

AFRICAN PASTORS' FELLOWSHIP

England & Wales · Charity number 282756

Details

Other names	THE AFRICAN PASTOR FUND, THE AFRICAN PASTORS' FELLOWSHIP
Status	Registered
Legal form	Other
Registered	1981-09-11
Register	View on the Charity Commission register

Contact

Address
Station House
Station Approach
Adisham
Canterbury
CT3 3JE

Phone 01227 681186

Email admin@africanpastors.org

Website www.africanpastors.org

Activities

Objects: THE ADVANCEMENT OF THE CHRISTIAN RELIGION BY THE PROVISION OF FINANCIAL, SPIRITUAL AND MEDICAL ASSISTANCE TO CHURCH LEADERS OF ALL DENOMINATIONS AND THEIR DEPENDANTS IN AFRICA, AND SUCH OTHER COUNTRIES AS FROM TIME TO TIME MAY BE DETERMINED AND THE TRAINING OF SUCH LEADERS.

Activities: The vision of APF is to empower Christian leaders so as to enable effective ministry that brings community transformation through the local church. The mission of APF is to develop the capacity of Christian leaders by working in partnership with African agencies to provide training, equipment and pastoral support.

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Religious Activities, Environment/conservation/heritage
- **Who:** People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** WORLDWIDE (IN PARTICULAR AFRICA)
- Kenya
- Malawi
- Rwanda
- Tanzania
- Uganda
- Zambia

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£154,329	£176,274	-	-
2023-12-31	£170,365	£158,016	-	-
2022-12-31	£159,708	£180,209	-	-
2021-12-31	£163,608	£178,413	-	-
2020-12-31	£147,838	£145,258	-	-

Trustees

Name	Role	Appointed
Rev RICHARD WILLIAM SEFTON SUFFERN	Chair	2012-05-04
Andrew Richardson		2019-11-19
John Andrew Chambers		
Kingston Ogango		2023-07-11
Prof Peter Flew		2023-07-11
Rose Mugabi		2024-01-15

Accounts



African Pastors' Fellowship

Trustees' Report and Financial Statements for the year
ended 31 December 2024

Registered Charity number 282756

Karen Hanlan Independent Examiner Limited

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

Contents

	Page
Report of the trustees	3-8
Statement of Trustees responsibilities	9
Report of the independent examiner	10
Statement of financial activities	11
Balance sheet	12
Principle accounting policies	13-15
Notes to the financial statements	16-26

Report of the trustees

The trustees of the African Pastors' Fellowship ("the Charity") have pleasure in presenting their report and financial statements for the year ended 31 December 2024. The financial statements comply with the Charities Act 2011, the Constitution and 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) (updated 1 January 2019).

OBJECTIVES AND ACTIVITIES

As set out in its Constitution, the Charity is established for the advancement of the Christian Religion by the provision of financial, spiritual and medical assistance to Church leaders of all denominations and their dependents in Africa, and other such countries as from time to time may be determined, and the training of such leaders. This is achieved by providing:

- A:
1. Local Training courses
 2. Related literature in relevant languages
 3. Basic equipment for ministry – books, bicycles, etc
 4. Additional pastoral care
- B: Expanding a fellowship of supporters who will aid the work of the African Pastors' Fellowship in developing countries through prayer and practical giving.

In shaping the objectives for the year and planning activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

The vision of APF is to empower Christian leaders so as to enable effective ministry that delivers community transformation through the local church.

The mission of APF is to develop the capacity of Christian leaders in partnership with African agencies to provide training, equipment and pastoral care (APF pastor the pastors that pastor the pastors).

The ultimate goal of our charitable objectives is to bring community transformation, mainly in rural sub-Saharan east Africa, through the local church (registered networks, denominations and related partner NGOs). This is achieved largely through investment in capacity building of faith community leaders (both lay and ordained). The future strategy is to resource and release indigenous leaders with vision, capacity and an existing ministry 'pastoring pastors' so as to increase, multiply and better culturally contextualise the work. Some projects bring obvious and immediate community transformation (such as sustainable domestic solar technology) while other projects (such as training in family values, entrepreneurship and sustainable farming) will bring lasting benefit in the longer-term.

ACHIEVEMENTS AND PERFORMANCE

Trustees Annual Report 2024

Activity and Achievements

2024 was another busy and productive year. We consider that over the period APF delivered excellent value for money, and can evidence significant impact. Working with a tight and minimal budget, as well as being a small but motivated and skilled team, APF has enabled effective Christian ministry and pastoral formation in Africa, as can be seen in our activity and achievements outlined below.

APF continues to work in partnership with influential African leaders of denominations and church networks, NGOs and colleges to assist in the provision digital tools, training and theology that equip leaders for the digital age. With this as a defining focus we have become more targeted in our allocation of resources and created a unique offering to African partners. Requests for partnership and support remain much greater than our capacity, but this clarity of focus together with an emerging network of key African Training Partners (ATPs) helps ensure best use of human and financial resources.

Digital Tools

The eVitabu app remains the flagship operation of the charity and its versatility informs most of the training activity in Africa, be it digital or otherwise. During the year the number of users increased and currently there are approaching 2500 active users in 33 African nations, reaching an estimated 2.5m people with practical and spiritual resources for personal study, church and community engagement. The number of contributors has also increased, with a dozen new agencies, many from within Africa, freely providing contextualised materials for publication.

Requests for hardware to access eVitabu and/or other use are increasingly common, to some extent replacing the request for physical books and Bibles. Over the year grants for phones, laptops, cameras and radios have been disbursed.

Development work continued to improve accessibility and user experience of the app, as well as to curate newly uploaded resources.

Digital Training

In September 2024 APF hosted a major residential conference for 35 partners from east and southern Africa. The purpose was to hear first hand feedback from an informed cross-section of eVitabu users, as well as inform, inspire and create networking opportunities. APF sent several personnel to attend the conference including staff and trustees. In addition to achieving the above objectives, the conference further aided the identification of key ATPs and provided space to strengthen and develop these relationships, agree some short term future goals, reporting and lines of communication.

ATPs delivered in person and online conferences (and projects) in 10 nations reaching thousands of leaders from diverse ecclesiastical traditions in both formal and non-formal learning environments. Investment is being made to offer more online and coordinated training conferences, especially around eVitabu induction and navigation.

Remote support for eVitabu users continues to be provided, as well as occasional IT assistance in other ways as needed by ATPs and partner agencies.

Digital Theology

A dozen ATPs are enrolled on *Equipped for Digital Ministry* course in partnership with Spurgeon's College. Digital Theology taster sessions were being delivered in Africa, and potential teaching partnerships are being explored with several tertiary institutions in East Africa.

Other activity in Africa

Many of APFs established projects continue to be supported as resource allows: provision of grants for bicycles, Growing Greener, and Let there be Light, for example. Projects run by ATPs such as Faith Babies Home and Bulogo Women's Projects and Vocational School, continue to be supported in some cases through generous restricted giving. Likewise, in accordance with our governing document, where possible APF responded to pastoral needs of partners and their dependents around healthcare, school fees and vocational start up costs, for example.

During the year UK personnel made scheduled visits to Kenya, Tanzania, and Uganda. Due to UK FCDO advice, a planned visit to South Sudan was relocated to Moyo in northern Uganda, and after the sudden death of our longest standing partner, Bishop Lloyd Chizenga, an unexpected pastoral and management visit was made to Malawi in November.

UK activity

The CEO and UK Projects Manager continue to provide strategic leadership, project management, communications, fundraising, representation, financial and general administration, supported by a part-time eVitabu app developer and social media/IT support workers on a consultancy basis (both UK and Africa-based). While the staff team remain committed to APF there is significant organisational risk having so much delegated responsibility in the portfolio of just two full-time staff. Our recently appointed trustees have become more familiar with the role and governance of the organisation, making helpful contributions at board meetings and in other ways, such as providing lived African experience and perspective, introductions, and the preparation of best practice safeguarding policies. The movement towards a trustee board with executive portfolios needs further consideration and implementation.

Other key achievements during 2024 include the CEO completing a Masters in Digital Theology and the disbursement of significant levels of historic restricted funding.

FINANCIAL REVIEW

Finances in 2024

2024 proved to be a more challenging year financially for the charity. While overall expenditure remained relatively stable and in line with budget, unrestricted income did not see the same growth experienced in 2023. The continued increase in grant funding meant expenditure from restricted funds remained a significant area of outlay. The tighter financial climate in 2024 meant that although the charity was able to largely maintain its reserves, careful financial management and increased unrestricted income will be necessary in 2025 to restore reserve levels.

We remain very grateful for the generosity of our supporters who continue to provide for the work of APF through regular giving, responding to appeals, and from gifts in wills. We also continue to benefit from valuable contributions from grant making trusts, whose support is increasingly helping the charity meet its charitable objectives.

Overall, our finances allow us to continue moving forward with our strategic objectives, although careful management is always necessary. The persistent day-to-day challenge of cash-flow and ensuring reserve levels are maintained continues to make significant mid- to long-term investment difficult. A notable increase in funding would be transformative for the charity, for example, enabling faster development and rollout of eVitabu and the appointment of national and regional directors in Africa, both of which remain key strategic priorities.

Pension Liabilities and Reserves Policy

Since August 2022, an agreement referred to as a 'buy in policy' meant Just Group provided financial backing for all defined benefit (DB) pensions provided through the Baptist Pension Scheme. As a result, the scheme is no longer in a shortfall position and pension liabilities effectively ceased. In 2024, deficit contributions were reduced from a nominal £1 per month to zero and members of the DB Plan become policyholders of Just. In 2025 the DB Plan of the Baptist Pension Scheme will be wound up.

The current reserves policy is to maintain, as a minimum, sufficient general funds to cover at least three months' unavoidable costs, being approximately £21,000. General funds at 31 December 2024 were £23,081, compared to £35,526 at 31 December 2023. The Trustees have effectively built reserves to the minimum level during the year.

The Trustees are confident that the Charity will have sufficient cashflows to meet the annual liabilities as they become due. They see no reason to deviate from planned charitable expenditure, however, they will continue to monitor the charity's finances carefully.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The African Pastors' Fellowship is a registered charity (No. 282756) and governed by its Constitution originally adopted on 1 June 1981 and subsequently amended on 27 November 1990, 16 June 1999 and 27 March 2003.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the Trust's activities and to be able to discharge their obligations as Trustees.

Management

The Trustees delegate the day to day running and administering of the Charity and its activities to the CEO and UK staff team.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees:

Revd Richard Suffern - Chairman
Mr Andrew Richardson - Treasurer
Mr John Chambers
Revd Richard Tucker
Revd Andrew North
Mr Peter Flew
Mr Kingston Ogango
Ms Rose Mugabi (appointed 15 January 2024)

Chief Executive Officer:

Revd David Stedman

Projects & Finance Coordinator:

Mr Geoff Holder

Charity Number: 282756

Registered Office:

Station House
Station Approach
Adisham
Canterbury
CT3 3JE

Independent Examiner:

Karen Hanlan, ACA
Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington
CV37 7SZ

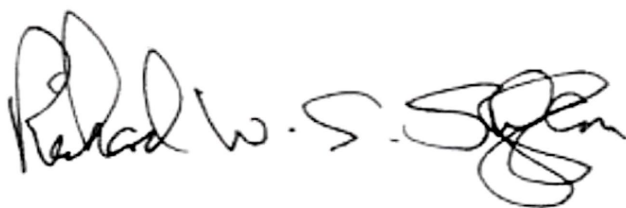
Bankers:

Virgin Money
154-158 Kensington High Street
London
W8 7RL

Yorkshire Bank
7-11 High Street
Coventry
CV1 5SB

CCLA Investment Management
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Approved by the Board and signed on its behalf by:



Revd Richard Suffern
Chairman of Trustees

Date: 16 May 2025

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and UK Accounting Standards including Statement of Recommended Practice 2015 'Accounting and Reporting by Charities'.

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit incurred by the Charity for that year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to exist.

The trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

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

Independent Examiner's Report to the Trustees of the African Pastors' Fellowship

I report to the trustees on my examination of the accounts of the African Pastors Fellowship ('the Charity') for the year ended 31 December 2024 which are set out on pages 11-26.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1) accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Karen Hanlan, Institute of Chartered Accountants, England & Wales
Karen Hanlan Independent Examiner Limited
1 Saracen Close, Ettington, CV37 7SZ

Date: 16 May 2025

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

Statement of financial activities

	Note	Un- restricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
INCOME FROM:					
Donations and legacies	1	121,945	29,592	151,537	166,537
Other trading activities	2	2,773	-	2,773	3,444
Investments	19	-	-	19	384
TOTAL INCOME		124,737	29,592	154,329	170,365
EXPENDITURE ON:					
Raising Funds		(24,809)	-	(24,809)	(24,217)
Charitable activities		(112,365)	(39,100)	(151,465)	(133,799)
TOTAL EXPENDITURE	3	(137,174)	(39,100)	(176,274)	(158,016)
Net (expenditure)/income		(12,437)	(9,508)	(21,945)	12,349
Transfers between funds		(8)	8	-	-
NET MOVEMENT IN FUNDS		(12,445)	(9,500)	(21,945)	12,349
RECONCILIATION OF FUNDS					
Total funds brought forward		35,526	17,544	53,070	40,721
Total funds carried forward		23,081	8,044	31,125	53,070

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

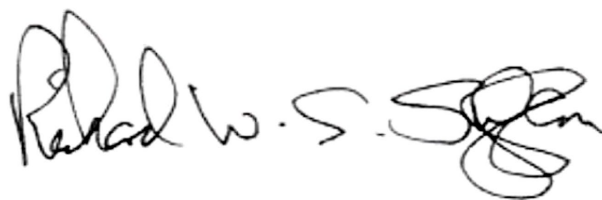
African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

Balance sheet

	Notes	2024 £	2023 £
Fixed Assets			
Tangible assets	5	-	-
		-	-
Current Assets			
Debtors	6	2,280	3,896
Cash at bank and in hand		32,981	53,738
Total current assets		35,261	57,634
Current Liabilities			
Creditors: amounts falling due within one year	7	(4,099)	(4,508)
Net current assets		31,162	53,126
Creditors: amounts falling due in more than one year	8	(37)	(56)
Net assets		31,125	53,070
Funds of the Charity:			
Restricted Funds	9	8,044	17,544
Unrestricted Funds			
- General	9	23,118	35,582
- Designated pension liability	9	(37)	(56)
Total un-restricted funds		23,081	35,526
Total funds of the Charity		31,125	53,070

The accompanying accounting policies and notes form part of these financial statements.

