<b>Transfer between funds</b>	17	-	-	-	-
<b>Net movement in funds</b>		(139,989)	(9,232)	(149,221)	50,121
Fund Balances at Beginning of Year		1,475,292	341,344	1,816,636	1,766,515
<b>FUND BALANCES AT END OF YEAR</b>		<u>1,335,303</u>	<u>332,112</u>	<u>1,667,415</u>	<u>1,816,636</u>

All the above results are derived from continuing activities.

The company has no recognised gains or losses other than the net movement in funds for the year.  
The (deficit)/ surplus for Companies Act purposes was £(152,577) 2020 £47,774

**AGAPE MINISTRIES LIMITED****BALANCE SHEET**  
**Year ended 31 December 2021**

	<b>Notes</b>	<b>2021</b> <b>£</b>	<b>2020</b> <b>£</b>
<b>FIXED ASSETS</b>			
Intangible fixed assets	10	58,493	97,426
Tangible assets	11	652,045	630,363
		<u>710,538</u>	<u>727,789</u>
<b>CURRENT ASSETS</b>			
Investments	12	70,339	66,983
Stocks	13	1,155	4,788
Debtors	14	82,000	75,980
Cash at bank and in hand		865,005	1,033,930
		<u>1,018,499</u>	<u>1,181,681</u>
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
	15	<u>(61,622)</u>	<u>(92,834)</u>
<b>NET CURRENT ASSETS</b>		<u>956,877</u>	<u>1,088,847</u>
<b>NET ASSETS</b>		<u>1,667,415</u>	<u>1,816,636</u>
Unrestricted funds	18	1,335,303	1,475,292
Restricted funds	19	332,112	341,344
<b>TOTAL NET ASSETS</b>		<u>1,667,415</u>	<u>1,816,636</u>

These financial statements which have been prepared in accordance with the special provisions relating to companies subject to the small company's regime within CA 2006, Pt 15, were approved and authorised for issue by the board of directors on: 20<sup>th</sup> April 2022.....

(signature)  DocuSigned by:  
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(name) Gary Palmer

(signature)  DocuSigned by:  
FD83E45EDC1A418...

(name) Dermot Purcell

Members of the Council  
of management

**AGAPE MINISTRIES LIMITED****STATEMENT OF CASH FLOWS**  
**Year ended 31 December 2021**

	<b>Notes</b>	<b>2021</b> <b>£</b>	2020 <b>£</b>
<b>Cash flows from operating activities:</b>	20	(116,000)	153,085
<b>Cash flows from investing activities:</b>			
Investment income		1,774	4,618
Net purchase of property, plant, and equipment, including intangibles		(54,699)	(67,144)
<b>Change in cash and cash equivalents in the reporting period</b>		(168,925)	90,559
Cash and cash equivalents at the beginning of the year	21	1,033,930	943,371
<b>Cash and cash equivalents at the end of the year</b>	21	<u>865,005</u>	<u>1,033,930</u>



## AGAPE MINISTRIES LIMITED

### NOTES TO THE FINANCIAL STATEMENTS Year ended 31 December 2021

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#### 1. ACCOUNTING POLICIES

##### **Basis of accounting**

The financial statements have been prepared in accordance with 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 (FRS102) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Agape Ministries meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

##### **Preparation of the accounts on a going concern basis**

The company reported a cash **outflow** of £168,926 for the year.

The Trustees have prepared detailed financial performance projections for the ensuing year. Those projections are reviewed and revised at the end of each reporting period within the company's financial year. Based on those projections the Trustees have satisfied themselves, as far as they are reasonably able and unforeseen events aside, that the company is in a position whereby it may adopt a going concern basis of accounting in preparing the annual financial statements.

In March 2020 the UK was plunged into a national crisis with the onset of the COVID-19 coronavirus. No organisation could have anticipated the speed and nature of the changes which took place in a very short space of time and Agapé is no exception.

We are, however, in a very strong position financially, with a good level of unrestricted reserves and good financial controls in place. Our self-funding model means those who give to support the work of Agape have a very personal connection with the ministry. They understand that their giving doesn't just go into some "central pot" but contributes directly to staff salaries. This means that in uncertain times, such as we now find ourselves in, their giving to Agapé is usually the last to be stopped.

This model also means there is a direct link between the expenditure of Agapé UK and the money raised, since staff salaries are paid (subject to National Living Wage Legislation) according to the funds raised.

We are exploring all government support options available to the ministry currently and are re-assessing all our central costs considering the impact of this crisis.

The trustees believe we are well placed, from a financial and organisational perspective to not be detrimentally impacted by this crisis.

##### **Company status**

The company is a company limited by guarantee. The Directors of the company are the Trustees named in the "Reference and Administrative Details". In the event of the company being wound up, the liabilities in respect of the guarantee is limited to £1 per member of the company.

## **AGAPE MINISTRIES LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS Year ended 31 December 2021**

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#### **Use of estimates and judgements**

When preparing the financial statements, management makes several judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income, and expenses. The estimate that has the most significant effect relates to fixed assets.

Determining residual values and useful economic lives of fixed assets

The Company depreciates tangible fixed assets over their estimated useful lives. The estimation of the useful lives of assets is based on historic performance as well as expectations about future use and therefore requires estimates and assumptions to be applied by management. The actual lives of these assets can vary depending on a variety of factors, including the property market and maintenance programme.

#### **Incoming resources**

The income and result for the year are attributable to the principal activities as set out in the report of the Council of Management. Most of the income is derived from the UK; however, some is received via Agapé Europe and via Campus Crusade for Christ International and is mainly for support of staff.

Donations include all amounts receivable by the company in respect of donations to support field workers and for other purposes.

Income includes the amounts invoiced, excluding recoverable value added tax, in respect of the sale of literature and the sale videos and other evangelism and discipleship resources. It also includes conference income, project income, and donations.

#### **Resources expended**

In the presentation of these accounts, expenditure against each activity includes staff expenses of self-funding staff and an allocation of support costs, see note 3 below.

The cost of generating funds is the direct costs (including salaries) of Agapé communication such as yearly "Move Magazine" and an overhead charge on the gross income raised. No external agencies were contracted to raise funds on behalf of Agapé and all communications were sent to individuals who had expressed consent to receive them. All giving was on a voluntary basis.

The basis for allocation of support costs to activities has been pro rata to the total income and expenses of each activity, excepting those which are restricted funds, where overseas appeals are charged a fixed percentage on gross income (see paragraph above).

The policy on grants to activities of overseas Agapé organisations is not to enter commitments to provide funding which has not yet been raised, by more than £10k for any one commitment.

#### **Governance costs**

These include the cost of professional advice, audit costs, COM meeting costs, staff costs to produce the annual accounts and reports to COM, together with an allocation support costs.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS****Year ended 31 December 2021****Fixed Assets**

Items of a capital nature purchased from Agapé General Funds and costing over £500 are capitalised as fixed assets at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life as follows:

Freehold land	0%	per annum
Freehold property	2%	per annum
Computer equipment	33 1/3%	per annum
Office equipment	33 1/3%	per annum
Motor vehicle	33 1/3%	per annum

**Intangible Fixed Assets**

Intangible assets are assets that are identifiable and possess all the following characteristics: lack of physical substance, nonfinancial nature (not in monetary form like cash or investment securities) and initial useful life extending beyond a single reporting period. Intangible assets are amortised over three years.

**Operating leases**

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

**Finance leases**

Assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight-line basis over the shorter of the lease term and the useful life of the asset. Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligation for future amounts payable so that the charge for each period is a constant percentage of the remaining balance of the capital sum outstanding.

**Stocks and work in progress**

Stocks and work in progress are stated at lower of cost and net realisable value.

**Tax refunds on gift aid income**

Credit is taken in the Statement of Financial Activities for tax refunds receivable in the current accounting period.

**Financial Instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value except for bank loans which would be subsequently measured at amortised cost using the effective interest method.

## **AGAPE MINISTRIES LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS Year ended 31 December 2021**

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#### **Investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

#### **Grants**

Grants during 2021 were made solely to overseas Agapé/Campus Crusade for Christ activities.

3% of all donations received by Agapé UK in the year are "tithed" by way of a grant during the year following that in which they were received. These "tithes" are used to support Agape/Campus operations in countries where the need is greatest and where raising funds locally is exceptionally challenging.

Any donations received in the UK for Agapé/Campus Crusade workers based overseas are passed on, by way of an in-year grant, to the ministry in that country for use by the designated staff member.

#### **Designated funds**

The nature and purpose of such funds are as follows:

Staff: Monies received that are applied to support self-funded workers expenses

Student Ministry: Donations designated for activities intended to further the Christian discipleship of students and other young people.

Non-Campus Ministry: Donations designated for activities intended to further the Christian discipleship in the UK, including working with churches, within the workplace, and Muslims.

Projects and events: Funds held to be spent on UK events, such as Big Church Day Out, to increase the profile and exposure of Agapé UK.

Urgent Needs Fund: Staff funds specifically set aside to assist staff should they face unexpected financial difficulties or hardship.

International Ministry: Donations designated for teams working to further the Christian discipleship in countries other than the UK.

International Mission Projects: Donations designated for short term projects (less than a month) to take students to other parts of the world to further Christian discipleship.

Designated Asset based funds: Funds raised for purchase of fixed assets in the past and to pay for future purchases.

#### **Restricted funds**

These include proceeds from the sale of a leasehold property and specific appeals for international development projects which are managed by overseas sister Agapé organisations where the balance represents funds not yet utilised.