Approved by the Trustees and signed on their behalf by:



Revd Richard Suffern
Chairman of Trustees

Date: 16th May 2025

Principal accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (updated 1 January 2019) – (Charities SORP (FRS102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The Charity 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).

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from its donors. The charity's budget for 2025 shows that the charity will be able to operate in the foreseeable future. Based on this understanding the trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charity.

Income and expenditure

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income relating to future periods is deferred until activity takes place.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Staff costs are allocated to expenditure categories in accordance with the amount of time spent by staff across the different activities in which the Charity operates.

Principal accounting policies (continued)

Irrecoverable VAT is allocated to the expense heading to which it relates in accordance with standard accounting practice.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP FRS 102, general volunteer time is not recognised.

On receipt, donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay for the facilities provided; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Bank interest and dividends are shown on the basis of amounts receivable in the year.

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight-line basis over the estimated useful life of the asset at the following rates:

Office & Computer equipment	-	3 years
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Fixed assets are capitalised when their cost exceeds £500.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

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

Taxation

As a registered charity, no provision is considered necessary for taxation.

Principal accounting policies (continued)

Pensions

The Charity makes contributions to Pension Schemes at rates determined by the rules of the scheme. Contributions are charged to employee costs in the year in which they are payable.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

Notes to the financial statements

1. Income from donations and legacies

	2024		
	Un- restricted	Restricted	Total
	£	£	£
Gifts and donations	65,716	246	65,962
Gift Aid receivable	11,690	-	11,690
Legacies receivable	9,600	-	9,600
Grants	31,539	29,346	60,885
Donated facilities/services	3,400	-	3,400
	121,945	29,592	151,537

	2023		
	Un- restricted	Restricted	Total
	£	£	£
Gifts and donations	117,648	18,868	136,516
Gift Aid receivable	10,221	-	10,221
Grants	-	16,400	16,400
Donated facilities/services	3,400	-	3,400
	131,269	35,268	166,537

Donated facilities comprise the use of office space provided free of charge.

2. Income from trading activities

	2024	2023
	£	£
Fundraising events/activities	2,558	3,137
Fees receivable	215	307
	2,773	3,444

Notes to the financial statements (continued)

3. Analysis of expenditure

	2024	
	Raising funds	Charitable activities
	£	£
Salaries	20,633	68,688
Printing, publicity& platform fees	3,831	-
UK Fundraiser	296	-
UK Fundraising Events	49	-
African project costs - restricted	-	39,100
Other African project & travel costs	-	24,329
News & Prayer publications	-	4,258
UK office costs (including in-kind £3,400)	-	5,942
Postage, stationary & subscriptions	-	1,372
UK travel & hospitality	-	2,698
UK Training	-	2,038
Website/IT costs	-	1,840
Independent Examiners' fee	-	1,200
Total	24,809	151,465

	2023	
	Raising funds	Charitable activities
	£	£
Salaries	20,633	60,655
Printing, publicity& platform fees	883	-
UK Fundraiser	1,776	-
UK Fundraising Events	925	-
African project costs - restricted	-	45,596
Other African project & travel costs	-	9,185
News & Prayer publications	-	3,126
UK office costs (including in-kind £3,540)	-	6,992
Postage & stationary	-	1,271
UK travel & hospitality	-	2,077
UK Training	-	2,334
Website/IT costs	-	1,413
Independent Examiners' fee	-	1,150
Total	24,217	133,799

Notes to the financial statements (continued)

4. Analysis of staff costs, trustee remuneration and expenses

	2024	2023
	£	£
Salaries	80,409	73,531
National Insurance	3,586	2,593
Pensions (Baptist Pension Scheme)	4,643	4,508
Pensions (Other schemes)	682	656
Total	<u>89,320</u>	<u>81,288</u>
	No.	No.
Average number of employees (full-time equivalent)	<u>2</u>	<u>2</u>

No employee had employee benefits in excess of £60,000 (2023: £nil).

Key management personnel comprise the Chief Executive Officer and the Trustees. Employee benefits for key management personnel total £53,575 (2023: £49,588) including pension contributions.

The charity Trustees were not paid nor received any other benefits from employment or provision of professional services in the year (2023: £nil). No travel expenses or other costs were reimbursed to Trustees (2023: £nil).

5. Tangible fixed assets

	Office Equipment £
Cost	
At beginning and end of year	<u>3,501</u>
Depreciation	
At beginning and end of year	<u>3,501</u>
Net Book Value	
At 31 December 2024 and 2023	<u>-</u>

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

Notes to the financial statements (continued)

6. Debtors

	2024	2023
	£	£
Prepayments	514	525
Gift aid receivable	1,246	3,371
Other income receivable	520	-
	2,280	3,896

7. Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals	1,862	2,030
Other creditors including taxation and social security	2,237	2,478
	4,099	4,508

8. Creditors: amounts falling due in more than one year

	2024	2023
	£	£
Liability for pension fund contributions	37	56

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

Notes to the financial statements (continued)

9. Funds

	Balance at beginning of year £	Income £	2024 Expenditure £	Transfers £	Balance at end of year £
Restricted funds					
<i>eVitabu Devices</i>	-	1,500	(500)	-	1,000
<i>African Training Partners</i>					
- African Partners Project	2,376	3,100	(5,476)	-	-
- Somalia	873	-	-	5	878
- Wisdom Bible School	1,955	-	-	-	1,955
- Atirir Bible School	1,792	1,450	(2,478)	-	764
- Church of Uganda	4,648	-	(3,696)	-	952
- St Paul's TC (Kapsabet)	-	2,600	(2,394)	9	215
- NLCC	-	3,300	(3,300)	-	-
- EfDM	-	1,710	(1,710)	-	-
	11,644	12,160	(19,054)	14	4,764
<i>Church & Community Initiatives</i>					
- Local Language Bibles	5,900	146	(4,925)	(9)	1,112
- Bicycles	-	1,380	(601)	-	779
- Growing Greener	-	4,491	(4,488)	3	6
- Children's ministries	-	6,000	(5,802)	-	198
- Rugby project	-	915	(730)	-	185
- Bulogo School	-	3,000	(3,000)	-	-
	5,900	15,932	(19,546)	(6)	2,280
Total Restricted Funds	17,544	29,592	(39,100)	8	8,044
Unrestricted funds					
- General fund	35,582	124,737	(137,174)	(27)	23,118
- Designated pension reserve	(56)	-	-	19	(37)
	35,526	124,737	(137,174)	(8)	23,081
Total Funds	53,070	154,329	(176,274)	-	31,125

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2024

Notes to the financial statements (continued)

	Balance at beginning of year £	Income £	2023 Expenditure £	Transfers £	Balance at end of year £
Restricted funds					
<i>eVitabu</i>					
- eVitabu devices	629	-	(629)	-	-
- Christian Leaders Fellowship, Somalia	4,985	-	(4,112)	-	873
	5,614	-	(4,741)	-	873
<i>African Training Partners</i>					
- African Partners Project	1,665	14,600	(13,889)	-	2,376
- Specific ATPs supported	-	1,100	(1,100)	-	-
- Wisdom Bible School	2,150	-	(195)	-	1,955
- Atirir Bible School	1,885	1,850	(1,943)	-	1,792
- Church of Uganda	7,075	200	(2,627)	-	4,648
- St Paul's TC (Kapsabet)	1,400	2,200	(3,591)	(9)	-
- Children's Workers Training	-	2,600	(2,694)	94	-
	14,175	22,550	(26,039)	85	10,771
<i>Church Community Projects</i>					
- Local Language Bibles	4,779	2,000	(880)	1	5,900
- Bicycles	815	-	(815)	-	-
- Growing Greener	-	10,718	(10,685)	(33)	-
- Jubilee Trees	60	-	(60)	-	-
- Other Solar projects	2,392	-	(2,377)	(15)	-
	8,046	12,718	(14,817)	(48)	5,900
Total Restricted Funds	27,835	35,268	(45,597)	38	17,544
Unrestricted funds					
- General fund	12,954	135,097	(112,419)	(50)	35,582
- Designated pension reserve	(68)	-	-	12	(56)
	12,886	135,097	(112,419)	(38)	35,526
Total Funds	40,721	170,365	(158,016)	-	53,070

Notes to the financial statements (continued)

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient.

Projects have been grouped under the Charity's key activity headings and specific funds are for the purpose described below:

eVitabu

eVitabu devices – eVitabu is an Android app placing an entire library of text, audio, and video resources into the hands of African church and community leaders. The app contains text, audio and video resources from academic institutions, development agencies, publishers, and prominent Christian leaders in a range of languages. Funding is allocated for development, maintenance, production, and delivery of eVitabu. This project is now such a fundamental part of the Charity's core work that income raised to support this activity, which comes from individuals, trusts and organisations is treated as general income unless a more specific restriction is applied. Income restricted for eVitabu devices is used to purchase smartphones that enable partners in Africa to access the eVitabu app.

African Training Partners

African Training Partners (ATPs) unspecified – ATPs is a generic term used to describe key personnel and partners in Africa who are either commissioned to work on a contracted basis in the delivery of charity objectives and/or apply to the charity for funding to deliver training programmes, eVitabu workshops, academic scholarships and pastoral grants for personal need or seed funding community-based projects. ATPs include each of the partners listed below as well as many other trusted individuals, organisations and networks.

Somalia – CLF is a network of churches and pastors from various nations working with the United Nations in the Mogadishu International Airport Green Zone. APF supports an outreach to the hospital within the Green Zone, which is popular with local Somalis, as well as eVitabu use among leaders. With the International Association of Evangelical Chaplains, a conference was organised during 2023 in Uganda for civilians and service personnel to reflect on chaplaincy in conflict zones, especially in majority Muslim locations.

Wisdom Bible School – Wisdom Bible School provides training for rural pastors in Gakenke and Rulindo Districts of northern Rwanda. Recent Rwandan government regulations require pastors to have a basic accredited theological qualification and the Wisdom Bible School is supporting the formal training of rural pastors who cannot continue to lead their churches without it.

Atirir Bible School – Funding supports theology students attending Atirir Bible School in rural north-eastern Uganda and other training opportunities, including extension training workshops in other remote areas of Uganda, provided by the bible school's team.

Notes to the financial statements (continued)

Church of Uganda – This restricted fund covers APF's partnerships with the Anglican provinces and dioceses in Africa, especially but not exclusively, its partnership the Church of Uganda's National Secretariat. For example, APF is helping the CofU in its vision to provide ministry and academic resources to its Tier 2 clergy. Part of this involves supported access to eVitabu as a platform for CofU clergy to publish papers and resources while also cascading the app nationally to an estimated 4,000 leaders within the denomination.

St Paul's TC (Kapsabet) – APF receives funds from St Barbara's Church in Coventry and manages their transfer and delivery to St Paul's Theological College in Kapsabet, Kenya. The support is allocated for infrastructure improvements at St John's Theological College and to make good theological education more accessible across the region.

NLCC – APF receives funding from a donor to support the leadership of New Life Christian Church, a network of churches across Malawi and Mozambique and based in Blantyre.

EfDM – Equipped for Digital Ministry is a comprehensive online course originally developed and offered by Spurgeon's College in London. Recognising the need to equip Christian leaders in Africa with the skills to navigate and minister effectively in an increasingly digital world, Spurgeon's College has partnered with APF allowing the course to be made available to Africa Christian leaders at a highly subsidised rate. This significantly reduces the financial barrier, enabling more leaders to gain the knowledge and practical tools needed for ministry and theological reflection in the digital age.

Church & Community Projects

Local Language Bibles – Across rural Africa, church leaders have very limited access to Bibles, especially in their own languages. The local language Bible fund issued to purchase and distribute Bibles and Bible study guides to church leaders serving in remote areas through APF partners. During 2024, local language Bible grants were distributed by APF partners End Bible Poverty Now and Africans Teaching Africans in Uganda, Saints Revival Committee in South Sudan and Project Mozambique.

Bicycles – The Bicycles restricted fund provides grants for bicycles to church leaders living in rural communities in Africa. The bicycles are purchased locally and a small contribution by the beneficiary towards the cost of the bike ensures a sense of ownership. During 2024, bike grants were provided following applications from Malawi in partnership with Christian online retailer 10ofThose. The charity's Bicycles fund was nominated as 10ofThose's charity of the year for 2025.