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 December 2021

**2. INCOMING RESOURCES**

	2021 £	2020 £
UK	2,057,863	2,171,487
Rest of World	1,541,681	1,498,667
	<u>3,599,544</u>	<u>3,670,154</u>

**3. EXPENDITURE ON RAISING FUNDS**

	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £	Total 2020 (Unrestricted) £	Total 2020 (Restricted) £
Communication with donors	39,330	14,226	5,694	59,250	-	87,714	-
Overseas appeals (unrestricted)	-	-	-	-	-	-	-
Local appeals (unrestricted)	-	1,703	9,411	11,114	-	-	-
Overseas appeals (restricted)	-	-	-	-	-	-	979
	<u>39,330</u>	<u>15,929</u>	<u>15,105</u>	<u>70,364</u>	<u>-</u>	<u>87,714</u>	<u>979</u>

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
Year ended 31 December 2021

**4. OTHER EXPENDITURE**

	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £	Total 2020 (Unrestricted) £	Total 2020 (Restricted) £
Governance costs	-	9,000	-	9,000	-	9,000	-
Other resources expended (unrestricted)	-	5,035	-	5,035	-	6,009	-
Other resources expended (restricted)	-	6,730	-	-	6,730	-	6,718
	-	20,765	-	14,035	6,730	15,009	6,718

**5. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff salaries & expenses £	Other direct costs £	Allocation of support costs £	Total 2021 (Unrestricted) £	Total 2021 (Restricted) £	Total 2020 (Unrestricted) £	Total 2020 (Restricted) £
Student Life	362,386	10,562	67,535	440,483	-	599,979	-
Family Life	295,734	83,749	57,355	436,838	-	560,623	-
Work Life	122,227	3,405	36,261	161,893	-	81,567	-
Global Life	1,407,245	19,435	243,629	1,670,309	-	1,678,125	10,048
International Mission Projects	61,548	3,771	11,378	76,697	-	4,714	-
Sales activity	-	8,335	6,283	14,618	-	11,674	-
Grants to overseas activities	-	541,975	206,904	748,868	11	535,903	-
Overseas appeals (restricted)	-	11,032	-	-	11,032	-	-
Expenditure on behalf of International ministry	-	100,243	-	96,493	3,750	23,518	5,809
	2,249,140	782,507	629,345	3,646,199	14,793	3,496,103	15,857

Total grants made during the year to Overseas Campus Crusade for Christ Activities: £541,975

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

**6. NET INCOMING RESOURCES FOR THE YEAR****This is stated after charging:**

	<b>2021</b>	2020
	<b>£</b>	£
Staff costs (note 8)	2,600,971	2,593,667
Depreciation of intangible and tangible fixed assets	72,597	75,109
Hire of equipment – operation leases	3,976	3,976
Rent and Rates	9,818	7,689
Auditor’s remuneration – for audit	9,000	9,000

**7. COUNCIL OF MANAGEMENT**

No council members received any remuneration from the company in the year to 31 December 2021.

No council member received any reimbursement for expenditure incurred for their responsibilities with the charity.

Agape UK held Trustees Indemnity Insurance cover throughout the year of £1,000,000.

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2021**

	Salaries from designated funds		Salaries from general funds		Total	
	2021 £	2020 £	2021 £	2020 £	2021 £	2020 £
Salaries	2,277,268	2,253,327	136,947	127,026	2,414,215	2,380,353
Social Security Costs	120,503	151,494	10,142	9,913	130,645	161,407
Employer Pension Contributions	52,300	47,751	3,810	4,156	56,111	51,907
	<u>2,450,071</u>	<u>2,452,572</u>	<u>150,899</u>	<u>141,095</u>	<u>2,600,971</u>	<u>2,593,667</u>

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

	2021		2020	
	Number	FTE	Number	FTE
<b>Supported Agape Workers</b>				
Management	4	4.0	7	6.8
Administration	10	7.9	10	7.9
Field	33	27.0	35	30.5
Overseas	11	11.0	11	11.0
	<u>58</u>	<u>49.9</u>	<u>63</u>	<u>56.2</u>
<b>Salaried from general funds</b>				
Administration	7	5.1	7	5.9
	<u>65</u>	<u>55.0</u>	<u>70</u>	<u>62.1</u>
Foreign workers in UK	26	26.0	24	22.8
	<u>91</u>	<u>81.0</u>	<u>94</u>	<u>84.9</u>
<b>TOTAL WORKERS</b>				

No termination payments were made during the course of the year. No employee received emoluments in excess of £60k in any 12 months during this time. Agape's 'Key Management Personnel' are comprised of the UK Executive Leadership Team (3 members) and 1 UK Personnel who serves in a Global Leadership Role. Total salaries included in the financial reports as paid to Key Management Personnel during 2021 equal £135,720 compared to £182,972 during 2020. The decrease is a result of a smaller UK ELT during 2021 (3 members throughout the year).

## **AGAPE MINISTRIES LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS Year ended 31 December 2021**

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#### **Salary Level**

The following principles are observed in setting the salary scale of all staff including key management personnel:

- Salary level is based on the deliberate choice of lifestyle that best enhances the ministry's goals. This will normally entail sacrifice from what staff would otherwise earn.
- Salary level should be adequate so that our staff members can minister without constant distractions due to lack of money.
- Salary should consider how staff members' lifestyle should appear to the people to whom they minister. A person's lifestyle should not interfere with his or her ministry. Certain variations may be needed within the salary scale depending on where staff members are required to live, to whom they are required to minister, etc.
- Salary should consider how the lifestyle of staff members will be viewed by the local Christian community and other people. Our staff members' lifestyle should not cause their Christian brothers to stumble.

There is not to be any variation of salary due to position within the organisation.

Supported staff of Agapé in the United Kingdom are paid a monthly salary. They can fix their own salary level between set limits and subject to their team leaders' approval. The higher limit or "cap" is set to reflect to some extent each person's needs, considering where they live, age, marital status and number and ages of children. The lower limit is half of the cap but only where this is greater than the National Living Wage. The salary taken by staff members will cover all their personal expenses, in the normal way, such as accommodation, water rates, Council Tax, children's education and car expenses.

Staff are encouraged not to cover their normal reimbursable ministry expenses through taking higher salary as this is taxable income and increases the amount of support required.

The salary scale is reviewed annually in the light of changes in the cost of living and is adjusted by the prevailing RPI (Retail Price Index). A new scale takes effect from 1st September of each year.

#### **9. TAXATION**

The company is a registered charity (number 258421) and was not liable to corporation tax in the year to 31 December 2021 or in 2020.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2021****10. INTANGIBLE FIXED ASSETS**

	<b>Toucan App</b>	<b>Website</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>COST</b>			
At 1 January 2021	244,109	37,387	281,496
Additions	12,893	1,651	14,544
Disposals	-	-	-
<b>At 31 December 2021</b>	<u>257,002</u>	<u>39,038</u>	<u>296,040</u>
<b>DEPRECIATION</b>			
At 1 January 2021	171,608	12,462	184,070
Charge for the year	40,556	12,921	53,477
Disposals	-	-	-
<b>At 31 December 2021</b>	<u>212,164</u>	<u>25,383</u>	<u>237,547</u>
<b>NET BOOK VALUE</b>			
<b>At 31 December 2021</b>	<u>44,838</u>	<u>13,655</u>	<u>58,493</u>
At 31 December 2020	<u>72,501</u>	<u>24,925</u>	<u>97,426</u>

## AGAPE MINISTRIES LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
Year ended 31 December 2021**11. TANGIBLE FIXED ASSETS**

	Freehold Land £	Freehold Property £	Fixtures fittings & equipment £	Total £
<b>COST</b>				
At 1 January 2021	125,000	588,220	159,327	872,547
Additions	-	32,474	8,483	40,957
Disposals	-	-	(802)	(802)
<b>At 31 December 2021</b>	<u>125,000</u>	<u>620,694</u>	<u>167,008</u>	<u>912,702</u>
<b>ACCUMULATED DEPRECIATION</b>				
At 1 January 2021	-	94,338	147,846	242,184
Charge for the year	-	11,764	7,356	19,120
Disposals	-	-	(647)	(647)
<b>At 31 December 2021</b>	<u>-</u>	<u>106,102</u>	<u>154,555</u>	<u>260,657</u>
<b>NET BOOK VALUE</b>				
<b>At 31 December 2021</b>	<u>125,000</u>	<u>514,592</u>	<u>12,453</u>	<u>652,045</u>
At 31 December 2020	<u>125,000</u>	<u>493,882</u>	<u>11,481</u>	<u>630,363</u>

**12. CURRENT ASSET INVESTMENTS**

	<b>2021</b> £
Market Value as at 31 December 2020	66,983
Gains on disposal	0
Unrealised gain	<u>3,356</u>
Net gains/(losses) for year	<u>3,356</u>
Market value at 31 December 2021	<u>70,339</u>

Investments comprise units in funds managed by Punter Southall Wealth. They are held as current assets as there is an intention to dispose of these investments when the market conditions are favourable.

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 December 2021

**13. STOCK**

	<b>2021</b>	2020
	<b>£</b>	£
Goods for resale	1,155	4,788

**14. DEBTORS**

	<b>2021</b>	2020
	<b>£</b>	£
<b>Due within one year:</b>		
Trade debtors	18	-
Tax due as Gift Aid	54	10,539
Other Debtors	14,401	20,589
Other Campus Crusade Debtors	50,187	27,081
Prepayments	15,809	17,096
Pensions	-	448
VAT	1,531	227
	<u>82,000</u>	<u>75,980</u>

**15. CREDITORS: AMOUNT FALLING DUE WITHIN ONE YEAR**

	<b>2021</b>	2020
	<b>£</b>	£
Trade creditors	5,104	9,541
Other taxation and social security costs	37,137	39,850
Accruals	10,590	10,418
Deferred income	7,789	28,200
Other Campus Crusade Creditors	750	3,306
Other Current Liabilities	252	1,519
	<u>61,622</u>	<u>92,834</u>

**16. CONTINGENT LIABILITIES**

There are none to report in 2021.