Growing Greener – The Growing Greener fund is used to run sustainable agriculture training to help rural communities reduce poverty and adapt to climate change impacts. The training is delivered by church leaders from New Life Christian Church in Malawi and Word of God Ministries in Zambia.

Notes to the financial statements (continued)

Children's Ministries – The Children's Ministry fund is used to support children's and youth leader programmes in Uganda. During 2024, this was achieved through grants to APF children's ministries partners including Faith Bables Home and Love and Care for the Child Ministries both working with vulnerable children in central Uganda.

Rugby project - From time to time, APF receives funding from individuals or sports clubs for sports related community outreach combining coaching with citizenship, academic scholarships and/or Christian teaching. Most commonly this is for rugby related CBOs in Uganda such as The Winnie Atyang Foundation or Rugby Talent Connect Africa.

Bulogo School Project – This fund covers several community projects that are associated with one of our most active ATPs, Walubo Jude, in Uganda. Jude provides management support to the Bulogo Women's Group, Bulogo Vocational School, Bulogo Primary School and tree-planting initiatives across Uganda, especially in partnership with the National Forestry Agency and Diamond Trust Bank.

Notes to the financial statements (continued)

10. Analysis of net assets between funds

Fund balances at 31 December 2024 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Current assets	27,217	8,044	35,261
Current liabilities	(4,099)	-	(4,099)
Long term liabilities	(37)	-	(37)
Total	23,081	8,044	31,125

Fund balances at 31 December 2023 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Current assets	40,090	17,544	57,634
Current liabilities	(4,508)	-	(4,508)
Long term liabilities	(56)	-	(56)
Total	35,526	17,544	53,070

11. Transactions with related parties

There were the following transactions with related parties during the year:

Donations and gifts, without conditions, from six Trustees - £6,020 (2023: £6,504).

12. Controlling Interests

The Charity is controlled by the Trustees.

Notes to the financial statements (continued)

13. Prior Year Comparative Statement of Financial Activities for 2023

	Un- restricted funds £	Restricted funds £	Total funds 2023 £
INCOME FROM:			
Donations and legacies	131,269	35,268	166,537
Other trading activities	3,444	-	3,444
Investments	384	-	384
TOTAL INCOME	135,097	35,268	170,365
EXPENDITURE ON:			
Raising Funds	(24,217)	-	(24,217)
Charitable activities	(88,202)	(45,597)	(133,799)
Other expenditure	-	-	-
TOTAL EXPENDITURE	(112,419)	(45,597)	(158,016)
Net expenditure	22,678	(10,329)	12,349
Transfers between funds	(38)	38	-
NET MOVEMENT IN FUNDS	22,640	(10,291)	12,349
RECONCILIATION OF FUNDS			
Total funds brought forward	12,886	27,835	40,721
Total funds carried forward	35,526	17,544	53,070

Accounts



African Pastors' Fellowship

Trustees' Report and Financial Statements for the year
ended 31 December 2023

Registered Charity number 282756

Karen Hanlan Independent Examiner Limited

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2023

Contents

	Page
Report of the trustees	3-7
Statement of Trustees responsibilities	8
Report of the independent examiner	9
Statement of financial activities	10
Balance sheet	11
Principle accounting policies	12-14
Notes to the financial statements	15-24

Report of the trustees

The trustees of the African Pastors' Fellowship ("the Charity") have pleasure in presenting their report and financial statements for the year ended 31 December 2023. The financial statements comply with the Charities Act 2011, the Constitution and 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) (updated 1 January 2019).

OBJECTIVES AND ACTIVITIES

As set out in its Constitution, the Charity is established for the advancement of the Christian Religion by the provision of financial, spiritual and medical assistance to Church leaders of all denominations and their dependents in Africa, and other such countries as from time to time may be determined, and the training of such leaders. This is achieved by providing:

- A:
1. Local Training courses
 2. Related literature in relevant languages
 3. Basic equipment for ministry – books, bicycles, etc
 4. Additional pastoral care
- B: Expanding a fellowship of supporters who will aid the work of the African Pastors' Fellowship in developing countries through prayer and practical giving.

In shaping the objectives for the year and planning activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

The vision of APF is to empower Christian leaders so as to enable effective ministry that delivers community transformation through the local church.

The mission of APF is to develop the capacity of Christian leaders in partnership with African agencies to provide training, equipment and pastoral care (APF pastor the pastors that pastor the pastors).

The ultimate goal of our charitable objectives is to bring community transformation, mainly in rural sub-Saharan east Africa, through the local church (registered networks, denominations and related partner NGOs). This is achieved largely through investment in capacity building of faith community leaders (both lay and ordained). The future strategy is to resource and release indigenous leaders with vision, capacity and an existing ministry 'pastoring pastors' so as to increase, multiply and better culturally contextualise the work. Some projects bring obvious and immediate community transformation (such as sustainable domestic solar technology) while other projects (such as training in family values, entrepreneurship and sustainable farming) will bring lasting benefit in the longer-term.

ACHIEVEMENTS AND PERFORMANCE

Activity and Achievements

2023 was another busy and productive year. Progress continues being made to increasing the number of eVitabu subscribers and building digital capacity both practically and theologically. The biggest growth of eVitabu users were in Rwanda and Zambia due to the work of Rev Victor Imanaturikumwe and Pastor Lawson Lovyson, respectively. There continues to be organic growth across the continent and at the time of writing there are now 1,750 eVitabu users in 34 nations reaching an estimated number of 1.75m believers with Biblical, theological, social justice and development resources that are being used to shape communities with Christian hope. Work also took place to build capacity around digital tools, training and theology.

A number of significant new partnerships were developed, notably with the Uganda Assemblies of God and Baptist Convention of Kenya. There was also an exciting new venture in partnership with Spurgeon's College in the UK to offer their online Equipped for Digital Ministry course at a substantially subsidised cost to African pastors' applying through APF. To date more than 40 African pastors have enrolled with around 15 paid and making a start on their studies.

50 overseas grants were sent to support the ministry of African Training Partners (ATPs). The number of transactions was reduced from 2022 and this is in part a reflection of our strategic priority to resource fewer African Training Partners but with larger grants for them to manage. There were around 40 grants for in-service-training conferences in Burundi, Kenya, Malawi, Rwanda, Tanzania, Uganda and Zambia. Some ATPs received academic scholarships, travel costs, subsistence and support with administration and compliance costs. Multiple eVitabu awareness raising workshops and induction events were delivered, including an APF hosted conference in Kampala for Church of Uganda and other key east African partners, plus a variety of church and community projects such as Growing Greener in Malawi continue to be funded. Financial support was also availed for youth worker training and pastoral responses to humanitarian needs such as assistance for vulnerable women and children, medical and educational costs for African friends and partners.

There were two visits by UK personnel to Africa for networking, monitoring and training purposes. There will always remain a need for in-person contact but the mentoring and coaching of ATPs is seen as a more efficient, appropriate and sustainable model than multiple inter-continental trips each year. All of the above Africa-facing activity was supported by the UK team delivering excellent levels of administration, regulatory compliance and governance. This is an essential cost to the charity, especially with our mission being in the developing world, the diligence and skill of the UK staff should not be underestimated.

The successes and achievements briefly outlined above are set against a challenging financial backdrop where regular monthly unrestricted income for core costs is rarely enough to meet fixed monthly payments. In the modern geo-political and economic context gaining new donors and trust funding is hard to come by, especially for UK costs, however in 2023 several major donors committed to grants for more than one year, which is helpful and although cash-flow is sometimes hard to manage this does help a little with future planning.

FINANCIAL REVIEW

Finances in 2023

2023 was a satisfactory year for the charity from a financial perspective. Overall, income was up on 2022 and expenditure was lower. An increase in grant funding compared to 2022 was reflected in higher expenditure from restricted funds. Higher income and lower expenditure during the year also meant the Charity was able to replenish its reserves.

We remain very grateful for the generosity of our supporters who continue to provide for the work of APF through regular giving, responding to appeals and from gifts in wills. We also continue to benefit from generous gifts from grant making trusts.

Overall, our finances remain satisfactory, enabling us to move forward with our strategic objectives. The day-to-day challenge of cash-flow and ensuring reserve levels are maintained makes mid- to long-term investment difficult. A significant increase in funding would, for example, enable faster development and rollout of eVitabu and the appointment of national and regional directors in Africa, both of which are key strategic priorities.

Pension Liabilities and Reserves Policy

Since August 2022, an agreement referred to as a 'buy in policy' meant Just Group provided financial backing for all defined benefit (DB) pensions provided through the Baptist Pension Scheme. As a result, the scheme is no longer in a shortfall position and pension liabilities effectively ceased. Deficit contributions were reduced to a nominal £1 per month to reflect this. During 2024, members of the DB Plan will become policyholders of Just and in 2025 the DB Plan of the Baptist Pension Scheme will be wound up.

The current reserves policy is to maintain, as a minimum, sufficient general funds to cover at least three months' unavoidable costs, being approximately £21,000. General funds at 31 December 2023 were £35,526, compared to £12,886 at 31 December 2022. The Trustees have effectively built reserves to the minimum level during the year.

The Trustees are confident that the Charity will have sufficient cashflows to meet the annual liabilities as they become due. They see no reason to deviate from planned charitable expenditure, however, they will continue to monitor the charity's finances carefully.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The African Pastors' Fellowship is a registered charity (No. 282756) and governed by its Constitution originally adopted on 1 June 1981 and subsequently amended on 27 November 1990, 16 June 1999 and 27 March 2003.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the Trust's activities and to be able to discharge their obligations as Trustees.

Management

The Trustees delegate the day to day running and administering of the Charity and its activities to the CEO and UK staff team.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2023

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees:

Revd Richard Suffern - Chairman
Mr Andrew Richardson - Treasurer
Mr John Chambers
Revd David J Howard (resigned 25 April 2023)
Revd Richard Tucker
Revd Andrew North
Mrs Florence Anne Lyttle (resigned 25 April 2023)
Mr Peter Flew (appointed 11 July 2023)
Mr Kingston Ogango (appointed 11 July 2023)
Ms Rose Mugabi (appointed 15 January 2024)

Chief Executive Officer:

Revd David Stedman

Projects & Finance Coordinator:

Mr Geoff Holder

Charity Number: 282756

Registered Office:

Station House
Station Approach
Adisham
Canterbury
CT3 3JE

Independent Examiner:

Karen Hanlan, ACA
Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington
CV37 7SZ

Bankers:

Virgin Money
154-158 Kensington High Street
London
W8 7RL

Yorkshire Bank
7-11 High Street
Coventry
CV1 5SB

CCLA Investment Management
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Approved by the Board and signed on its behalf by:

Date: 13th May 2023

Revd Richard Suffern
Chairman of Trustees

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and UK Accounting Standards including Statement of Recommended Practice 2015 'Accounting and Reporting by Charities'.

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit incurred by the Charity for that year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to exist.

The trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

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

Independent Examiner's Report to the Trustees of the African Pastors' Fellowship

I report to the trustees on my examination of the accounts of the African Pastors Fellowship ('the Charity') for the year ended 31 December 2023 which are set out on pages 10-24.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1) accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Karen Hanlan, Institute of Chartered Accountants, England & Wales
Karen Hanlan Independent Examiner Limited
1 Saracen Close, Ettington, CV37 7SZ

Date: 13 May 2024

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2023

Statement of financial activities

	Note	Un- restricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
INCOME FROM:					
Donations and legacies	1	131,269	35,268	166,537	153,869
Other trading activities	2	3,444	-	3,444	5,802
Investments		384	-	384	37
TOTAL INCOME		135,097	35,268	170,365	159,708
EXPENDITURE ON:					
Raising Funds		(24,217)	-	(24,217)	(26,651)
Charitable activities		(88,202)	(45,597)	(133,799)	(152,878)
Other expenditure		-	-	-	(680)
TOTAL EXPENDITURE	3	(112,419)	(45,597)	(158,016)	(180,209)
Net losses on investments					
		-	-	-	(10,032)
Net income/(expenditure)		22,678	(10,329)	12,349	(30,533)
Transfers between funds		(38)	38	-	-
Other recognised gains			-		34,870
NET MOVEMENT IN FUNDS		22,640	(10,291)	12,349	4,337
RECONCILIATION OF FUNDS					
Total funds brought forward		12,886	27,835	40,721	36,384
Total funds carried forward		35,526	17,544	53,070	40,721

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2023

Balance sheet

	Notes	2023 £	2022 £
Fixed Assets			
Tangible assets	5	-	-
Investments	6	-	33,730
		-	33,730
Current Assets			
Debtors	7	3,896	2,565
Cash at bank and in hand		53,738	11,478
Total current assets		57,634	14,043
Current Liabilities			
Creditors: amounts falling due within one year	8	(4,508)	(6,984)
Net current assets		53,126	7,059
Creditors: amounts falling due in more than one year	9	(56)	(68)
Net assets		53,070	40,721
Funds of the Charity:			
Restricted Funds	10	17,544	27,835
Unrestricted Funds			
- General	10	35,582	12,954
- Designated pension liability	10	(56)	(68)
Total un-restricted funds		35,526	12,886
Total funds of the Charity		53,070	40,721

The accompanying accounting policies and notes form part of these financial statements.

Approved by the Trustees and signed on their behalf by:

Revd Richard Suffern
Chairman of Trustees

Date: 13th May 2024

Principal accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (updated 1 January 2019) – (Charities SORP (FRS102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The Charity 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).

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from its donors. The charity's budget for 2024 shows that the charity will be able to operate in the foreseeable future. Based on this understanding the trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charity.

Income and expenditure

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income relating to future periods is deferred until activity takes place.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Staff costs are allocated to expenditure categories in accordance with the amount of time spent by staff across the different activities in which the Charity operates.

Principal accounting policies (continued)

Irrecoverable VAT is allocated to the expense heading to which it relates in accordance with standard accounting practice.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP FRS 102, general volunteer time is not recognised.

On receipt, donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay for the facilities provided; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Bank interest and dividends are shown on the basis of amounts receivable in the year.

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight-line basis over the estimated useful life of the asset at the following rates:

Office & Computer equipment	-	3 years
-----------------------------	---	---------

Fixed assets are capitalised when their cost exceeds £500.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

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

Taxation

As a registered charity, no provision is considered necessary for taxation.

Principal accounting policies (continued)

Pensions

The Charity makes contributions to Pension Schemes at rates determined by the rules of the scheme. Contributions are charged to employee costs in the year in which they are payable.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2023

Notes to the financial statements

1. Income from donations and legacies

	2023		
	Un- restricted £	Restricted £	Total £
Gifts and donations	117,648	18,868	136,516
Gift Aid receivable	10,221	-	10,221
Legacies receivable	-	-	-
Grants	-	16,400	16,400
Donated facilities/services	3,400	-	3,400
	131,269	35,268	166,537

	2022		
	Un- restricted £	Restricted £	Total £
Gifts and donations	74,090	30,870	104,960
Gift Aid receivable	14,248	-	14,248
Legacies receivable	386	-	386
Grants	135	30,600	30,735
Donated facilities/services	3,540	-	3,540
	92,399	61,470	153,869

Donated facilities comprise the use of office space provided free of charge.

2. Income from trading activities

	2023 £	2022 £
Fundraising events	3,137	4,951
Fees receivable	307	851
	3,444	5,802

Notes to the financial statements (continued)

3. Analysis of expenditure

	Raising funds	Charitable activities	2023 Other Expenditure	Total
	£	£	£	£
Salaries	20,633	60,655	-	81,288
Printing, publicity& platform fees	883	-	-	883
UK Fundraiser	1,776	-	-	1,776
UK Fundraising Events	925	-	-	925
African project costs - restricted	-	45,596	-	45,596
Other African project & travel costs	-	9,185	-	9,185
News & Prayer publications	-	3,126	-	3,126
UK office costs (including in-kind £3,400)	-	6,992	-	6,992
Postage & stationary	-	1,271	-	1,271
UK travel & hospitality	-	2,077	-	2,077
UK Training	-	2,334	-	2,334
Website/IT costs	-	1,413	-	1,413
Independent Examiners' fee	-	1,150	-	1,150
Trustees meetings and expenses	-	-	-	-
Total	24,217	133,799		158,016

	Raising funds	Charitable activities	2022 Other Expenditure	Total
	£	£	£	£
Investment managers fees	183	-	-	183
Salaries	20,633	64,567	-	85,200
Printing, publicity& platform fees	425	-	-	425
UK Fundraiser	3,486	-	-	3,486
UK Fundraising Events	1,924	-	-	1,924
African project costs - restricted	-	50,672	-	50,672
Other African project & travel costs	-	17,228	-	17,228
News & Prayer publications	-	3,994	-	3,994
UK office costs (including in-kind £3,540)	-	6,610	-	6,610
Postage & stationary	-	1,043	-	1,043
UK travel & hospitality	-	3,306	-	3,306
UK Training	-	4,358	-	4,358
Independent Examiners' fee	-	1,100	-	1,100
Interest cost on pension liability	-	-	680	680
Total	26,651	152,878	680	180,209

Notes to the financial statements (continued)

4. Analysis of staff costs, trustee remuneration and expenses

	2023	2022
	£	£
Salaries	73,531	77,031
National Insurance	2,593	3,011
Pensions (Baptist Pension Scheme)	4,508	4,508
Pensions (Other schemes)	656	650
Total	<u>81,288</u>	<u>85,200</u>
	No.	No.
Average number of employees (full-time equivalent)	<u>2</u>	<u>2</u>

No employee had employee benefits in excess of £60,000 (2022: £nil).

Key management personnel comprise the Chief Executive Officer and the Trustees. Employee benefits for key management personnel total £49,588 (2022: £49,588) including pension contributions.

The charity Trustees were not paid nor received any other benefits from employment or provision of professional services in the year (2022: £nil). No Travel expenses or other costs were reimbursed to Trustees (2022: £nil).

5. Tangible fixed assets

	Office Equipment £
Cost	
At beginning and end of year	<u>3,501</u>
Depreciation	
At beginning and end of year	<u>3,501</u>
Net Book Value	
At 31 December 2023 and 2022	<u>-</u>

Notes to the financial statements (continued)

6. Investments

	2023	2022
	£	£
At beginning of the year	-	57,409
Additions	-	10
Disposals	-	(47,387)
Revaluations	-	(10,032)
	-	-
At end of year	-	-
Historical cost	-	-
Investments comprised:		
Listed investment funds	-	-
Cash awaiting investment	-	33,730
	-	33,730

7. Debtors

	2023	2022
	£	£
Prepayments	525	475
Gift aid receivable	3,371	1,163
Other income receivable	-	927
	3,896	2,565

8. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	2,030	4,997
Other creditors including taxation and social security	2,478	1,987
	4,508	6,984

9. Creditors: amounts falling due in more than one year

	2023	2022
	£	£
Liability for pension fund contributions	56	68

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2023

Notes to the financial statements (continued)

10. Funds

	Balance at beginning of year £	Income £	2023 Expenditure £	Transfers £	Balance at end of year £
Restricted funds					
<i>eVitabu</i>					
- eVitabu devices	629	-	(629)	-	-
- Christian Leaders Fellowship, Somalia	4,985	-	(4,112)	-	873
	5,614	-	(4,741)	-	873
<i>African Training Partners</i>					
- African Partners Project	1,665	14,600	(13,889)	-	2,376
- Specific ATP's supported	-	1,100	(1,100)	-	-
- Wisdom Bible School	2,150	-	(195)	-	1,955
- Atirir Bible School	1,885	1,850	(1,943)	-	1,792
- Church of Uganda	7,075	200	(2,627)	-	4,648
- St Paul's TC (Kapsabet)	1,400	2,200	(3,591)	(9)	-
- Children's Workers Training	-	2,600	(2,694)	94	-
	14,175	22,550	(26,039)	85	10,772
<i>Church Community Projects</i>					
- Local Language Bibles	4,779	2,000	(880)	-	5,899
- Bicycles	815	-	(815)	-	-
- Growing Greener	-	10,718	(10,685)	(33)	-
- Jubilee Trees	60	-	(60)	-	-
- Other Solar projects	2,392	-	(2,377)	(15)	-
	8,046	12,718	(14,817)	(48)	5,899
Total Restricted Funds	27,835	35,268	(45,597)	38	17,544
Unrestricted funds					
- General fund	12,954	135,097	(112,419)	(50)	35,582
- Designated pension reserve	(68)	-	-	12	(56)
	12,886	135,097	(112,419)	(38)	35,526
Total Funds	40,721	170,365	(158,016)	-	53,070

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2023

Notes to the financial statements (continued)

	Balance at beginning of year £	Income £	2022 Expenditure £	Transfers £	Gains/ (losses) £	Balance at end of year £
Restricted funds						
<i>eVitabu</i>						
- eVitabu devices	629	-	-	-	-	629
- Christian Leaders Fellowship, Somalia	-	6,250	(1,265)	-	-	4,985
- eVitabu general	6,734	21,248	(39,145)	11,163	-	-
	7,363	27,498	(40,410)	11,163	-	5,614
<i>African Training Partners</i>						
- African Partners Workers	-	12,838	(11,173)	-	-	1,665
- Wisdom Bible School	2,500	-	(350)	-	-	2,150
- Atirir Bible School	1,825	1,680	(1,620)	-	-	1,885
- Church of Uganda	-	6,250	(4,175)	5,000	-	7,075
- St Paul's TC (Kapsabet)	-	2,400	(1,000)	-	-	1,400
- Training Ministry/Cephas	4,289	-	(4,289)	-	-	-
- Children's Workers Fund	2,651	200	(3,015)	164	-	-
	11,265	23,368	(25,622)	5,164	-	14,175
<i>Church Community Projects</i>						
- Local Language Bibles	11,295	4,700	(5,966)	(5,250)	-	4,779
- Bicycles	1,324	66	(575)	-	-	815
- Pastoral Care	1,000	-	(1,000)	-	-	-
- Growing Greener	-	5,600	(5,416)	(184)	-	-
- Jubilee Trees	527	238	(705)	-	-	60
- Other Solar projects	2,392	-	-	-	-	2,392
	16,538	10,604	(13,662)	(5,434)	-	8,046
Total Restricted Funds	35,166	61,470	(79,694)	10,893	-	27,835
Unrestricted funds						
- General fund	38,482	98,238	(99,835)	(13,899)	(10,032)	12,954
- Designated pension reserve	(37,264)	-	(680)	3,006	34,870	(68)
	1,218	98,238	(100,515)	(10,893)	24,838	12,886
Total Funds	36,384	159,708	(180,209)	-	24,838	40,721

Notes to the financial statements (continued)

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient.

Projects have been grouped under the Charity's key activity headings and specific funds are for the purpose described below:

eVitabu – eVitabu is an Android app placing an entire library of text, audio, and video resources into the hands of African church and community leaders. The app contains text, audio and video resources from academic institutions, development agencies, publishers, and prominent Christian leaders in a range of languages. Funding is allocated for development, maintenance, production, and delivery of eVitabu. This project is now such a fundamental part of the Charity's core work that income raised to support this activity, which comes from individuals, trusts and organisations is treated as general income unless a more specific restriction is applied.

Christian Leaders Fellowship, Somalia - CLF is a network of churches and pastors from various nations working with the UN in the Mogadishu International Airport Green Zone. APF supports an outreach to the hospital within the Green Zone, which is popular with local Somalis, as well as eVitabu use among leaders. With the International Association of Evangelical Chaplains, a conference was organised during 2023 in Uganda for civilians and service personnel to reflect on chaplaincy in conflict zones, especially in majority Muslim locations.

African Training Partners

African Partners Workers (APWs) – APW is a generic term used to describe key personnel and partners in Africa who are either commissioned to work on a contracted basis in the delivery of charity objectives and/or apply to the charity for funding to deliver training programmes, eVitabu workshops, academic scholarships and pastoral grants for personal need or seed funding community-based projects. APWs include each of the partners listed below as well as individuals such as Daniel Odor Gwara (Kenya) and Heavenlight Luoga (Tanzania).

Wisdom Bible School – Wisdom Bible School provides training for rural pastors in Gakenke and Rulindo Districts of northern Rwanda. Recent Rwandan government regulations require pastors to have a basic accredited theological qualification and the Wisdom Bible School is supporting the formal training of rural pastors who cannot continue to lead their churches without it.

Atirir Bible School – Funding supports theology students attending Atirir Bible School in rural north-eastern Uganda.

Church of Uganda – APF's partnership with the Church of Uganda National Secretariat APF is helping the CofU in its vision to provide ministry and academic resources to its Tier 2 clergy. As part of this, eVitabu is used as a platform for CofU clergy to publish papers and resources while also cascading the app nationally to an estimated 4,000 leaders within the denomination.

Notes to the financial statements (continued)

St Paul's TC (Kapsabet) – APF receives funds from St Barbara's Church in Coventry and manages their transfer and delivery to St Paul's Theological College in Kapsabet, Kenya. The support is allocated for infrastructure improvements at St John's Theological College and to make good theological education more accessible across the region.

Children's Workers Fund – The Children's Worker Fund is used to support children's and youth leaders in Africa. During 2023, grants were made to APF partners including Faith Babies Home and Love and Care for the Child Ministries, both in Uganda.

Church Community Projects

Local Language Bibles – Across rural Africa, church leaders have very limited access to Bibles, especially in their own languages. The Local Language Bible fund issued to purchase and distribute Bibles to church leaders serving in remote areas through APF partners. During 2023, local language Bible grants were distributed by APF partners Walubo Jude and Joshua Ssemenda in Uganda.

Growing Greener – The Growing Greener fund is used to run sustainable agriculture training to help rural communities reduce poverty and adapt to climate change impacts. The training is delivered by church leaders from New Life Christian Church in Malawi and Word of God Ministries in Zambia.

Jubilee Trees – In partnership with Cephas Leadership Foundation (previously the Baptist Union of Uganda) and Climate Stewards, the Jubilee Trees project is planting indigenous trees around churches in Uganda to provide shade, timber and fruit, in addition to improving local ecosystems and biodiversity. The trees combat climate change by capturing carbon in the atmosphere. Climate Stewards match fund 50% of the project's budget.

Solar projects – APF works with Morogoro Diocese, Tanzania and Kigeme Diocese, Rwanda to provide church leaders with household solar power for lighting and income from mobile phone charging services. A small percentage of the profits from mobile phone charging services is used by pastors in the project to pay back into the schemes so more solar units can be bought and others can benefit.