**AGAPE MINISTRIES LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2021**

**17. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General funds £</b>	<b>Designated funds £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
Balance at 1 January 2021	195,652	1,279,640	341,344	1,816,636
(Deficit) for the year	(14,916)	(125,073)	(9,232)	(149,221)
	<u>180,736</u>	<u>1,154,567</u>	<u>332,112</u>	<u>1,667,415</u>
Balance at 31 December 2021	<u>180,736</u>	<u>1,154,567</u>	<u>332,112</u>	<u>1,667,415</u>

**18. UNRESTRICTED FUNDS**

	<b>Balance at 1 January 2021 £</b>	<b>Net Incoming Resources £</b>	<b>Unrealised Gains on Investment s £</b>	<b>Balance at 31 December 2021 £</b>
Designated Staff	687,471	(34,055)		653,416
Designated Student	32,695	(2,355)		30,340
Designated Non Campus	93,885	(30,504)		63,381
Designated Projects and Events	64,195	(14,699)		49,496
Designated Fund Development	-	20,219		20,219
Designated Urgent Needs Fund	23,349	792		24,141
Designated International Mission Projects	12,940	(454)		12,486
Designated Funds for other CCC	16,605	(16,605)	-	-
	<u>931,140</u>	<u>(77,661)</u>	<u>-</u>	<u>853,479</u>
Designated (Fund Based) Total				
Designated Premises	250,225	(5,035)		245,190
Designated Equipment Fund	4,836	(1,793)		3,043
Designated Toucan Fund	72,501	(27,663)		44,838
Designated Website Fund	20,938	(12,921)	-	8,017
	<u>348,500</u>	<u>(47,412)</u>	<u>-</u>	<u>301,088</u>
General Funds	<u>195,652</u>	<u>(18,272)</u>	<u>3,356</u>	<u>180,736</u>
Unrestricted Funds	<u>1,475,292</u>	<u>(143,345)</u>	<u>3,356</u>	<u>1,335,303</u>


**AGAPE MINISTRIES LIMITED**
**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2021**
**19. OTHER FINANCIAL RESTRICTED FUNDS**

	<b>Property Fund £</b>	<b>Fund raised for international development projects £</b>	<b>Total £</b>
Balance at 1 January 2021	317,408	23,936	341,344
Net incoming resources	(6,730)	(2,502)	(9,232)
Balance at 31 December 2021	<u>310,678</u>	<u>21,434</u>	<u>332,112</u>

**20. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	<b>2021 £</b>	<b>2020 £</b>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(149,221)	50,121
Adjustments for:		
Interest Receivable	(1,774)	(4,618)
Depreciation charges	71,950	75,109
(Gains)/losses on investments	(3,356)	(2,347)
Loss/(profit) on the sale of fixed assets		
(increase)/decrease in stocks	3,633	3,586
(increase)/decrease in debtors	(6,020)	33,352
Increase/(decrease) in creditors	(31,212)	(2,118)
Net cash provided by (used in) operating activities	<u>(116,000)</u>	<u>153,085</u>

**21. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2021 £</b>	<b>2020 £</b>
Cash in hand	283	235
Notice deposits (less than 3 months)	251,063	421,802
Notice deposits (greater than 3 months)	613,659	611,893
Total cash and cash equivalents	<u>865,005</u>	<u>1,033,930</u>

**AGAPE MINISTRIES LIMITED****NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended 31 December 2021****22. OTHER FINANCIAL COMMITMENTS**

	<b>Land &amp; buildings</b>		<b>Other</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
<b>Amounts payable on leases which expire:</b>				
Within one year	-	-	3,976	3,976
Within two to five years	-	-	1,738	5,714
	<u>-</u>	<u>-</u>	<u>5,714</u>	<u>9,690</u>

**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted funds</b>			
	<b>General funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fund balances at 31 December 2021 are represented by:</b>				
Fixed assets	98,772	301,088	310,678	710,538
Net Current Assets	81,964	853,479	21,434	956,877
	<u>180,736</u>	<u>1,154,567</u>	<u>332,112</u>	<u>1,667,415</u>
Balance at 31 December 2021	<u>180,736</u>	<u>1,154,567</u>	<u>332,112</u>	<u>1,667,415</u>

**24. RELATED PARTY TRANSACTIONS**

Two of Agape Ministries' Trustees is employed by Stewardship in the UK. Stewardship help Christians, charities and churches activate generosity, resource their calling and make a difference in Jesus' name. A number of individuals who give to Agapé do so through Stewardship or a Stewardship giving account. Stewardship charge a small fee on each gift given to them to cover processing costs. Stewardship do not charge Agapé or any other Christian organisation for their services. Agapé do not receive favourable terms through the relationship our trustees have.

**25. EVENTS AFTER THE BALANCE SHEET DATE**

There have been no events since the balance sheet.

**AGAPE MINISTRIES LTD**

England & Wales - Charity number 258421

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# Accounts

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# Agapé Ministries Limited

*Report and Financial Statements  
For the 12 Months Ended 31 December 2020*

*Charity number (England and Wales) 258421  
Charity number (Scotland) SC042332  
Company number 949989*

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# 1 Reference and Administrative Details

<i>Status</i>	The organisation, established in 1969, is a charitable company limited by guarantee, incorporated on 7 <sup>th</sup> March 1969. Agapé is a registered charity in England and Wales, and in Scotland.	
<i>Company Number</i>	949989	
<i>Charity Number</i>	258421 (England and Wales) SC042332 (Scotland)	
<i>Registered office and operational address</i>	167 Newhall Street Birmingham B3 1SW	
<i>Chair</i>	Mr Gary Palmer	
<i>Other trustees</i>	Rev Richard Boothroyd Mr Kevin Russell Mrs Jo Arkell Mr Javier Garcia (ex officio)	Mr Ian Johnson (Resigned 28/04/21) Ms Elspeth Hughes-Penny (Resigned 28/04/21) Mr Dermot Purcell (Appointed 28/04/21)
<i>National Director</i>	Mrs Lesley Cheesman	
<i>Company Secretary</i>	Miss Nicole Barnard	
<i>Bankers</i>	Barclays Bank PLC Colmore Row PO Box 34 BIRMINGHAM B3 2BY	
<i>Solicitors</i>	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES	
<i>Auditors</i>	Mazars LLP First Floor, Two Chamberlain Square Birmingham B3 3AX	

# 2 Report of the trustees

The trustees (whom we refer to as our Council of Management - COM) are pleased to present their report together with the financial statements of Agapé Ministries Ltd ("the charity" or "Agapé UK") for the twelve months ending 31 December 2020.

Reference and administrative information set out on page 4 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Statement of Recommended Practice – Accounting and Reporting by Charities.

## 2.1 Structure and Governance

### 2.1.1 Governing Document

The company is established under a Memorandum of Association which sets out its objects and powers as a charitable company and is governed under its articles of association.

### 2.1.2 The Trustees

The trustees, under charity legislation, have and accept ultimate responsibility for directing the affairs of the charity, and ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up.

The trustees, who are also directors under company law, who served during the year and up to the date of this report are listed in page 3 of this report. Members (including trustees) of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

As part of its Charity Insurance Policy, provided by Ansvar through Access Insurance Brokers, Agapé UK has Trustees Indemnity Insurance cover of £1,000,000. The cost of this is an unidentifiable element of the cost of the whole policy. It is renewed annually in February.

### 2.1.3 Appointment of Trustees

Application process and future training requirements for new and existing Trustees will continue to be reviewed on a regular basis.

### 2.1.4 Organisation

Agapé UK is a Christian organisation and part of Campus Crusade for Christ International. Although our main activities are national, operating in seven regions across the UK, we have workers in other countries around the world.

Agapé UK is overseen by the Council of Management (COM) which meets 4 to 5 times a year. Day to day organisation is directed by an Executive Leadership Team (ELT) of five senior members who meet on a regular basis, and a Round Table of department Directors. The ELT and the Round Table are led by the National Director. All the main areas of activity (at home, at work, at university, and abroad) are represented, as well as Operations, Communications, and Leadership Development & Human Resources

systems and processes. Communications is responsible for communicating internally and externally, including the development of messages, publicity, and fundraising initiatives. LDHR is responsible for member care, training, ongoing development of each of our workers, and recruiting.

Management and governance of Agapé UK is delegated to the National Director who is accountable to the COM. Reports are submitted as required to Companies House and the Charity Commission.

Systems are in place for line management, appraisal, member development, and supervision, together with grievance and complaints procedures.

### 2.1.5 Risk Management

During 2020, the annual risk management review was completed and COM considered the implications of the risks identified. COM also formed their own view on high impact risks, gave input to the process and ensured all appropriate measures were in place to manage these.

The Council of Management is satisfied that the major risks to Agapé UK have been assessed and in particular those related to the finances, operations and data protection of Agapé UK, and are satisfied that systems are in place to mitigate exposure to these risks. Reporting procedures are in place to monitor income and expenditure. A key element in the management of financial risk is the setting of a reserves policy and its regular review.

The Charity is aware of its responsibilities to manage risk and appreciates updated information on this matter from its solicitors and other professional advisors.

### 2.1.6 Responsibility of trustees

Company law requires the directors (who are the Trustees and members of the Council of Management) to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the income or expenditure of the company for that period. In preparing those financial statements, the Council of Management are required to select suitable accounting policies and then apply them consistently; make judgments and estimates that are reasonable and prudent; comply with applicable accounting standards subject to any material departures disclosed and explained in the financial statements; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Council of Management is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### 2.1.7 Statements as to disclosure of information to auditors

In accordance with Company Law, as the charity's trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Charity's Auditors are unaware; and
- We have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's Auditors are aware of that information.

## 2.2 Objectives and activities

### 2.2.1 Our Purpose

Our charity's main purposes are set out in the objects contained in the company's memorandum of association and include:

- To transmit, propagate and communicate the Gospel of Jesus Christ to students and others at Universities, Colleges, Schools and other academic institutions as well as to the public at large.
- To help those who become Christians through receiving Jesus Christ to grow toward spiritual maturity and understanding and to train them to reach others with the Gospel the objective being the fulfilment of the Great Commission of our Lord Jesus Christ as set out in Matthew 28:18-20 of the Holy Bible.
- To help Christians to become established as active members of local Churches and to work closely with Churches of many denominations.
- To relieve poverty or distress.

### 2.2.2 Our Vision

Agapé UK's vision is to inspire people to discover Jesus at home, at work, at university, and abroad.

We believe that everyone's life can be transformed by knowing Jesus; that the decline of Christianity in the UK must be reversed, and that we can play a key role in this.

We believe that Jesus calls us to share our faith and that every follower of Christ should be equipped to share his gospel. We also believe in whole life ministry: helping people to discover faith in every area of life, for the rest of their lives.

### 2.2.3 Our Values

We want to live radical lives of love, service and influence, following the model of how Jesus lived his life on earth. This is characterised by:

**Faith** – in God's supremacy, filled with faith and the Holy Spirit

**Unity** – unified internally and building God's Kingdom together with wider body of Christ

**Growth** – committed to spiritual growth, both individually and corporately.

**Fruitfulness** – striving for effectiveness and relevance

**Joy** - enjoying God and His Kingdom

Our teams apply these values differently depending on whether they work in universities, workplaces, families, communities or cross-culturally, but these core values are fundamental for all of us.