Notes to the financial statements (continued)

11. Analysis of net assets between funds

Fund balances at 31 December 2023 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Current assets	40,090	17,544	57,634
Current liabilities	(4,508)	-	(4,508)
Long term liabilities	(56)	-	(56)
Total	35,526	17,544	53,070

Fund balances at 31 December 2022 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Investments	5,895	27,835	33,730
Current assets	14,043	-	14,043
Current liabilities	(6,984)	-	(6,984)
Long term liabilities	(68)	-	(68)
Total	12,886	27,835	40,721

12. Transactions with related parties

There were the following transactions with related parties during the year:

Donations and gifts, without conditions, from six Trustees - £6,504 (2023: £5,509).

13. Controlling Interests

The Charity is controlled by the Trustees.

Notes to the financial statements (continued)

14. Prior Year Comparative Statement of Financial Activities for 2022

	Un- restricted funds £	Restricted funds £	Total funds 2022 £
INCOME FROM:			
Donations and legacies	92,399	61,470	153,869
Other trading activities	5,802	-	5,802
Investments	37	-	37
TOTAL INCOME	98,238	61,470	159,708
EXPENDITURE ON:			
Raising Funds	(26,651)	-	(26,651)
Charitable activities	(73,184)	(79,694)	(152,878)
Other expenditure	(680)	-	(680)
TOTAL EXPENDITURE	(100,515)	(79,694)	(180,209)
Net gains on investments	(10,032)	-	(10,032)
Net expenditure	(12,309)	(18,224)	(30,533)
Transfers between funds	(10,893)	10,893	-
Other recognised gains	34,870	-	34,870
NET MOVEMENT IN FUNDS	11,668	(7,331)	4,337
RECONCILIATION OF FUNDS			
Total funds brought forward	1,218	35,166	36,384
Total funds carried forward	12,886	27,835	40,721

Accounts



African Pastors' Fellowship

Trustees' Report and Financial Statements for the year
ended 31 December 2022

Registered Charity number 282756

Karen Hanlan Independent Examiner Limited

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2022

Contents

	Page
Report of the trustees	3-7
Statement of Trustees responsibilities	8
Report of the independent examiner	9
Statement of financial activities	10
Balance sheet	11
Principle accounting policies	12-14
Notes to the financial statements	15-28

Report of the trustees

The trustees of the African Pastors' Fellowship ("the Charity") have pleasure in presenting their report and financial statements for the year ended 31 December 2022. The financial statements comply with the Charities Act 2011, the Constitution and 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) (updated 1 January 2019).

OBJECTIVES AND ACTIVITIES

As set out in its Constitution, the Charity is established for the advancement of the Christian Religion by the provision of financial, spiritual and medical assistance to Church leaders of all denominations and their dependents in Africa, and other such countries as from time to time may be determined, and the training of such leaders. This is achieved by providing:

- A:
1. Local Training courses
 2. Related literature in relevant languages
 3. Basic equipment for ministry – books, bicycles, etc
 4. Additional pastoral care
- B: Expanding a fellowship of supporters who will aid the work of the African Pastors' Fellowship in developing countries through prayer and practical giving.

In shaping the objectives for the year and planning activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

The vision of APF is to empower Christian leaders so as to enable effective ministry that delivers community transformation through the local church.

The mission of APF is to develop the capacity of Christian leaders in partnership with African agencies to provide training, equipment and pastoral care (APF pastor the pastors that pastor the pastors).

The ultimate goal of our charitable objectives is to bring community transformation, mainly in rural sub-Saharan east Africa, through the local church (registered networks, denominations and related partner NGOs). This is achieved largely through investment in capacity building of faith community leaders (both lay and ordained). The future strategy is to resource and release indigenous leaders with vision, capacity and an existing ministry 'pastoring pastors' so as to increase, multiply and better culturally contextualise the work. Some projects bring obvious and immediate community transformation (such as sustainable domestic solar technology) while other projects (such as training in family values, entrepreneurship and sustainable farming) will bring lasting benefit in the longer-term.

ACHIEVEMENTS AND PERFORMANCE

Activity and Achievements

2022 was a productive year.

Substantial progress was made increasing the number of eVitabu subscribers and building digital capacity both practically and theologically. The biggest growth of eVitabu users was in Kenya due to the work of RITC, but there was also significant expansion in Malawi, Uganda and Zambia, and organically across the continent. There are now 1,250 eVitabu users in 34 nations reaching an estimated number of 1.25m believers with Biblical, theological, social justice and development resources that are being used to shape communities with Christian hope.

A number of significant new partnerships were developed such as with Baptist and Free Church networks in Zambia, the Church of Uganda Provincial Secretariat and the International Association of Evangelical Chaplains supporting the pioneering work of Christian Leaders Fellowship in Mogadishu, Somalia.

75 grants were sent to support the ministry of African Training Partners (ATPs). There were around 40 grants for in-service-training conferences in Burundi, Kenya, Malawi, Rwanda, Tanzania, Uganda and Zambia. Some ATPs received academic scholarships, travel costs, subsistence and support with administration and compliance costs. Multiple eVitabu awareness raising workshops and induction events were delivered, plus a variety of church and community projects such as Growing Greener in Malawi continue to be funded. Financial support was also availed for youth worker training and pastoral responses to humanitarian needs such as assistance for vulnerable women and children, medical and funeral costs for African friends and partners.

There were four visits by UK personnel to Africa for networking, monitoring and training purposes. It is anticipated this will begin to reduce as ATPs are resourced and released to deliver training and is made possible by the growth of digital communications, especially in Africa.

There will always remain a need for in-person contact but the mentoring and coaching of ATPs is seen as a more efficient, appropriate and sustainable model than multiple inter-continental trips each year.

All of the above Africa-facing activity was supported by the UK team delivering excellent levels of administration, regulatory compliance and governance. This is an essential cost to the charity, especially with our mission being in the developing world, the diligence and skill of the UK staff should not be underestimated.

The successes and achievements briefly outlined above are set against a challenging financial backdrop where regular monthly unrestricted income for core costs is rarely enough to meet fixed monthly payments. Funding is hard to come by, especially for UK costs, and often makes cash-flow and future planning a significant challenge. The need is great but resources are few.

FINANCIAL REVIEW

Finances in 2022

2022 was a challenging year for the charity from a financial perspective. Overall, income was slightly down on 2021 and expenditure was higher, in part due to increased overseas travel. There was also a reduction in the value of investments due to global economic pressures impacting the charity.

We remain very grateful for the generosity of our supporters who continue to provide for the work of APF through regular giving, responding to appeals and from gifts in wills. We also continue to benefit from generous gifts from grant making trusts.

Overall, our finances remain satisfactory, enabling us to move forward with our strategic objectives but the day-to-day challenge of cash-flow makes mid- to long-term planning very difficult.

Pension Liabilities and Reserves Policy

As explained below, the accounting policies of FRS102 require us to include as a liability agreed deficit contributions to be paid to the Baptist Pension Scheme over the next 7 years. At the end of last year that liability was £37,264. However, during 2022 an agreement was signed with the insurance company Just Group to secure plan members' pension benefits. The agreement is referred to as a 'buy-in policy' which means that Just Group are now providing financial backing for all defined benefit pensions provided through the scheme. As a result, the scheme is no longer in a shortfall position and, although risks remain, the Trustees of the scheme have agreed that deficit recovery contributions will reduce to £1 per month from August 2022. Consequently, the pension liability recorded in these accounts has reduced to £68.

The current reserves policy is to maintain, as a minimum, sufficient general funds to cover at least three months' unavoidable costs, being approximately £25,000. General funds at 31 December 2022 were £12,886 which is below policy requirements and Trustees are working to build these to the minimum level over the next few years.

The Trustees are confident that the charity will have sufficient cashflows to meet the annual liabilities as they become due, and, at this stage, see no reason to curtail charitable expenditure from planned levels. The Trustees will, however, continue to monitor this situation carefully.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The African Pastors' Fellowship is a registered charity (No. 282756) and governed by its Constitution originally adopted on 1 June 1981 and subsequently amended on 27 November 1990, 16 June 1999 and 27 March 2003.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the Trust's activities and to be able to discharge their obligations as Trustees.

Management

The Trustees delegate the day to day running and administering of the Charity and its activities to the CEO and UK staff team.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2022

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees:

Revd Richard Suffern	-	Chairman
Mr Andrew Richardson	-	Treasurer
Mr John Chambers		
Revd David J Howard		
Revd Richard Tucker		
Revd Andrew North		
Mrs Florence Anne Lyttle		

Chief Executive Officer:

Revd David Stedman

Projects & Finance Coordinator:

Mr Geoff Holder

Charity Number: 282756

Registered Office:

Station House
Station Approach
Adisham
Canterbury
CT3 3JE

Independent Examiner:

Karen Hanlan, ACA
Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington
CV37 7SZ

Bankers:

Yorkshire Bank
7-11 High Street
Coventry
CV1 5SB

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

CCLA Investment Management
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Approved by the Board and signed on its behalf by:

Revd Richard Suffern
Chairman of Trustees

Date: 24 April 2023

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and UK Accounting Standards including Statement of Recommended Practice 2015 'Accounting and Reporting by Charities'.

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit incurred by the Charity for that year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to exist.

The trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

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

Independent Examiner's Report to the Trustees of the African Pastors' Fellowship

I report to the trustees on my examination of the accounts of the African Pastors Fellowship ('the Charity') for the year ended 31 December 2022 which are set out on pages 10-28.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1) accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Karen Hanlan, Institute of Chartered Accountants, England & Wales
Karen Hanlan Independent Examiner Limited
1 Saracen Close, Ettington, CV37 7SZ

Date: 24/4/2023

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2022

Statement of financial activities

	Note	Un- restricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
INCOME FROM:					
Donations and legacies	1	92,399	61,470	153,869	156,500
Other trading activities	2	5,802	-	5,802	7,096
Investments	37	-	-	37	12
TOTAL INCOME		98,238	61,470	159,708	163,608
EXPENDITURE ON:					
Raising Funds		(26,651)	-	(26,651)	(21,400)
Charitable activities		(73,184)	(79,694)	(152,878)	(156,453)
Other expenditure		(680)	-	(680)	(560)
TOTAL EXPENDITURE	3	(100,515)	(79,694)	(180,209)	(178,413)
Net gains on investments		(10,032)	-	(10,032)	2,266
Net expenditure		(12,309)	(18,224)	(30,533)	(12,539)
Transfers between funds		(10,893)	10,893	-	-
Other recognised gains	12	34,870	-	34,870	739
NET MOVEMENT IN FUNDS		11,668	(7,331)	4,337	(11,800)
RECONCILIATION OF FUNDS					
Total funds brought forward		1,218	35,166	36,384	48,184
Total funds carried forward		12,886	27,835	40,721	36,384

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2022

Balance sheet

	Notes	2022 £	2021 £
Fixed Assets			
Tangible assets	5	-	-
Investments	6	33,730	57,415
		33,730	57,415
Current Assets			
Debtors	7	2,565	1,547
Cash at bank and in hand		11,478	19,495
Total current assets		14,043	21,042
Current Liabilities			
Creditors: amounts falling due within one year	8	(6,984)	(9,953)
Net current assets		7,059	11,089
Creditors: amounts falling due in more than one year	9	(68)	(32,120)
Net assets		40,721	36,384
Funds of the Charity:			
Restricted Funds	10	27,835	35,166
Unrestricted Funds			
- General	10	12,954	38,482
- Designated pension liability	10	(68)	(37,264)
Total un-restricted funds		12,886	1,218
Total funds of the Charity		40,721	36,384

The accompanying accounting policies and notes form part of these financial statements.

Approved by the Trustees and signed on their behalf by:

Revd Richard Suffern
Chairman of Trustees

Date: 24 April 2023

Principal accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (updated 1 January 2019) – (Charities SORP (FRS102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The Charity 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).

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from its donors. The charity's budget for 2023 shows that the charity will be able to operate in the foreseeable future. Based on this understanding the trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charity.

Income and expenditure

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income relating to future periods is deferred until activity takes place.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Staff costs are allocated to expenditure categories in accordance with the amount of time spent by staff across the different activities in which the Charity operates.

Principal accounting policies (continued)

Irrecoverable VAT is allocated to the expense heading to which it relates in accordance with standard accounting practice

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP FRS 102, general volunteer time is not recognised.

On receipt, donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay for the facilities provided; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Bank interest and dividends are shown on the basis of amounts receivable in the year.

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight-line basis over the estimated useful life of the asset at the following rates:

Office & Computer equipment	-	3 years
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Fixed assets are capitalised when their cost exceeds £500.

Investments

Investments are initially recognised at cost and subsequently measured at their market 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.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

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

Taxation

As a registered charity, no provision is considered necessary for taxation.

Principal accounting policies (continued)

Pensions

The Charity makes contributions to a Pension Scheme at rates determined by the rules of the scheme. Contributions are charged to employee costs in the year in which they are payable.

The Charity also participates in the Baptist Pension Scheme and has been notified of the estimated employer debt on withdrawal from the scheme based on the financial position of the scheme as at 31 December 2016. See note 12 for further information.

Notes to the financial statements

1. Income from donations and legacies

	2022		
	Un-restricted £	Restricted £	Total £
Gifts and donations	74,090	30,870	104,960
Gift Aid receivable	14,248	-	14,248
Legacies receivable	386	-	386
Grants	135	30,600	30,735
Donated facilities/services	3,540	-	3,540
	92,399	61,470	153,869

	2021		
	Un-restricted £	Restricted £	Total £
Gifts and donations	73,705	23,534	97,239
Gift Aid receivable	11,945	-	11,945
Legacies receivable	6,366	-	6,366
Grants	-	37,550	37,550
Donated facilities/services	3,400	-	3,400
	95,416	61,084	156,500

Donated facilities comprise the use of office space provided free of charge.

2. Income from trading activities

	2022 £	2021 £
Fundraising events	4,951	6,107
Fees receivable	851	989
	5,802	7,096

Notes to the financial statements (continued)

3. Analysis of expenditure

	Raising funds	Charitable activities	2022 Other Expenditure	Total
	£	£	£	£
Investment managers fees	183	-	-	183
Salaries (Inc. £25,028 restricted)	20,633	64,567	-	85,200
Printing, publicity& platform fees	425	-	-	425
UK Fundraiser	3,486	-	-	3,486
UK Fundraising Events	1,924	-	-	1,924
African project costs - restricted	-	50,672	-	50,672
Other African project& travel costs	-	17,228	-	17,228
News & Prayer publications	-	3,994	-	3,994
UK office costs (including in-kind £3,540)	-	6,610	-	6,610
Postage & stationary	-	1,043	-	1,043
UK travel & hospitality	-	3,306	-	3,306
UK Training	-	4,358	-	4,358
Website costs	-	-	-	-
Independent Examiners' fee	-	1,100	-	1,100
Trustees meetings and expenses	-	-	-	-
Interest cost on pension liability	-	-	680	680
Total	26,651	152,878	680	180,209

	Raising funds	Charitable activities	2021 Other Expenditure	Total
	£	£	£	£
Investment managers fees	237	-	-	237
Salaries	18,455	63,844	-	82,299
Printing & publicity	2,708	-	-	2,708
African project costs - restricted	-	70,851	-	70,851
African visit & travel costs	-	7,075	-	7,075
News & Prayer publications	-	3,879	-	3,879
UK office costs (including in-kind £3,345)	-	6,669	-	6,669
Postage & stationary	-	1,516	-	1,516
UK travel & hospitality	-	1,412	-	1,412
UK Training	-	20	-	20
Website costs	-	187	-	187
Independent Examiners' fee	-	1,000	-	1,000
Trustees meetings and expenses	-	-	-	-
Interest cost on pension liability	-	-	560	560
Total	21,400	156,453	560	178,413

Notes to the financial statements (continued)

4. Analysis of staff costs, trustee remuneration and expenses

	2022	2021
	£	£
Salaries	77,031	74,062
National Insurance	3,011	3,278
Pensions (Baptist Pension Scheme – see note 12)	4,508	4,335
Pensions (Other schemes)	650	624
Total	<u>85,200</u>	<u>82,299</u>
	No.	No.
Average number of employees (full-time equivalent)	<u>2</u>	<u>2</u>

No employee had employee benefits in excess of £60,000 (2021: £nil).

Key management personnel comprise the Chief Executive Officer and the Trustees. Employee benefits for key management personnel total £49,588 (2021: £47,681) including pension contributions.

The charity Trustees were not paid nor received any other benefits from employment or provision of professional services in the year (2021: £nil). No Travel expenses or other costs were reimbursed to Trustees (2021: £nil).

5. Tangible fixed assets

	Office Equipment £
Cost	
At beginning and end of year	<u>3,501</u>
Depreciation	
At beginning and end of year	<u>3,501</u>
Net Book Value	
At 31 December 2022 and 2021	<u>-</u>

Notes to the financial statements (continued)

6. Investments

	2022	2021
	£	£
At beginning of the year	57,409	55,271
Additions	10	11
Disposals	(47,387)	(139)
Revaluations	(10,032)	2,266
At end of year	-	57,409
Historical cost	-	48,000
Investments comprised:		
Listed investment funds	-	57,409
Cash awaiting investment	33,730	6
	33,730	57,415

7. Debtors

	2022	2021
	£	£
Prepayments	475	333
Gift aid receivable	1,163	560
Other income receivable	928	654
	2,565	1,547

8. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals	4,997	2,915
Other creditors including taxation and social security	1,987	1,894
Liability for pension fund deficit contributions (see note 12)	-	5,144
	6,984	9,953

9. Creditors: amounts falling due in more than one year

	2022	2021
	£	£
Liability for pension fund deficit contributions (see note 12)	68	32,120

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2022

Notes to the financial statements (continued)

10. Funds

	Balance at beginning of year £	Income £	2022 Expenditure £	Transfers £	Gains/ (losses) £	Balance at end of year £
Restricted funds						
<i>eVitabu</i>						
- eVitabu devices	629	-	-	-	-	629
- Christian Leaders Fellowship, Somalia	-	6,250	(1,265)	-	-	4,985
- eVitabu general	6,734	21,248	(39,145)	11,163	-	-
	7,363	27,498	(40,410)	11,163	-	5,614
<i>African Training Partners</i>						
- African Partners Project	-	12,838	(11,173)	-	-	1,665
- Wisdom Bible School	2,500	-	(350)	-	-	2,150
- Atirir Bible School	1,825	1,680	(1,620)	-	-	1,885
- Church of Uganda	-	6,250	(4,175)	5,000	-	7,075
- St Paul's TC (Kapsabet)	-	2,400	(1,000)	-	-	1,400
- Training Ministry/Cephas	4,289	-	(4,289)	-	-	-
- Children's Workers Training	2,651	200	(3,015)	164	-	-
	11,265	23,368	(25,622)	5,164	-	14,175
<i>Church Community Projects</i>						
- Local Language Bibles	11,295	4,700	(5,966)	(5,250)	-	4,779
- Bicycles	1,324	66	(575)	-	-	815
- Pastoral Care	1,000	-	(1,000)	-	-	-
- Growing Greener	-	5,600	(5,416)	(184)	-	-
- Jubilee Trees	527	238	(705)	-	-	60
- Other Solar projects	2,392	-	-	-	-	2,392
	16,538	10,604	(13,662)	(5,434)	-	8,046
Total Restricted Funds	35,166	61,470	(79,694)	10,893	-	27,835
Unrestricted funds						
- General fund	38,482	98,238	(99,835)	(13,899)	(10,032)	12,954
- Designated pension reserve	(37,264)	-	(680)	3,006	34,870	(68)
-	1,218	98,238	(100,515)	(10,893)	24,838	12,886
Total Funds	36,384	159,708	(180,209)	-	24,838	40,721

Notes to the financial statements (continued)

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient. The transfer of £5,000 from Local Language Bibles to OM Church of Uganda relates to an agreed transfer for the use of funds with the relevant funder. Transfers from the pension reserve relate to payments made during the year towards the deficit on the Baptist Pension Fund.

	2021					
	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	Balance at end of year £
Restricted funds						
- Local Language Bibles	11,821	8,150	(8,676)	-	-	11,295
- eVitabu	14,991	18,060	(25,688)	-	-	7,363
- Bicycles	4,671	1,038	(4,385)	-	-	1,324
- Pastoral Care	3,904	6,271	(9,175)	-	-	1,000
- Training	-	1,500	(1,500)	-	-	-
- St Paul's TC (Kapsabet)	566	2,400	(2,966)	-	-	-
- Training Ministry	-	4,800	(511)	-	-	4,289
- Children's Workers Training	2,651	-	-	-	-	2,651
- Growing Greener	-	5,450	(5,450)	-	-	-
- Jubilee Trees	1,299	474	(1,246)	-	-	527
- Other Solar projects	2,392	-	-	-	-	2,392
- Wisdom Bible School	-	5,000	(2,500)	-	-	2,500
- Atirir Bible School	827	3,898	(2,900)	-	-	1,825
Covid Relief	1,571	4,043	(5,614)	-	-	-
- Mozambique Partnerships	240	-	(240)	-	-	-
	44,933	61,084	(70,851)	-	-	35,166
Unrestricted funds						
General fund	45,764	102,524	(107,002)	(5,070)	2,266	38,482
Designated pension reserve	(42,513)	-	(560)	5,070	739	(37,264)
	48,184	163,608	(178,413)	-	3,055	36,384

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient.

Notes to the financial statements (continued)

Projects have been grouped under the Charity's key activity headings and specific funds are for the purpose described below:

eVitabu

eVitabu- an Android app placing an entire library of text, audio, and video resources into the hands of African church and community leaders. The app contains resources from academic institutions, development agencies, publishers, and prominent Christian leaders in a range of languages. Funding is allocated for research, development, production, and delivery of eVitabu. During 2022 funding for eVitabu came from sponsorships, church and individual donations and grants from the Tufton Charitable Trust, Andrew Kane Partnership Trust, Radstock Trust, River Trust, Seedfield Trust and Souter Trust.

Christian Leaders Fellowship, Somalia - CLF is a network of churches and pastors from various nations working with the UN in the Mogadishu International Airport Green Zone. APF supports an outreach to the hospital within the Green Zone, which is popular with local Somali's, as well as eVitabu use among leaders and together with the International Association of Evangelical Chaplains a conference is being organised for civilians and service personnel to reflect on chaplaincy in conflict zones, especially in majority Muslim locations. This will take place in Wakiso, Kampala, in June 2023.

African Training Partners

African Partners Workers (APWs) – APW is a generic term used to describe key personnel and partners in Africa who are either commissioned to work on a contracted basis in the delivery of charity objectives and/or apply to the charity for funding to deliver training programmes, eVitabu workshops, academic scholarships and pastoral grants for personal need or seed funding community based projects. APWs include each of the partners listed below as well as individuals such as Daniel Odor Gwara (Kenya) and Heavenlight Luoga (Tanzania).

Wisdom Bible School – Wisdom Bible School provides training for rural pastors in Gakenke and Rulindo Districts of northern Rwanda. Recent Rwandan government regulations require pastors to have a basic accredited theological qualification and the Wisdom Bible School is supporting the formal training of rural pastors who cannot continue to lead their churches without it. During 2021, funding came from Goodnews Evangelical Mission.

Atirir Bible School – Funding supports theology students attending Atirir Bible School in rural north-eastern Uganda. During 2021, funding for Atirir Bible School included grants from Canterbury Baptist Church and the Ulting Trust.

Church of Uganda – A major partnership agreement with the Church of Uganda National Secretariat was agreed. APF is helping the Church of Uganda in its vision to provide ministry and

Notes to the financial statements (continued)

academic resources to its Tier 2 clergy. eVitabu will be used as a platform for high performing clergy to publish papers while also cascading the app nationally to an estimated 4000 leaders.

Two training events took place in 2022. The first was with directors and principals of Church of Uganda theological colleges, the second with representatives from colleges and diocese. The programme continues in June 2023 when 12 hand-picked advocates from among the initial cohort will be trained to train others in the use of eVitabu.

St Paul's TC (Kapsabet) – APF receives funds from St Barbara's Church in Coventry and manages their transfer and delivery to St Paul's Theological College in Kapsabet, Kenya. The support is allocated for infrastructure improvements at St John's Theological College and to make good theological education more accessible across the region.

Children's Workers Training – The Children's Worker Training fund is used to support children's and youth leader training in Rwanda. This is achieved through APF partners including the Word of Life Church network in western Rwanda and Église Évangélique de la Bonne Volonté au Rwanda in the north of the country.

Church Community Projects

Local Language Bibles – Across rural Africa, church leaders have very limited access to Bibles, especially in their own languages. The Local Language Bible fund is used to purchase and distribute Bibles to church leaders serving in remote areas through APF partners. During 2021 beneficiaries included the Northern Ugandan Inter-Church Alliance, Église Évangélique de la Bonne Volonté au Rwanda and Transformational Compassion Network, Kenya. Funding was received from OM Special Projects.

Pastoral Care – The Pastoral Care Fund enables APF to respond quickly when church leaders and their families experience serious and unforeseen difficulties, require travel grants or educational fees. During 2021, Pastoral Care grants were used to cover emergency costs for individuals and partner organisations in Uganda, Kenya and Rwanda.

Growing Greener – The Growing Greener fund is used to run sustainable agriculture training to help rural communities reduce poverty and adapt to climate change impacts. The training is delivered by church leaders from New Life Christian Church in Malawi and Word of God Ministries in Zambia. During 2022, funding for Growing Greener came from Operation Agri.

Jubilee Trees – In partnership with Cephas Leadership Foundation (previously the Baptist Union of Uganda) and Climate Stewards, the Jubilee Trees project is planting indigenous trees around churches in Uganda to provide shade, timber and fruit, in addition to improving local ecosystems and biodiversity. The trees combat climate change by capturing carbon in the atmosphere. Climate Stewards match fund 50% of the project's budget.

Notes to the financial statements (continued)

Other Solar projects – APF works with Morogoro Diocese, Tanzania and Kigeme Diocese, Rwanda to provide church leaders with household solar power for lighting and income from mobile phone charging services. A small percentage of the profits from mobile phone charging services is used by pastors in the project to pay back into the schemes so more solar units can be bought and others can benefit.