### 2.2.4 Our Mission

The strategies employed to meet our vision include the following:

- Presenting the gospel clearly in word and action. Helping Christian students on campus, or business and community leaders (e.g. church leaders) share the gospel clearly in word and action, giving others the opportunity to respond.

- Helping individuals to develop and be active in their faith through small discipleship groups and 1-to-1 mentoring.
- Contacting business and community leaders, addressing key issues in corporate life and helping create a climate of greater understanding of the Christian faith and the person of Jesus.
- Sending teams of students and graduates abroad for short-term mission projects as well as longer-term assignments of 1-2 years.
- Developing products and resources that aid our workers and volunteers in achieving these goals.
- Developing strategic partnerships with like-minded groups and churches.
- Contributing funds to the Global Aid Network, our partners working to provide humanitarian aid to people living in situations of poverty and crisis overseas.

### 2.2.5 Public Benefit

In compiling this report, the Trustees have given due regard to the public benefit guidance as issued by the Charity Commission. Agapé UK is a team of people, staff, associates and volunteers seeking to obey God's call to go and make disciples of all nations, helping everyone to understand the person of Jesus Christ and how they can come into relationship with him and be reconciled with one another. Agapé UK works out its public benefit in a number of ways.

The gospel of Jesus Christ is of benefit to society at large. It provides a context for forgiveness, a platform for dealing with broken relationships, a motivation for service and charity and the focus of a fulfilled and meaningful life. We believe that communities and individuals can experience transformation as they grow to understand and embrace God's ultimate purposes for them and for the world.

Many people become disciples of Jesus Christ through the lifestyle example of Christians - sharing God's love in action and word, clearly explaining God's message as revealed in the Holy Bible, prayerfully expecting the Holy Spirit's power to transform people, our communities and whole nations.

Agapé UK seeks to demonstrate this benefit through its range of mission and humanitarian activities both here in the UK and across the globe as detailed throughout this Trustees' report.

### 2.2.6 Volunteers

Agapé UK is blessed by the contribution of the many volunteers that get involved with each of our ministries. We are thankful for all those who freely give their time to serving alongside us and want to acknowledge the part they play in helping Agapé UK to fulfil its mission.

## 2.3 Achievements & Performance

Agapé aims to develop spiritual movements among four key priority areas:

### 1. *At home*

Agapé UK is strengthening relationships and promoting the importance of family life and community, to enhance the emotional and spiritual wellbeing of everyone in society. Through our FamilyLife relationship courses, events, and apps, we're supporting people around the country to build flourishing relationships and strong marriages, and discover what it means to have a lasting relationship with Jesus.

### 2. *At work*

Agapé UK is equipping people to confidently live and share their faith at work. We're helping the UK's workforce to learn more about their professional strengths and weaknesses, achieve a healthy work life balance and gain a sense of satisfaction and purpose at work. And, through our network of music professionals, Crescendo, we're sharing our faith through music.

### 3. *At university*

Agapé UK has been active on university campuses for over 50 years – working with students to help them navigate the complexities of student life. We're building student communities where people from all backgrounds can discover more about themselves and explore big questions about life, faith, and God.

### 4. *And abroad*

Agapé UK is meeting the needs of people around the world, working with a number of international partners. This includes our humanitarian work with the Global Aid Network (GAIN UK), and the wider activities of the Agape Europe and Cru global networks. We offer short-term projects to far-flung destinations, and opportunities to go overseas long term.

### 2.3.1 At home

Our FamilyLife team work to strengthen families. We help to transform family relationships through providing hope and practical resources based on biblical principles and knowing Christ. Our aim is to give every person in the UK the opportunity to transform their family relationships.

FamilyLife has been providing training, innovative programmes and resources to a growing network of volunteers to help individuals and churches effectively minister to families in their communities. Our work provides a practical context of love and forgiveness for the gospel message. Our events allow couples, whether they are doing well or struggling, to engage with topics including God's purposes for marriage, communication, resolving conflict as well as expressing love.

Events – 'A Day Together' and 'What Is Love Actually?'

During 2020, because of the Covid pandemic, we were unable to run these live events. Instead we launched a new online event 'Couples Talk'. This was presented for the first time in April and we decided to continue it throughout the year, with a session each month. Whilst we are still learning how to do online events well, we are pleased that over the year we had 476 registrations for 'Couples Talk' events which means that between 476 and 952 people attended. Through this new online event we have been able to continue to reach and serve couples.

Toucan – ongoing development

Toucan is a smartphone app which allows couples to experience some of the content of 'A Day Together' at their own convenience. It is a fresh and unique online experience for couples, providing tools to build strong relationships. The 'Communications' module was launched in February 2017, the 'Conflict' module in August 2017, and the 'Loving' module in February 2018. In 2019, we launched the 'Money' module.

During 2020 we developed the Toucan 'pulse', an innovative quiz which engages people with the contents of the app, and enhances the effectiveness of Toucan by pointing participants to the module that best meets their needs. We aim to increase usage of Toucan and hence funded a marketing audit and the creation of a marketing plan. This plan will be implemented (funds permitting) in 2021.

During 2020, [www.toucantogether.com](http://www.toucantogether.com) received 13,713 visitors and 1,116 people became 'confirmed Toucan users' (733 in 2019). We are encouraged by this high uptake. Millennials make up 74% of Toucan visitors and 69% of users.

Our key measurement is how many or what % of couples have their relationship satisfaction improved. In 2020 we know that:

- Of those couples completing a full Toucan module (163), 91% have benefitted from using Toucan.
- Of those couples completing half of a module (272), 62% have benefitted from using Toucan.

We are pleased with the % of couples with improved relationships but still want to increase the numbers using Toucan and completing modules. In the future we will be addressing this through the already implemented 'pulse' and the implementation of the marketing plan (as above). We will also be launching the final fifth module of Toucan in 2021 ('Growing').

#### Vision & Equipping Weekend

In 2020, our V&E Weekend took place for the second time at Renewal Church in Solihull, with 130 people attending. The theme was 'Building Kingdom Communities'.

In total, a minimum of 696 people attended our events in 2020 (130 V&E, 476+ Couples Talk). At the end of 2020, over 7,255 people have attended FamilyLife events since 2003, and when Toucan (users) are included, 11,867 people have been reached by the ministry of FamilyLife.

#### Small Groups

The 'Together' small group material allows couples who attend events to take FamilyLife ministry into their communities. 'Together' combines practical tools with Bible study which helps couples to continue to strengthen their relationships with each other and with God. This small group resource also builds strong friendships. Groups are running in many places across the UK and in other countries. The resource has been translated into Dutch, German, Greek, Portuguese, Romanian, Spanish and Portuguese, and Farsi, French, Italian, and Lithuanian translations are in progress.

In the UK we usually launch 'Together' small groups after our events. In the absence of live events in 2020 we have been unable to measure 'Together' take-up. We have noted that it is easy and effective to run 'Together' groups on Zoom and hence we are working to launch 'Together Online' in 2021. This will give enquirers the ability to join a group via online registration, and provide online video-based training for group leaders and participants.

#### FamilyLife Farsi

Kia and Negin Hadaeghi joined the FamilyLife team in 2018. Since then they have been building up a FamilyLife ministry to Farsi speakers. In 2020 funds were raised, collaborations forged, the translation of 'Together' into Farsi was completed and we printed the first overseas print run (1,000). The team of UK volunteers has grown and the first Farsi speaking 'Together' group has started in the UK. Both the ministry and the resource are being particularly well received both in the UK and overseas.

## 2.3.2 At work

The 'At Work' team work with a wide range of leaders and professionals in the UK, helping them to achieve a healthy work life balance and gain a sense of satisfaction and purpose at work.

As with all our work, the pandemic had a significant impact on the work of this team in 2020. A number of major live events are usually planned each year. In 2020 there was only one, held at the beginning of the year, before the first lockdown. All the other major events moved out of normal venues onto Zoom, and new online get-together opportunities were developed in order to maintain and grow relationships.

Our Crescendo team's vision for the year was to support each other through regular meetings and reach out to other musicians and artists to join in events and discussions about faith and creativity. As we went into the first lockdown in March the team felt the need to support each other through weekly online meetings. These meetings included sharing experiences of our new way of working (having to teach instrumental lessons online), sharing words of encouragement, praying for each other and our place of work as well as times for games and quizzes. Through these regular online meetings the group got to know each other much better and were able to build closer relationships.

In December the workplace teams were able to contribute to a number of online carol services, including the Crescendo International Christmas reception, with participants from all over the world. Our Crescendo team also arranged a carol singing event at a local retirement village. Six members of the group met on the terrace of the retirement village and gave an outdoor, socially distanced carol concert for the residents. The event was well attended and the residents enjoyed joining in, singing some familiar carols.

## 2.3.3 At university

Our work with students was significantly affected by the pandemic in 2020. A number of campuses were permanently closed, with classes and lectures moving online. Even campuses where students were able to meet, many students did not physically return to the university, but studied from home.

However, there were a number of highlights during the year:

Fireseeds 2020 (our annual student conference) in February was one of our last activities before the first lockdown. We had more students attend than ever – about 60 in total.

Our national ministry has spent most of this past year creating new structures to help us do digital ministry well. We have reassigned 3 of our staff (part-time) and recruited one new intern to help us innovate in this area:

- Digital Communications team have got our national student social media up and running, and have also helped our local teams to start up their own social media pages

- Digital Ministry team have been providing training for our staff, our students, and other partners on ways of engaging students. One event they ran was a Europe-wide Digital Mission Week, which attracted about a hundred people from 24 countries. During this week, the group got a few hours to practise some of the new skills they were learning. As a result, there were about 440 spiritual conversations

Digital ministry offers a greater opportunity to work outside of our geographical borders, and our staff have been collaborating on more events across the country. Our Freshers' Survival Kit campaign and website was one example – several staff created a website with a short spiritual survey, and other content that would be attractive to student. The survey was advertised on all our social media pages and platforms, with the offer of a free coffee for everyone who filled out the survey. About 50 people took the time to fill out the form and get in touch with us.

### Spring and Summer Projects

Although a number of our usual projects were cancelled, we were able to adapt our St Petersburg trip into a digital outreach event. Our staff and students worked closely with our counterparts in Russia to engage students on social media, and begin deeper spiritual conversations. The team saw a couple of students come to faith as a result. This was also a learning experience for our teams on how to engage with students digitally, which has been part of what has shaped our activities this season.

### Regular ministry

Outside some of these new social media and digital initiatives, our teams have continued doing ministry through Zoom and other platforms. Weekly events and small group discipleship have in some ways been easier for people to attend online. We saw more students attend some of these events at the start of the year than in previous years. However, Zoom-fatigue has increasingly become a challenge, resulting in fewer people attending as the year has gone on.

### Student leader curriculum

Our London team have built on the work we had done on a student leader curriculum, by streamlining it into a 9-10 week Essentials course.

### New Staff and Interns

In 2020 we had 5 new interns join us in the UK, plus 2 interns who will be going abroad, 5 new staff, one intern joining staff, and 2 continuing interns (doing a second year). Even though we have lost a few staff and interns (some of whom are working in other parts of Agapé UK), our aggregate staff numbers have increased.

## 2.3.4 And abroad

During 2020, GAIN UK (Global Aid Network UK) has continued to focus on responding to the needs of people who have been displaced and affected by crisis. In partnership with staff across Agapé UK and

volunteers, GAIN UK sent a volunteer team in February to serve in the hotspot camps on Lesbos, Greece, bringing practical help and seeking to restore hope. Since then, despite the lack of ability to physically serve in Greece due to the coronavirus pandemic, GAIN UK were able to continue working across the UK to collect donated aid items and send them to Greece. In spite of the challenges faced by many in the UK in 2020, GAIN UK have received more donated items than in any other previous year. GAIN UK also set up appeals in response to the crisis in Beirut, Lebanon following the explosion there, and the fire on Lesbos which destroyed the hotspot camp Moria. The team were able to expand their capacity by growing the staff team in Birmingham to include team members in London and Belfast.

#### Long-term mission

Currently, there are British staff serving long-term in Italy, Portugal, Russia, South Africa and the USA. We also have staff serving alongside us in the UK from Albania, Finland, Iran, the Philippines, South Africa and the USA. As a national ministry we are continuing to take the lead in helping Agape Europe run cross-cultural training for missionaries who are leaving their home countries to serve overseas. TransIT, as the training is known, had to be taken online in summer 2020, but British staff were involved in directing the training for around 20 staff from across Europe starting international assignments in 2020/2021.

#### Short-term mission

Unfortunately, in 2020, all of our Global Projects (teams of students participating in 2–3-week overseas projects) fell victim to COVID-19 travel restrictions. We had been planning projects to Malta and Russia, as well as a humanitarian aid project for students, in partnership with GAIN UK, to Greece.

The cancellation of our Global Projects allowed us to invest more time in the development Agapé UK Study Abroad. This is a new programme that we have launched to help connect Christian students who are going to study abroad, as part of their normal university degree programme, with Agape teams working in the universities where they will be going to study.

### 2.3.5 Central Team: Operations, Communications and Human Resources

Alongside our field-based colleagues, the Central Team's role is to support Agapé UK's national focus by providing staff, volunteers and members of the public with the tools, skills and information they need to discover Jesus together. The Central Team includes staff working in Finance, HR, Leadership Development, Communications, IT, Data Privacy, Events, Fundraising and Office Management.

In March 2020, the Central Team moved to working from home. and quickly adapted their workload to adopt a remote style with flexible hours to fit around Covid-19 restrictions, home-schooling, exercise for well-being etc. A rota was set up to cover essential HQ tasks such as answering messages, opening mail, processing cheques, fulfilling bookshop orders. The system for this was continually reviewed and adjusted accordingly.

There was a plan to reopen HQ on 1 October and in light of that, much work was done to make the building Covid secure - clearing desktops and open shelving; disposing of all out-of-date stock and other unwanted items; installing hand sanitisers on each floor and setting out guidelines for operating in a Covid secure environment. Even though we chose not to re-open, in light of government guidelines, and have maintained operating remotely since, we are now ready to re-open safely when restrictions are lifted.

There were a number of key staff changes during 2020, including new appointments in Communications, Events and Central Services. In September, a new Central Team Director was appointed to oversee all departments.

In July, the new Agapé UK website was launched [www.agape.org.uk](http://www.agape.org.uk), featuring thought-provoking questions and inspiring articles to encourage Christians to grow and share their faith in Jesus. We saw an increase in visitors to the website, and to our social media pages, and this in turn has led to an increased interest in our resources. We are continuing to rollout our new branding across the whole organisation.

Sadly, all of our external events had to be cancelled in 2020. However, we held a series of 'Staff Connect and Prayer Days' to come together as an organisation and pray. In the Autumn the Central Team participated in Agapé UK's Living & Telling training online, helping us to grow in our understanding and skills in disciple-making.

## 2.4 Plans

### 2.4.1 Working with Churches

As part of our new national 5 Year Focus, the whole of Agapé UK will be involved in working closely with churches in 2021 and beyond. Through our evolving City Teams, made up of existing staff, we will offer to come alongside church leaders, to support them to inspire, encourage and enable their members to help family, friends, colleagues and neighbours discover Jesus together. We will work with them to develop discipleship programmes and activities, using our wide range of tried and tested resources and courses, such as our flagship resource Living & Telling. Through this work, over 5 years, we hope to inspire 50,000 Christians to each talk about their faith in Jesus with 5 of their friends, thereby enabling 250,000 to hear the message of the good news of Jesus Christ.

Alongside this, our four core teams will continue their individual ministry work as follows.

### 2.4.2 At home

In 2021 Our FamilyLife team will continue to support local families, couples and the activities of local churches, particularly with regard to relationship issues and discipleship. Subject to capacity we will continue to work to develop the national FamilyLife network, focused on cities.

**People** The leadership of the FamilyLife team is changing in 2021 with a new director coming on board in February. With other staff changes that took place the end of 2020, our priority is to consolidate our new team and to avoid overstretch, particularly whilst team members are home schooling. We are not planning to develop any new initiatives, rather to further establish those that we already have planned (Couples Talk and Together Online).

**Network** We would like to continue to grow the FamilyLife network through our annual Vision & Equipping event. If this goes ahead it will likely happen in November and may be an online event.

**Events** We will continue to deliver our online event, Couples Talk.

**Toucan** We will launch the final (fifth) module of Toucan in 2021. We plan to focus on marketing Toucan in 2021 and extend our user audience further beyond a Christian audience, to also share this valuable resource with those of other faiths and none.

**Small Group Discipleship Ministry** Following our experience of running Together groups on Zoom, we will launch Together Online in 2021. This will allow those interested to be connected through groups, and will make online video-based information and training available for group leaders and participants.

FamilyLife Farsi. We will continue to collaborate with those working to build the body of Christ amongst Farsi speakers and to strengthen couples' relationships. We will fundraise to print the Farsi version of Together in the UK in 2021 (it is already being printed overseas), and start online Together groups both in the UK and throughout the Farsi diaspora. We plan to launch a FamilyLife Farsi web page, and translate the FamilyLife A Day Together event into Farsi., and look forward to seeing how this develops, particularly after the rebrand has gone public.

### 2.4.3 At work

This year of COVID has been very hard for people of all backgrounds. Our staff and volunteers in the "At Work" teams are engaging in some of the professions that have been the hardest hit.

Although we are continuing to run many of the same activities we have been running in previous years (see 2.3.2), some of our thinking is shifting to meet the specific needs of this season. Whether it's the uncertainty and financial challenges faced by those whose livelihoods have been put at stake, or the mental health struggles of people who have to be in secure bubbles away from those who are near and dear for the sake of their jobs. More of our time will be focussed on providing intentional and personal care to those we work with in 2021.

In addition, we are exploring opportunities to use some of the resources that have been produced by our partners in our global ministry, Leader Impact, including a supercharged digital version of our Biscuit Trail resource.

### 2.4.4 At university

The rest of this academic year is a very uncertain time for us. We are continuing to make plans in our local teams, and to press on with learning digital ministry, but we are holding most of the rest of our ministry lightly. Here are some things that we are currently planning for, some of which may be subject to changing restrictions.

#### Fireseeds 2021

Our annual student conference is on again this February. We started planning this months ago, with several alternative plans in place. As it stands, this will be a wholly digital conference, with opportunities for interaction on Zoom in various cities.

#### Freshers campaign

We have assigned some of our staff to begin working on our digital Freshers' campaign for September/October 2021. We are hoping that come September, life will be back to a semblance of normality, and universities will be opening up again. But one lesson from this past year was the importance and effectiveness of engaging digitally, and we are keen to build on what we have learnt.

### Soularium UK

We are currently developing a UK version of the Soularium cards that have become a well-used, much-loved tool for sharing faith on campus. We are also working on digitising it so it can be used online and through social media.

### Staff recruitment and retention

One of the concerns for the year ahead is making sure our staff are cared for, and don't burn out or lose motivation. This season is exhausting, especially for those with school-age children. We are seeking to find ways to encourage teams, and support them as needed. We will also need to find creative ways to recruit – the usual pathway of students joining us to intern is likely to be less productive, because we have had fewer interactions with students this year.

## 2.4.5 And abroad

We will continue to send workers internationally in response to new opportunities or areas of need.

Although we began the 2020/21 academic year in the midst of the global COVID-19 pandemic, despite the challenges we anticipated we might face, we wanted to ensure that we had sending opportunities in place should circumstances improve by the spring and summer of 2021. As such, we tentatively began to plan four student Global Projects. Unfortunately, two of these (our spring projects to Malta and our GAIIn UK-sponsored project to Greece) have already had to be cancelled.

The two remaining Agapé UK Global Projects planned for the summer of 2021 are to Germany – a new sending location – and a digital project in partnership with Agape in Russia. We will continue to look to diversify our projects in the coming years with opportunities in new locations. Through our new connections with churches as part of the national 5 Year Focus, we hope to increase the number of people who want to sign up to go on a Global Project.

We are also hoping to receive our first applications to the Agapé UK Study Abroad programme, which aims to connect students who are going on overseas study placements – particularly language students – with existing local ministry teams in the locations they are going to. We are offering support and coaching to these students and will provide them with an opportunity to serve and be involved in ministry whilst they are studying overseas.

Finally, we are also anticipating applications to send 9–12-month Short Term International (STINT) interns to locations across the world.