Notes to the financial statements (continued)

11. Analysis of net assets between funds

Fund balances at 31 December 2022 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Investments	5,895	27,835	33,730
Current assets	14,043	-	14,043
Current liabilities	(6,984)	-	(6,984)
Long term liabilities	(68)	-	(68)
Total	12,886	27,835	40,721

Fund balances at 31 December 2021 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Investments	43,291	14,124	57,415
Current assets	-	21,042	21,042
Current liabilities	(9,953)	-	(9,953)
Long term liabilities	(32,120)	-	(32,120)
Total	1,218	35,166	36,384

12. Pension commitments

Baptist Pension Scheme

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

For any month, each participating employer in the Scheme pays contributions as set out in the Schedule of Contributions in force at that time.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined

Notes to the financial statements (continued)

contribution scheme. The pensions costs charged to the SOFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

One member of staff is eligible to join the Scheme, which is not contracted out of the State Second Pension.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Unum Limited. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%. The further 4% contribution rate is reduced to 3% for Employer contributions made to the Segregated DC Arrangement.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

Actuarial valuation as at 31 December 2016

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2016 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £219 million.

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £93 million (equivalent to a past service funding level of 70%). The Charity and the other employers supporting the DB Plan are collectively responsible for funding this deficit.

Notes to the financial statements (continued)

The key assumptions underlying the valuation were as follows:

Type of assumption	%pa
RPI price inflation assumption	3.50
CPI price inflation	2.75
Minimum Pensionable Income increases (CPI plus 1.0% pa)	3.50
Assumed investment returns	
- Pre-retirement	3.50
- Post retirement	2.25
Deferred pension increases	
- Pre April 2009	3.50
- Post April 2009	2.50
Pension increases	
- Main Scheme pension Pre-April 2006	2.70
- Main Scheme pension Post April 2006	2.00

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2019.

As there are a large number of contributing employers participating in the Scheme, the Charity is unable to identify its share of the underlying assets and liabilities of the schemes. Accordingly, due to the nature of the Scheme, the profit and loss charge for the period represents the employer contributions payable. The total pension cost for the Charity in relation to this scheme is £4,508 (2021 £4,335), excluding deficiency contributions.

Recovery plan

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

Consequent upon the departure of the previous Director in 2010, the Charity had a cessation event under Section 75 of the Pensions Act 1995. This makes the Charity liable for the proportion of the overall deficit (assessed by reference to the cost of securing benefits by the purchase of annuities) applicable to its previous Director who was a member of the Scheme. At present the Charity is paying the ongoing deficiency contributions outlined above, and the balance sheet liability below is based on those deficiency contributions. However, the Pension Scheme Trustee has the right to quantify and seek payment of the debt at any time.

Under the current Recovery Plan dated 16 December 2018, deficiency contributions are payable until December 2028. These contributions are broadly based on employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

Notes to the financial statements (continued)

During 2022 an agreement was put in place with an insurance company to secure DB plan members pension benefits. As a result there is no longer a shortfall in the scheme and deficit contributions have reduced to £1 per month from August 2022. Hence the deficit liability is substantially reduced.

Movement in balance sheet liability

Section 28.11A of FRS102 requires agreed deficit recovery payments to be recognised as a liability. The movements in the provision are set out below:

	2022 £	2021 £
Balance sheet liability at start of year	37,264	42,513
Deficiency contributions paid	(3,006)	(5,070)
Interest cost	680	560
Other recognised gains *	(34,870)	(739)
	<u>68</u>	<u>37,264</u>
Balance sheet liability at end of year		

*comprises any change in agreed deficit recovery plan and change in assumptions between year ends.

This liability represents the present value of the deficit contributions agreed as at 31 December 2022 and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	2022	2021
Discount rate	4.8%	1.9%
Future increases to minimum pensionable income	3.2%	3.3%

13. Transactions with related parties

There were the following transactions with related parties during the year:

Donations and gifts, without conditions, from 6 Trustees - £11,735 (2021: £6,025),

14. Controlling Interests

The Charity is controlled by the Trustees.

Notes to the financial statements (continued)

15. Prior Year Comparative Statement of Financial Activities for 2021

	Un- restricted funds £	Restricted funds £	Total funds £
INCOME FROM:			
Donations and legacies	95,416	61,084	156,500
Other trading activities	7,096	-	7,096
Investments	12	-	12
	<u>102,524</u>	<u>61,084</u>	<u>163,608</u>
EXPENDITURE ON:			
Raising Funds	(21,400)	-	(21,400)
Charitable activities	(85,602)	(70,851)	(156,453)
Other expenditure	(560)	-	(560)
TOTAL EXPENDITURE	(107,562)	(70,851)	(178,413)
	<u>2,266</u>	<u>-</u>	<u>2,266</u>
Net gains on investments	2,266	-	2,266
Net expenditure	(2,772)	(9,767)	(12,539)
Other recognised gains	739	-	739
NET MOVEMENT IN FUNDS	(2,033)	(9,767)	(11,800)
RECONCILIATION OF FUNDS			
Total funds brought forward	3,251	44,933	48,184
Total funds carried forward	1,218	35,166	36,384

Accounts



African Pastors' Fellowship

Trustees' Report and Financial Statements for the year
ended 31 December 2021

Registered Charity number 282756

Karen Hanlan Independent Examiner Limited

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2021

Contents

	Page
Report of the trustees	3-8
Statement of Trustees responsibilities	9
Report of the independent examiner	10
Statement of financial activities	11
Balance sheet	12
Principle accounting policies	13-15
Notes to the financial statements	16-28

Report of the trustees

The trustees of the African Pastors' Fellowship ("the Charity") have pleasure in presenting their report and financial statements for the year ended 31 December 2021. The financial statements comply with the Charities Act 2011, the Constitution and 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) (updated 1 January 2019).

OBJECTIVES AND ACTIVITIES

As set out in its Constitution, the Charity is established for the advancement of the Christian Religion by the provision of financial, spiritual and medical assistance to Church leaders of all denominations and their dependents in Africa, and other such countries as from time to time may be determined, and the training of such leaders. This is achieved by providing:

- A:
1. Local Training courses
 2. Related literature in relevant languages
 3. Basic equipment for ministry – books, bicycles, etc
 4. Additional pastoral care
- B: Expanding a fellowship of supporters who will aid the work of the African Pastors' Fellowship in developing countries through prayer and practical giving.

In shaping the objectives for the year and planning activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

The vision of APF is to empower Christian leaders so as to enable effective ministry that delivers community transformation through the local church.

The mission of APF is to develop the capacity of Christian leaders in partnership with African agencies to provide training, equipment and pastoral care (APF pastor the pastors that pastor the pastors).

The ultimate goal of our charitable objectives is to bring community transformation, mainly in rural sub-Saharan east Africa, through the local church (registered networks, denominations and related partner NGOs). This is achieved largely through investment in capacity building of faith community leaders (both lay and ordained). The future strategy is to resource and release indigenous leaders with vision, capacity and an existing ministry 'pastoring pastors' so as to increase, multiply and better culturally contextualise the work. Some projects bring obvious and immediate community transformation (such as sustainable domestic solar technology) while other projects (such as training in family values, entrepreneurship and sustainable farming) will bring lasting benefit in the longer-term.

ACHIEVEMENTS AND PERFORMANCE

Activity

APF enjoyed another productive year with some key achievements being increased activity in Africa and a return to more regular in-person contact with African friends and partners. There was substantial growth in eVitabu use across Africa and the launch of a UK based individual sponsorship platform to help build sustainability into the eVitabu project. A strategic decision was made at the beginning of the year to prioritise eVitabu both as a core aspect of our vision and operationally which is reflected in the statistics listed below:

- 102 grants disbursed for all causes, 44 of these were for training or eVitabu related activity, 38 were for pastoral, income generation or Covid19 relief, 20 were for other projects, including bicycle and Bible grants.
- Nearly 400 new eVitabu users saw the total number of app users rise to 700 pastors and Christian leaders across 25 nations. At a conservative estimate, this means that the app is impacting something like 7,000 churches and reaching 700,000 people, and many more indirectly.
- Multiple new resources uploaded to eVitabu and 12 induction workshops delivered online and in-person by UK personnel and African partner workers. For the first time APF commissioned digital training resources through Eaglelite Associates in Uganda.
- 30 in-service training conferences were funded in Burundi, Kenya, Liberia, Rwanda, Tanzania, Uganda and Zambia. These events reached approximately 6,000 clergy, Sunday school teachers, lay leaders, women's leaders and pastors.
- Four seminaries were supported through funds to develop infrastructure, provide student scholarships, enable digitization and improve library resources.
- 250 leaders from as far afield as Liberia to Zambia gathered for inspirational Bible teaching, theological reflection, networking and mutual support in ten online pastor gatherings on Zoom where a variety of APF staff and guest speakers from UK and Africa took part.
- Ongoing support for long-standing projects such as Growing Greener, Jubilee Trees and Let There Be Light helped church networks in Malawi, Rwanda, Uganda and Zambia reach marginalised communities with effective holistic ministry and creation care.
- More than 1000 local language Bibles distributed in hard-to-reach regions.
- 38 Covid-19 Relief and Pastoral grants ranging from £50 to £500 were awarded to partners in ten nations for hygiene and sanitation, emergency food supplies, school fees, urgent medical care, NGO operating costs, support for victims of sexual violence and start-up income generation projects.
- 50% of all grants were to Uganda, 23% to Kenya with the remaining shared between Burundi, Liberia, Malawi, Mali, Mozambique, Rwanda, Tanzania and Zambia. This reflects historic activity, ease of travel and the personal networks of UK personnel.

Achievements

The activity outlined above represents organisational growth and activity in Africa and a remarkable return on limited resources in exceptionally challenging circumstances. APF has retained a compassionate pastoral response whilst remaining focussed on our strategic priorities to enable effective ministry through training and resourcing leaders.



***"eVitabu is a library where all the books
I need are in this one app"***

Pastor Alex Sokiri, Morobi Refugee Camp



***"We have used eVitabu so much and have
seen many lives changed."***

Revd Francis Esomu, Atirir Bible School

Future

A strategic review took place in September 2021 which confirmed the centrality of training and the importance of eVitabu to the foreseeable future of APF. Trustees agreed to the focussed deployment of resources towards the existing app, the possibility of developing eVitabu to include certified courses and the need to review where and how funds are sought to enable this to happen more efficiently so that future planning can happen with greater confidence and appropriately skilled personnel are more frequently available.

FINANCIAL REVIEW

Finances in 2021

2021 was a successful year for the charity from a financial perspective. Overall, income was up approximately 10% or £15,000 compared to 2020. This was due to an increase in income from grants and fundraising activities which masked a small reduction in income from gifts and donations compared to the previous year.

During 2020, Covid-19 impacts meant that the Trustees were hesitant to spend restricted project funding as monitoring and financial due diligence was not feasible. This meant that at the beginning of 2021, restricted funds were at a high level. This situation began to be addressed during 2021 and is reflected in the significant increase in charitable expenditure, up by approximately £30,000 compared to 2020. The reduction in Covid-19 restrictions on travel meant that APF staff were able to resume a more normal pattern of work in Africa during 2021.

We remain very grateful for the generosity of our supporters who continue to provide for the work of APF through regular giving, responding to appeals and from gifts in wills. We also continue to benefit from generous gifts from grant making trusts.

Overall, our finances remain satisfactory, enabling us to move forward with our strategic objectives.

Pension Liabilities and Reserves Policy

As explained below, the accounting policies of FRS102 require us to include as a liability agreed deficit contributions to be paid to the Baptist Pension Scheme over the next 7 years. At the year end, that liability was £37,264 (2020: £42,513).

The effect of this in our accounts is to reduce our reserves by this amount leaving us with funds as follows:

	£
General un-restricted funds	38,482
Designated pension reserve	<u>(37,264)</u>
Total un-restricted funds	1,218
Restricted funds	<u>35,166</u>
Total funds	<u>36,384</u>

As noted above the pension reserve will crystallise over the next 7 years and consequently the Trustees feel it appropriate to exclude this amount from general funds when making decisions regarding the reserves policy and future expenditure. Therefore, the Trustees have agreed that

the current policy remains appropriate, which is to maintain, as a minimum, sufficient general funds to cover at least three months' unavoidable costs, being approximately £25,000.

The Trustees are confident that the charity will have sufficient cashflows to meet the annual liabilities as they become due, and, at this stage, see no reason to curtail charitable expenditure from planned levels in order to maintain reserves sufficient to meet the liability in full over the next 7 years. The Trustees will, however, continue to monitor this situation carefully.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The African Pastors' Fellowship is a registered charity (No. 282756) and governed by its Constitution originally adopted on 1 June 1981 and subsequently amended on 27 November 1990, 16 June 1999 and 27 March 2003.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the Trust's activities and to be able to discharge their obligations as Trustees.

Management

The Trustees delegate the day to day running and administering of the Charity and its activities to the CEO and UK staff team.

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees:

Revd Richard Suffern	-	Chairman
Mr Andrew Richardson	-	Treasurer
Mr John Chambers		
Revd David J Howard		
Revd Richard Tucker		
Revd Andrew North		
Mrs Florence Anne Lyttle		

Chief Executive Officer:

Revd David Stedman

Projects Coordinator:

Mr Geoff Holder

Finance Coordinator:

Mrs Susan Gollins

Charity Number: 282756

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2021

Registered Office:

Station House
Station Approach
Adisham
Canterbury
CT3 3JE

Independent Examiner:

Karen Hanlan, ACA
Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington
CV37 7SZ

Bankers:

Yorkshire Bank
7-11 High Street
Coventry
CV1 5SB

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

CCLA Investment Management
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Approved by the Board and signed on its behalf by:

Revd Richard Suffern
Chairman of Trustees

Date

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and UK Accounting Standards including Statement of Recommended Practice 2015 'Accounting and Reporting by Charities'.