Following much growth in 2020, in 2021, GAIIn UK will continue to develop practical ways that people can mobilise others in their communities to respond to humanitarian needs around the world, including appeals for relief supplies, donations, and sending project teams. The team will be reassessing and evaluating plans to develop a pilot discipleship community, put on hold due to the coronavirus pandemic, and learn how we can develop this in the future to establish groups who will aim to live with humility and generosity in the face of global poverty. Sending emergency relief to Greece throughout the year will be a

key focus combined with sending teams of staff and volunteers as travel becomes possible. A goal in 2021 is to increase our regular financial partners and to continue to grow our network of volunteers and aid donors. We also hope to extend our current project focus to include a key project for GAIN UK and towards the Water For Life Initiative. As one of the eight offices in the global network of GAIN Worldwide, we will continue to build opportunities to increase our impact as we work together with other offices.

#### 2.4.6 Central Team – Operations, Communications and HR

As we move forward in 2021, the Central Team's role is critical to the development of the national 5 Year Focus. As part of this, we have been working on a new website for our resources called ARC (Agapé Resource Centre), which we aim to launch fully by Easter. The ARC will enable us to more easily connect with churches and the wider public, with what we have to offer in the area of making and multiplying disciples.

We will also continue to engage and increase our audiences through the wide range of inspiring and thought-provoking articles on our website, through social media and through media opportunities such as radio and TV interviews, and speaking engagements.

Although Big Church Day Out has been cancelled again this year because of Covid-19, we are still planning to be involved in the Keswick Convention, showcasing what we can offer to the churches. We are also currently planning for in-person Staff Conference in August.

Although the Central Team is often considered to be quite separate from the 'field' ministry our desire is for our team to also be involved in mission. To this end we will be involved in ministry alongside other staff in Birmingham, working as a City Team, to connect with local churches across the city.

It is our hope that the HQ will be open again at some point this year. Before that happens, we will work to redesign the use of the office space to better fit our current needs and way of working.

Crucial to the delivery of our national focus is the need for more staff across the whole organisation, and we plan to set up a team to look at recruitment in all areas. In the Central Team we still have need for more staff in key roles within HR, IT, Data Privacy, Communications and Finance and recruitment is in place for these.

## 2.5 Financial Review

Agapé UK's financial management aims are to:

1. Employ staff who raise funds for Agapé for the purposes of paying salaries, staff expenses for personal ministry and contribute to general funds.
2. Raise general funds to support the cost of Agapé UK's operational expenses, including a high-class training and personal welfare programme.
3. Raise funds through specific appeals to support Agapé UK's outreach activities.
4. Raise funds to support evangelistic activities overseas which are managed by overseas Agapé organisations.

Agapé UK's financial model relies on a 12.5% deduction on all funds raised in the UK by staff and specific appeals. 9.5% is used to fund the operating costs of the ministry and 3% is tithed to be used for activities of overseas Agapé organisations. The amounts raised are affected by the number of staff raising personal support in the UK.

The overall financial performance in 2020 is as follows:

Funds raised by staff were £2.83m as compared to £3.62m in 2019, a decrease of £790k.

All staff salaries including key management personnel are set according to pre-defined criteria. These are laid out in detail in note 8. No staff received emoluments in excess of £60k during the year.

Staff funds have increased year on year by £59.2k to £687.4k (note 18 to the accounts). This demonstrates stability of income and expenditure from a staff perspective during 2020. It shows staff are raising sufficient funds to cover their expenditure during the year.

The building (and associated costs) continue to be depreciated at a rate of 2% per annum,

Designated funds (excluding staff and funds for property purchase) are at £354k (2019: £346k), with various ministries activities having taken place in the year.

Grants to overseas Campus Crusade activities totalled £536k (2019: £318k). This is funded directly by donations given for these purposes and the 3% Tithe.

Bank balances at December 2020 were £1.03m as compared to £944k at December 2019. This is a further indication of Agapé UK's continued strong financial performance during the year. During 2019, the funds invested in treasury deposits with Lloyds bank, together with the interest received, were re-invested for a further 12 months each maturing in 3 month intervals. This was out of a desire to generate better returns for the cash we are holding. The interest from these deposits has contributed towards unrestricted general funds in 2020 and will continue to do so in the future.

## 2.5.1 The Trustees' Reserve Policy

The Trustees are aware that the main financial issues in 2021 are:

1. The continued operation of our new national headquarters.
2. The funding of central running costs for which 85% is budgeted to be funded through the 9.5% levy on funds raised by staff. This is budgeted as a broadly breakeven situation.
3. The progress of a current initiative to develop new sources of funding for outreach activities.

The existing reserves policy is to have 6 months reserves to cover operating costs which are not directly funded from income. The budgeted costs for 2021 are around £394k and this gives a target of £197k.

At December 2020 reserves making up the target were £196k for general funds.

Although the balance of General Funds at the end of 2020 was slightly below the reserve target, based on the forecast projections for 2021 the Trustees are content that the financial target arising from the Reserves Policy will be met during 2021, particularly as actual costs are likely to be lower as a result of the continuing impact of Covid-19. However, the Trustees are aware that in the present general economic situation there is a risk that existing regular donors may reduce or cease their giving and that expectations of funds from new sources/donors may not be achieved as budgeted. Should this happen then the reserve target will not be met.

In the longer term, Agapé intends to increase the focus on encouraging, supporting and equipping staff to reach 100% of their support goal. This will lead to an increase in donation income into the ministry and an increase in General funds as a result. The Executive leadership team are also increasing the focus on exploring other avenues of fund development.

### 2.5.2 Auditors

Mazars LLP served as auditors throughout the period. A resolution to re-appoint Mazars LLP auditors will be proposed at the forthcoming annual general meeting.

The Trustees' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption provided by section 408 and section 414B (b) of the Companies Act 2006.

by the board on: Jun 7, 2021

By: 

Gary Palmer (Chair)  
167 Newhall Street  
Birmingham  
B3 1SW

## 2.6 Independent auditor's report to the members of Agapé Ministries Limited

### Opinion

We have audited the financial statements of Agapé Ministries Limited (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

## Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 5, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Act 2011, the Charities Statement of Recommended Practice, employment regulation and fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to use of restricted funds, and income cut off at year end.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of the audit report

This report is made solely to the charity's members as a body in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

Signed:

Ian Holder

(Senior Statutory Auditor)

for and on behalf of Mazars LLP

Chartered Accountants and Statutory Auditor

First Floor

Two Chamberlain Square

Birmingham B3 3AX

## 3 Financial Review 2020

### 3.1 Statement of Financial Activities for 12 months ended 31 December 2020 (Incorporating an income and expenditure account)

	Further Details	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
<b>Income and endowments from:</b>							
Donations and Legacies		3,623,450	28,081	3,651,531	3,798,940	15,160	3,814,100
Charitable Activities		1,525	-	1,525	40,760	-	40,760
Other Trading Activities		12,480	-	12,480	17,484	-	17,484
Investments		4,618	-	4,618	4,792	-	4,792
<b>Total Incoming Resources</b>	<b>2</b>	<b>3,642,073</b>	<b>28,081</b>	<b>3,670,154</b>	<b>3,861,976</b>	<b>15,160</b>	<b>3,877,136</b>
<b>Expenditure on:</b>							
Raising funds	<b>3</b>	87,714	979	88,693	184,566	-	184,566
Charitable activities	<b>5</b>	3,496,103	15,857	3,511,960	3,564,746	14,136	3,578,882
Other	<b>4</b>	15,009	6,718	21,727	38,134	6,718	44,852
<b>Total</b>		<b>3,598,826</b>	<b>23,554</b>	<b>3,622,380</b>	<b>3,787,446</b>	<b>20,854</b>	<b>3,808,300</b>
Net gains/(losses) on investments	<b>12</b>	2,347	-	2,347	5,055	-	5,055
<b>Net income/(expenditure)</b>		<b>45,594</b>	<b>4,527</b>	<b>50,121</b>	<b>79,585</b>	<b>-5,694</b>	<b>73,891</b>
<b>Transfers between funds</b>	<b>17</b>	-	-	-	-	-	-
<b>Net movement in funds</b>		<b>45,594</b>	<b>4,527</b>	<b>50,121</b>	<b>79,585</b>	<b>-5,694</b>	<b>73,891</b>
Fund balances brought forward at beginning of year		1,429,698	336,817	1,766,515	1,350,113	342,511	1,692,624
<b>Fund balances carried forward at end of year</b>		<b>1,475,292</b>	<b>341,344</b>	<b>1,816,636</b>	<b>1,429,698</b>	<b>336,817</b>	<b>1,766,515</b>

- All of the above results are derived from continuing activities.
- All recognised gains or losses are included in the Statement of Financial Activities.
- The notes on pages 28 to 46 form part of these financial statements
- The surplus for Companies Act Purposes was £47,774 (2019 £68,836)

## 3.2 Balance Sheet

	Notes	December 2020 £	December 2019 £
<b>FIXED ASSETS</b>			
Intangible assets	10	97,426	95,545
Tangible assets	11	630,363	640,210
		<u>727,789</u>	<u>735,755</u>
<b>CURRENT ASSETS</b>			
Investments	12	66,983	64,636
Stocks	13	4,788	8,374
Debtors	14	75,980	109,332
Cash at bank and in hand		1,033,930	943,370
		<u>1,181,681</u>	<u>1,125,712</u>
<b>CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
	15	(92,834)	(94,952)
<b>NET CURRENT ASSETS</b>			
		1,088,847	1,030,760
<b>NET ASSETS</b>			
		<u>1,816,636</u>	<u>1,766,515</u>
Unrestricted funds	18	1,475,292	1,429,698
Restricted funds	19	341,344	336,817
		<u>1,816,636</u>	<u>1,766,515</u>

The financial statements, which have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within CA 2006, Pt 15, were approved by the board of directors on: Jun 7, 2021



(signature)

Gary Palmer

(name)

  
K. Russell (Jun 9, 2021 20:36 GMT+1)

(signature)

Members of the  
Council  
of management

K. Russell

(name)

### 3.3 Statement of Cash Flows

	2020 funds £	2019 funds £	Note
<b>Cash flows from operating activities:</b>	153,085	198,362	20
<b>Cash flows from investing activities:</b>			
Investments	4,618	4,792	
Purchase of property, plant and equipment	(67,144)	(88,227)	
<b>Change in cash and cash equivalents in the reporting period</b>	90,559	114,927	
<b>Cash and cash equivalents at the beginning of the reporting period</b>	943,370	828,500	21
<b>Change in cash and cash equivalents due to exchange rate movements</b>	1	(57)	
<b>Cash and cash equivalents at the end of the reporting period</b>	1,033,930	943,370	21

## 3.4 Notes to financial statements

### 1. Accounting Policies

#### **Basis of accounting**

The financial statements have been prepared in accordance with 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 (FRS102) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Agape Ministries meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

#### **Preparation of the accounts on a going concern basis**

The company reported a cash inflow of £90,559 for the year.

The Trustees have prepared detailed financial performance projections for the ensuing year. Those projections are reviewed and revised at the end of each reporting period within the company's financial year. On the basis of those projections the Trustees have satisfied themselves, as far as they are reasonably able and unforeseen events aside, that the company is in a position whereby it may adopt a going concern basis of accounting in preparing the annual financial statements.

In March 2020 the UK was plunged into a national crisis with the onset of the COVID-19 coronavirus. No organisation could have anticipated the speed and nature of the changes which took place in a very short space of time and Agapé is no exception.

We are, however, in a very strong position financially, with a good level of unrestricted reserves and good financial controls in place. Our self-funding model means those who give to support the work of Agape have a very personal connection with the ministry. They understand that their giving doesn't just go into some "central pot", but actually contributes directly to staff salaries. This means that in uncertain times, such as we now find ourselves in, their giving to Agapé is usually the last to be stopped.

This model also means there is a direct link between the expenditure of Agapé UK and the money raised, since staff salaries are paid (subject to National Living Wage Legislation) according to the funds raised.

We are exploring all government support options available to the ministry at this time and are re-assessing all our central costs in light of the impact of this crisis.

The trustees believe we are well placed, from a financial and organisational perspective to not be detrimentally impacted by this crisis.

**Company status**

The company is a company limited by guarantee. The Directors of the company are the Trustees named in the "Reference and Administrative Details". In the event of the company being wound up, the liabilities in respect of the guarantee is limited to £1 per member of the company.

**Use of estimates and judgements**

When preparing the financial statements, management makes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses. The estimate that has the most significant effect relates to fixed assets.

Determining residual values and useful economic lives of fixed assets

The Company depreciates tangible fixed assets over their estimated useful lives. The estimation of the useful lives of assets is based on historic performance as well as expectations about future use and therefore requires estimates and assumptions to be applied by management. The actual lives of these assets can vary depending on a variety of factors, including the property market and maintenance programme.

**Incoming resources**

The income and result for the year are attributable to the principal activities as set out in the report of the Council of Management. The majority of the income is derived from the UK; however, some is received via Agapé Europe and via Campus Crusade for Christ International and is mainly for support of staff.

Donations include all amounts receivable by the company in respect of donations to support field workers and for other purposes.

Income includes the amounts invoiced, excluding recoverable value added tax, in respect of the sale of literature and the sale and hire of videos, tapes and films. It also includes conference income, project income, and donations.

**Resources expended**

In the presentation of these accounts, expenditure against each activity includes staff expenses of self-funding staff and an allocation of support costs, see note 3 below.

The cost of generating funds is the direct costs (including salaries) of Agapé communication such as our half yearly "Move Magazine" and an overhead charge on the gross income raised. No external agencies were contracted to raise funds on behalf of Agapé and all communications were sent to individuals who had expressed consent to receive them. All giving was on a voluntary basis.

The basis for allocation of support costs to activities has been pro rata to the total income and expenses of each activity, excepting those which are restricted funds, where overseas appeals are charged a fixed percentage on gross income (see paragraph above).

The policy on grants to activities of overseas Agapé organisations is not to enter into commitments to provide funding which has not yet been raised, by more than £10k for any one commitment.

**Governance costs**

These include the cost of professional advice, audit costs, COM meeting costs, staff costs to produce the annual accounts and reports to COM, together with an allocation support costs.

**Fixed Assets**

Items of a capital nature, purchased from Agapé General Funds and costing over £500 are capitalised as fixed assets at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life as follows:

Freehold land	0%	per annum
Freehold property	2%	per annum
Computer equipment	33 1/3%	per annum
Office equipment	33 1/3%	per annum
Motor vehicle	33 1/3%	per annum

### **Intangible Fixed Assets**

Intangible assets are assets that are identifiable and possess all of the following characteristics: lack of physical substance, nonfinancial nature (not in monetary form like cash or investment securities) and initial useful life extending beyond a single reporting period. Intangible assets are amortised over three years.

### **Operating leases**

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

### **Finance leases**

Assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight line basis over the shorter of the lease term and the useful life of the asset. Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligation for future amounts payable so that the charge for each period is a constant percentage of the remaining balance of the capital sum outstanding.

### **Stocks and work in progress**

Stocks and work in progress are stated at lower of cost and net realisable value.

### **Tax refunds on gift aid income**

Credit is taken in the Statement of Financial Activities for tax refunds receivable in the current accounting period.

### **Financial Instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which would be subsequently measured at amortised cost using the effective interest method.

### **Investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

### **Grants**

Grants during 2020 were made solely to overseas Agapé/Campus Crusade for Christ activities.

3% of all donations received by Agapé UK in the year are "tithed" by way of a grant during the year following that in which they were received. These "tithes" are used to support Agape/Campus operations in countries where the need is greatest and where raising funds locally is exceptionally challenging.

Any donations received in the UK for Agapé/Campus Crusade workers based overseas are passed on, by way of an in-year grant, to the ministry in that country for use by the designated staff member.

**Designated funds**

The nature and purpose of such funds are as follows:

Staff: Monies received that are applied to support self-funded workers expenses

Student Ministry: Donations designated for activities intended to further the Christian discipleship of students and other young people.

Non-Campus Ministry: Donations designated for activities intended to further the Christian discipleship in the UK, including working with churches, within the workplace, and Muslims.

International Ministry: Donations designated for teams working to further the Christian discipleship in countries other than the UK.

International Mission Projects: Donations designated for short term projects (less than a month) to take students to other parts of the world to further Christian discipleship.

**Restricted funds**

These include proceeds from the sale of a leasehold property and specific appeals for international development projects which are managed by overseas sister Agapé organisations where the balance represents funds not yet utilised.

## 2. Incoming Resources

	2020	2019
	£	£
UK	2,171,487	2,326,116
Rest of the World	1,498,667	1,551,020
<b>Total</b>	<b><u>3,670,154</u></b>	<b><u>3,877,136</u></b>

### 3. Expenditure on Raising Funds

	Staff salaries & expenses	Other direct costs	Allocation of support costs	Total 2020 (Unrestricted)	Total 2020 (Restricted)	Total 2019 (Unrestricted)	Total 2019 (Restricted)
	£	£	£	£	£	£	£
Communication with donors	68,784	11,800	7,130	87,714	-	184,566	-
Overseas appeals (unrestricted)	-	-	-	-	-	-	-
Local appeals (unrestricted)	-	-	-	-	-	-	-
Overseas appeals (restricted)	-	979	-	-	979	-	-
	<b>68,784</b>	<b>12,779</b>	<b>7,130</b>	<b>87,714</b>	<b>979</b>	<b>184,566</b>	<b>-</b>

### 4. Other Expenditure

	Staff salaries & expenses	Other direct costs	Allocation of support costs	Total 2020 (Unrestricted)	Total 2020 (Restricted)	Total 2019 (Unrestricted)	Total 2019 (Restricted)
	£	£	£	£	£	£	£
Governance costs	-	9,000	-	9,000	-	9,000	-
Other resources expended (restricted)	-	6,718	-	-	6,718	-	6,718
Other resources expended (unrestricted)	-	6,009	-	6,009	-	29,134	-
	<b>-</b>	<b>21,727</b>	<b>-</b>	<b>15,009</b>	<b>6,718</b>	<b>38,134</b>	<b>6,718</b>

## 5. Expenditure on Charitable Activities

	Staff salaries & expenses	Other direct costs	Allocation of support costs	Total 2020 (Unrestricted)	Total 2020 (Restricted)	Total 2019 (Unrestricted)	Total 2019 (Restricted)
	£	£	£	£	£	£	£
Student Life	505,206	9,655	85,118	599,979	-	786,216	-
Family Life	387,674	96,562	76,387	560,623	-	677,314	-
Work Life	69,638	857	11,072	81,567	-	199,964	-
Global Life	1,279,419	55,611	353,143	1,678,125	10,048	1,471,427	13,510
International Mission Projects	-	4,052	662	4,714	-	21,497	-
Sales activity	-	7,985	3,689	11,674	-	15,612	-
Grants to overseas activities	-	535,903	-	535,903	-	392,716	-
Overseas appeals (restricted)	-	-	-	-	-	-	626
Expenditure on behalf of International ministry	-	29,327	-	23,518	5,809	-	-
<b>TOTAL</b>	<b>2,241,937</b>	<b>739,952</b>	<b>530,071</b>	<b>3,496,103</b>	<b>15,857</b>	<b>3,564,746</b>	<b>14,136</b>

Total Grants made during the year to Overseas Campus Crusade for Christ Activities: £ 535,903

## 6. Net Incoming Resources for the Year

	2020	2019
	£	£
<b>The surplus is stated after charging:</b>		
Staff costs (note 8)	1,840,956	1,891,355
Depreciation of intangible and tangible fixed assets	75,109	55,565
Hire of equipment - operation leases	3,976	5,376
Rent and Rates	7,689	7,571
Auditors remuneration - for audit	9,250	8,950

## 7. Council of Management

No council members received any remuneration from the company in the year to 31st December 2020. No council member received any reimbursement for expenditure incurred for their responsibilities with the charity.

Agapé UK held Trustees Indemnity Insurance cover throughout the year of £1,000,000

## 8. Staff Costs

	Salaries from designated funds		Salaries from general funds		Total	
	2020 £	2019 £	2020 £	2019 £	2020 £	2019 £
Salaries	1,518,149	1,564,611	127,026	113,645	1,645,174	1,678,256
Social Security Costs	133,962	153,349	9,913	8,792	143,875	162,141
Employer Pension Contributions	47,751	48,034	4,156	2,924	51,907	50,958
	<b>1,699,862</b>	<b>1,765,994</b>	<b>141,095</b>	<b>125,361</b>	<b>1,840,956</b>	<b>1,891,355</b>

	2020		2019	
	Number	FTE	Number	FTE
<b>SUPPORTED AGAPÉ WORKERS</b>				
Management	7	6.8	4	4
Administration	10	7.9	11	8.5
Field	35	30.5	38	33.5
Overseas	11	11.0	13	11.4
	<b>63</b>	<b>56.2</b>	<b>66</b>	<b>57.4</b>
<b>SALARIED FROM GENERAL FUNDS</b>				
Administration	7	5.9	8	6.4
	<b>70</b>	<b>62.1</b>	<b>74</b>	<b>63.8</b>
Foreign workers in UK	24	22.8	25	23.75
<b>TOTAL WORKERS</b>	<b>94</b>	<b>84.9</b>	<b>99</b>	<b>87.55</b>

No termination payments were made during the course of the year. No employee received emoluments in excess of £60k in any 12 months during this time. Agape's 'Key Management Personnel' are comprised of the UK Executive Leadership Team (6 members) and 1 UK Personnel who serves in a European Leadership Role. Total salaries included in the financial reports as paid to Key Management Personnel during 2020 equal £182,972 compared to £123,877 during 2019. The increase is a result of a larger ELT during 2020 (5 members from Jan +1 additional member from August) Numbers in 2019 were 4 + 1.

### Salary Level

The following principles are observed in setting the salary scale of all staff including key management personnel:

- Salary level is based on the deliberate choice of lifestyle that best enhances the ministry's goals. This will normally entail sacrifice from what staff would otherwise earn.
- Salary level should be adequate so that our staff members can minister without constant distractions due to lack of money.
- Salary should take into account how staff members' lifestyle should appear to the people to whom they minister. A person's lifestyle should not interfere with his or her ministry. Certain variations may be needed within the salary scale depending on where staff members are required to live, to whom they are required to minister, etc.
- Salary should take into account how the lifestyle of staff members will be viewed by the local Christian community and other people. Our staff members' lifestyle should not cause their Christian brothers to stumble.

There is not to be any variation of salary due to position within the organisation.

Supported staff of Agapé in the United Kingdom are paid a monthly salary. They can fix their own salary level between set limits and subject to their team leaders' approval. The higher limit or "cap" is set to reflect to some extent each person's needs, taking into account where they live, age, marital status and number and ages of children. The lower limit is half of the cap but only where this is greater than the National Living Wage. The salary taken by staff members will cover all their personal expenses, in the normal way, such as accommodation, water rates, Council Tax, children's education and car expenses.

Staff are encouraged not to cover their normal reimbursable ministry expenses through taking higher salary as this is taxable income and increases the amount of support required.

The salary scale is reviewed annually in the light of changes in the cost of living and is adjusted by the prevailing RPI (Retail Price Index). A new scale takes effect from 1st September of each year.

## 9. Taxation

The company is a registered charity (number 258421) and was not liable to corporation tax in the year to 31 December 2020 or in 2019.

## 10. Intangible Fixed Assets

	Toucan App	Website	Total
	£	£	£
<b>COST</b>			
At 1st January 2020	194,379	27,718	222,097
Additions	49,730	9,669	59,399
Disposals			-
	<hr/>		
At 31st December 2020	244,109	37,387	281,496
<b>ACCUMULATED DEPRECIATION</b>			
At 1st January 2020	126,552	-	126,552
Charge for the year	45,056	12,462	57,518
Disposals	-	-	-
	<hr/>		
At 31st December 2020	171,608	12,462	184,070
<b>NET BOOK VALUES</b>			
At 31st December 2020	72,501	24,925	97,426
At 31st December 2019	67,827	27,718	95,545
Depreciation rates	33.33%	33.33%	

## 11. Tangible Fixed Assets

	Freehold Land	Freehold Property	Fixtures fittings & equipment	Total
	£	£	£	£
<b>COST</b>				
At 1st January 2020	125,000	588,220	151,582	864,802
Additions	-	-	9,315	9,315
Disposals			- 1,570	- 1,570
	<hr/>			
At 31st December 2020	125,000	588,220	159,327	872,547
<b>ACCUMULATED DEPRECIATION</b>				
At 1st January 2020	-	82,574	142,019	224,593
Charge for the year	-	11,764	5,827	17,591
Disposals	-	-	-	-
	<hr/>			
At 31st December 2020	-	94,338	147,846	242,184
<b>NET BOOK VALUES</b>				
At 31st December 2020	125,000	493,882	11,481	630,363
At 31st December 2019	125,000	505,646	9,564	640,210
	<hr/>			
Depreciation rates	0.00%	2.00%	33.33%	

## 12. Current Asset Investments

	2020 £
Market value at 31 <sup>st</sup> December 2019	64,636
Gains on disposal	0
Unrealised gain	2,347
	<hr/>
Net gains/(Losses) for year	2,347
	<hr/>
<b>Market value at 31st December 2020</b>	<b><u><u>66,983</u></u></b>

These listed investments are being managed by an investment management company and at the end of 2020 no decision had been taken regarding the sale of these investments.

## 13. Stock

	2020 £	2019 £
Goods for resale	<u>4,788</u>	<u>8,374</u>

## 14. Debtors

	2020	2019
	£	£
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	0	2,476
Tax due as Gift Aid	10,539	24,698
Other Debtors	20,589	18,826
Other Campus Crusade Debtors	27,081	39,981
Prepayments	17,096	22,863
Accrued income	0	0
Pensions	448	0
VAT	227	488
	<hr/>	<hr/>
<b>TOTAL DEBTORS</b>	<b>75,980</b>	<b>109,332</b>

## 15. Creditors

	2020	2019
	£	£
<b>DUE WITHIN ONE YEAR</b>		
Trade creditors	9,541	22,333
Other taxation and Social Security costs	39,850	38,248
Pensions	0	10,864
Accruals	10,418	11,606
Deferred income	28,200	7,226
Other Campus Crusade Creditors	3,306	4,035
Other Current Liabilities	1,519	640
	<hr/>	<hr/>
<b>TOTAL CREDITORS</b>	<b>92,834</b>	<b>94,952</b>

## 16. Contingent Liabilities

There are none to report in 2020.

## 17. Analysis of Funds

	<b>General funds £</b>	<b>Designated funds £</b>	<b>Restricted funds £</b>	<b>Total £</b>
Balances at 1st January 2020	200,943	1,228,755	336,817	1,766,515
Surplus for the year	(5,293)	50,887	4,527	50,121
Transfers	-	-	-	-
<b>Balances at 31st December 2020</b>	<b>195,650</b>	<b>1,279,642</b>	<b>341,344</b>	<b>1,816,636</b>

## 18. Unrestricted Funds

	Balance at 1st January 2020	Net Incoming resources	Unrealised Gains on Investments	Transfers	Balance at 31st December 2020
	£	£	£	£	£
Designated Staff	628,323	59,150			687,473
Designated Student	24,853	7,842			32,695
Designated Non-Campus	133,653	(39,768)			93,885
Designated Projects and Events	0	64,195			64,195
Designated Urgent Needs Fund	20,053	3,296			23,349
Designated International Mission Projects	10,401	2,539			12,940
Designated Funds for other CCC	52,145	(35,540)			16,605
<b>Designated (Fund Based) Total</b>	<b>869,428</b>	<b>61,714</b>	<b>-</b>	<b>-</b>	<b>931,142</b>
Designated Premises Fund	255,271	(5,046)			250,225
Designated Equipment Fund	6,228	(1,392)			4,836
Designated Toucan Fund	67,828	4,673			72,501
Designated Website Fund	30,000	(9,062)			20,938
<b>Designated (Asset Based) Total</b>	<b>359,327</b>	<b>(10,827)</b>	<b>-</b>	<b>-</b>	<b>348,500</b>
<b>General Funds</b>	<b>200,943</b>	<b>(7,640)</b>	<b>2,347</b>	<b>-</b>	<b>195,650</b>
<b>UNRESTRICTED FUNDS</b>	<b>1,429,698</b>	<b>43,247</b>	<b>2,347</b>	<b>-</b>	<b>1,475,292</b>

## 19. Restricted Funds

	<b>Property Fund</b>	<b>Funds raised for international development projects</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Balance at 1st January 2020	324,126	12,691	336,817
Net Incoming resources	(6,718)	11,245	4,527
Transfers	-		
<b>Balance at 31st December 2020</b>	<b>317,408</b>	<b>23,936</b>	<b>341,344</b>

## 20. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020	2019
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	50,121	73,891
Adjustments for:		
Interest Receivable	(4,618)	(4,792)
Depreciation charges	75,109	72,187
(Gains)/losses on investments	(2,347)	(5,055)
Loss/(profit) on the sale of fixed assets		
(increase)/decrease in stocks	3,586	5,800
(increase)/decrease in debtors	33,352	80,625
increase/(decrease) in creditors	(2,118)	(24,295)
<b>Net cash provided by (used in) operating activities</b>	<b>153,085</b>	<b>198,361</b>

## 21. Analysis of cash and cash equivalents

	2020	2019
	£	£
Cash in hand	235	122
Notice deposits (less than 3 months)	421,802	337,874
Notice deposits (greater than 3 months)	611,893	605,374
<b>Total cash and cash equivalents</b>	<b>1,033,930</b>	<b>943,370</b>

## 22. Other Financial Commitments

	Land & Buildings		Other	
	2020	2019	2020	2019
	£	£	£	£
<b>Amounts payable on leases which expire:</b>				
Within one year	-	-	3,976	3,976
Within two to five years			5,714	9,690
	-	-	<b>9,690</b>	<b>13,666</b>

## 23. Analysis of Net Assets between funds

	Unrestricted funds			Total
	General funds	Designated funds	Restricted funds	
	£	£	£	
<b>Fund balances at 31 December 2020 are represented by:</b>				
Fixed assets	61,881	348,500	317,408	727,789
Net Current Assets	133,769	931,142	23,936	1,088,847
	<hr/>			
<b>Balance at 31<sup>st</sup> December 2020</b>	<b>195,650</b>	<b>1,279,642</b>	<b>341,344</b>	<b>1,816,636</b>

## 24. Related Party Transactions

There were no related party transactions during 2020.

## 25. Events after the balance sheet date

There have been no events since the balance sheet.



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