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit incurred by the Charity for that year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to exist.

The trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

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

Independent Examiner's Report to the Trustees of the African Pastors' Fellowship

I report to the trustees on my examination of the accounts of the African Pastors Fellowship ('the Charity') for the year ended 31 December 2021 which are set out on pages 11-28.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1) accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Karen Hanlan, Institute of Chartered Accountants, England & Wales
Karen Hanlan Independent Examiner Limited
1 Saracen Close, Ettington, CV37 7SZ

Date

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2021

Statement of financial activities

	Note	Un- restricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
INCOME FROM:					
Donations and legacies	1	95,416	61,084	156,500	145,444
Other trading activities	2	7,096	-	7,096	2,391
Investments	12	-	-	12	3
TOTAL INCOME		102,524	61,084	163,608	147,838
EXPENDITURE ON:					
Raising Funds		(21,400)	-	(21,400)	(19,626)
Charitable activities		(85,602)	(70,851)	(156,453)	(124,860)
Other expenditure		(560)	-	(560)	(772)
TOTAL EXPENDITURE	3	(107,562)	(70,851)	(178,413)	(145,258)
Net gains on investments		2,266	-	2,266	2,745
Net (expenditure)/ income		(2,772)	(9,767)	(12,539)	5,325
Transfers between funds		-	-	-	-
Other recognised gains	12	739	-	739	1,840
NET MOVEMENT IN FUNDS		(2,033)	(9,767)	11,800	7,165
RECONCILIATION OF FUNDS					
Total funds brought forward		3,251	44,933	48,184	41,019
Total funds carried forward		1,218	35,166	36,384	48,184

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2021

Balance sheet

	Notes	2021 £	2020 £
Fixed Assets			
Tangible assets	5	-	-
Investments	6	57,415	55,374
		57,415	55,374
Current Assets			
Debtors	7	1,547	18,553
Cash at bank and in hand		19,495	28,087
Total current assets		21,042	46,640
Current Liabilities			
Creditors: amounts falling due within one year	8	(9,953)	(16,387)
Net current assets		11,089	30,253
Creditors: amounts falling due in more than one year	9	(32,120)	(37,443)
Net assets		36,384	48,184
Funds of the Charity:			
Restricted Funds	10	35,166	44,933
Unrestricted Funds			
- General	10	38,482	45,764
- Designated pension liability	10	(37,264)	(42,513)
Total un-restricted funds		1,218	3,251
Total funds of the Charity		36,384	48,184

The accompanying accounting policies and notes form part of these financial statements.

Approved by the Trustees and signed on their behalf by:

Revd Richard Suffern
Chairman of Trustees

Date

Principal accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (updated 1 January 2019) – (Charities SORP (FRS102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The Charity 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).

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from its donors. The charity's budget for 2022 shows that the charity will be able to operate in the foreseeable future. Based on this understanding the trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charity.

Income and expenditure

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income relating to future periods is deferred until activity takes place.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Staff costs are allocated to expenditure categories in accordance with the amount of time spent by staff across the different activities in which the Charity operates.

Principal accounting policies (continued)

Irrecoverable VAT is allocated to the expense heading to which it relates in accordance with standard accounting practice

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP FRS 102, general volunteer time is not recognised.

On receipt, donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay for the facilities provided; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Bank interest and dividends are shown on the basis of amounts receivable in the year.

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight-line basis over the estimated useful life of the asset at the following rates:

Office & Computer equipment	-	3 years
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Fixed assets are capitalised when their cost exceeds £500.

Investments

Investments are initially recognised at cost and subsequently measured at their market 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.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

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

Taxation

As a registered charity, no provision is considered necessary for taxation.

Principal accounting policies (continued)

Pensions

The Charity makes contributions to a Pension Scheme at rates determined by the rules of the scheme. Contributions are charged to employee costs in the year in which they are payable.

The Charity also participates in the Baptist Pension Scheme and has been notified of the estimated employer debt on withdrawal from the scheme based on the financial position of the scheme as at 31 December 2016. See note 12 for further information.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2021

Notes to the financial statements

1. Income from donations and legacies

	2021		
	Un-restricted £	Restricted £	Total £
Gifts and donations	73,705	23,534	97,239
Gift Aid receivable	11,945	-	11,945
Legacies receivable	6,366	-	6,366
Grants	-	37,550	37,550
Donated facilities/services	3,400	-	3,400
	95,416	61,084	156,500

	2020		
	Un-restricted £	Restricted £	Total £
Gifts and donations	65,456	33,671	99,127
Gift Aid receivable	11,150	-	11,150
Legacies receivable	1,533	3,572	5,105
Grants	-	26,600	26,600
Donated facilities/services	3,462	-	3,462
	81,601	63,843	145,444

Donated facilities comprise the use of office space provided free of charge.

2. Income from trading activities

	2021 £	2020 £
Fundraising events	6,107	1,361
Fees receivable	989	1,030
	7,096	2,391

Notes to the financial statements (continued)

3. Analysis of expenditure

	Raising funds	Charitable activities	2021 Other Expenditure	Total
	£	£	£	£
Investment managers fees	237	-	-	237
Salaries	18,455	63,844	-	82,299
Printing & publicity	2,708	-	-	2,708
African project costs - restricted	-	70,851	-	70,851
African visit & travel costs	-	7,075	-	7,075
News & Prayer publications	-	3,879	-	3,879
UK office costs (including in-kind £3,345)	-	6,669	-	6,669
Postage & stationary	-	1,516	-	1,516
UK travel & hospitality	-	1,412	-	1,412
UK Training	-	20	-	20
Website costs	-	187	-	187
Independent Examiners' fee	-	1,000	-	1,000
Trustees meetings and expenses	-	-	-	-
Interest cost on pension liability	-	-	560	560
Total	21,400	156,453	560	178,413

	Raising funds	Charitable activities	2020 Other Expenditure	Total
	£	£	£	£
Investment managers fees	233	-	-	233
Salaries (including £8,241 restricted)	18,039	59,669	-	77,708
Printing & publicity	1,354	-	-	1,354
African project costs - restricted	-	46,453	-	46,453
Africa conference & training	-	517	-	517
African visit & travel costs	-	2,262	-	2,262
News & Prayer publications	-	4,875	-	4,875
UK office costs (including in-kind £3,345)	-	5,543	-	5,543
Postage & stationary	-	777	-	777
UK travel & hospitality	-	1,160	-	1,160
UK Training	-	1,950	-	1,950
Website costs	-	754	-	754
Independent Examiners' fee	-	900	-	900
Trustees meetings and expenses	-	-	-	-
Interest cost on pension liability	-	-	772	772
Total	19,626	124,860	772	145,258

Notes to the financial statements (continued)

4. Analysis of staff costs, trustee remuneration and expenses

	2021	2021
	£	£
Salaries	74,062	70,251
National Insurance	3,278	2,745
Pensions (Baptist Pension Scheme – see note 12)	4,335	4,250
Pensions (Other schemes)	624	462
Total	<u>82,299</u>	<u>77,708</u>
	No.	No.
Average number of employees (full-time equivalent)	<u>2</u>	<u>2</u>

No employee had employee benefits in excess of £60,000 (2020: £nil).

Key management personnel comprise the Chief Executive Officer and the Trustees. Employee benefits for key management personnel total £47,681 (2020: £45,677) including pension contributions.

The charity Trustees were not paid nor received any other benefits from employment or provision of professional services in the year (2020 £nil). No Travel expenses or other costs were reimbursed to Trustees (2020 £471.80 to two Trustees).

5. Tangible fixed assets

	Office Equipment £
Cost	
At beginning and end of year	<u>3,501</u>
Depreciation	
At beginning and end of year	<u>3,501</u>
Net Book Value	
At 31 December 2021 and 2020	<u>-</u>

Notes to the financial statements (continued)

6. Investments

	2021	2020
	£	£
At beginning of the year	55,271	52,526
Additions	11	-
Disposals	(139)	-
Revaluations	2,266	2,745
At end of year	57,409	55,271
Historical cost	48,000	48,000
Investments comprised:		
Listed investment funds	57,409	55,271
Cash awaiting investment	6	103
	57,415	55,374

7. Debtors

	2021	2020
	£	£
Prepayments	333	1,493
Gift aid receivable	560	40
Legacies receivable	-	17,020
Other income receivable	654	-
	1,547	18,553

8. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals	2,915	1,950
Other creditors including taxation and social security	1,894	1,767
Deferred income	-	7,600
Liability for pension fund deficit contributions (see note 12)	5,144	5,070
	9,953	16,387

Deferred income relates to grants received for the benefit of the next financial year.

Notes to the financial statements (continued)

9. Creditors: amounts falling due in more than one year

	2021 £	2020 £
Liability for pension fund deficit contributions (see note 12)	32,120	37,443

10. Funds

	2021					
	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	Balance at end of year £
Restricted funds						
- Local Language Bibles	11,821	8,150	(8,676)	-	-	11,295
- eVitabu	14,991	18,060	(25,688)	-	-	7,363
- Bicycles	4,671	1,038	(4,385)	-	-	1,324
- Pastoral Care	3,904	6,271	(9,175)	-	-	1,000
- Training	-	1,500	(1,500)	-	-	-
- St Paul's TC (Kapsabet)	566	2,400	(2,966)	-	-	-
- Training Ministry	-	4,800	(511)	-	-	4,289
- Children's Workers Training	2,651	-	-	-	-	2,651
- Growing Greener	-	5,450	(5,450)	-	-	-
- Jubilee Trees	1,299	474	(1,246)	-	-	527
- Other Solar projects	2,392	-	-	-	-	2,392
- Wisdom Bible School	-	5,000	(2,500)	-	-	2,500
- Atirir Bible School	827	3,898	(2,900)	-	-	1,825
- Covid Relief	1,571	4,043	(5,614)	-	-	-
- Mozambique Partnerships	240	-	(240)	-	-	-
	44,933	61,084	(70,851)	-	-	35,166
Unrestricted funds						
- General fund	45,764	102,524	(107,002)	(5,070)	2,266	38,482
- Designated pension reserve	(42,513)	-	(560)	5,070	739	(37,264)
Total	48,184	163,608	(178,413)	-	3,055	36,384

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient. Transfers from the pension reserve relate to payments made during the year towards the deficit on the Baptist Pension Fund.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2021

Notes to the financial statements (continued)

	2020					
	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	Balance at end of year £
Restricted funds						
- Local Language Bibles	6,278	6,500	(957)	-	-	11,821
- eVitabu	2,754	22,723	(10,486)	-	-	14,991
- Bicycles	3,872	901	(102)	-	-	4,671
- Pastoral Care	-	5,030	(6,026)	4,900	-	3,904
- Training	-	950	(9,701)	8,751	-	-
- St Paul's TC (Kapsabet)	-	3,000	(2,434)	-	-	566
- Children's Workers Training	-	3,572	(921)	-	-	2,651
- Growing Greener	625	6,000	(7,260)	635	-	-
- Jubilee Trees	2,563	1,907	(3,171)	-	-	1,299
- Other Solar projects	1,921	-	(813)	1,284	-	2,392
- Daily Bread (Solar oven)	8,145	-	-	(8,145)	-	-
- Atirir Bible School	-	928	(101)	-	-	827
- Covid Relief	-	12,332	(12,721)	1,960	-	1,571
- Mozambique Partnerships	240	-	-	-	-	240
	26,398	63,843	(54,693)	9,385	-	44,933
Unrestricted funds						
-General fund	61,938	83,995	(89,793)	(13,121)	2,745	45,764
-Designated pension reserve	(47,317)	-	(772)	3,736	1,840	(42,513)
Total	41,019	147,838	(145,258)	-	4,585	48,184

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient.

Notes to the financial statements (continued)

Funds are for the following purposes:

Local Language Bibles – Across rural Africa, church leaders have very limited access to Bibles, especially in their own languages. The Local Language Bible fund is used to purchase and distribute Bibles to church leaders serving in remote areas through APF partners. During 2021 beneficiaries included the Northern Ugandan Inter-Church Alliance, Église Évangélique de la Bonne Volonté au Rwanda and Transformational Compassion Network, Kenya. Funding was received from OM Special Projects.

eVitabu – eVitabu is an Android app placing an entire library of text, audio, and video resources into the hands of African church and community leaders. The app contains resources from academic institutions, development agencies, publishers, and prominent Christian leaders in a range of languages. Funding is allocated for research, development, production, and delivery of eVitabu. During 2021 funding for eVitabu came from sponsorships, church and individual donations and grants from the Deo Gloria Trust, Friends of Burundi, Tufton Charitable Trust, Andrew Kane Partnership Trust, Radstock Trust, Seedfield Trust and others.

Bicycles – Bicycles are an invaluable tool in rural Africa enabling church leaders to visit the communities they serve more easily, transport crops to and from market and generate additional household income. In 2021, most funding for this purpose came from an in-memorial gift. During 2021, beneficiaries of bicycle grants included Support for Change Initiative Ministries in Malawi, the Baptist Union of Burundi, the Diocese of Kibondo in Tanzania and the Deliverance Church Network in Uganda.

Pastoral Care – The Pastoral Care Fund enables APF to respond quickly when church leaders and their families experience serious and unforeseen difficulties, require travel grants or educational fees. During 2021, Pastoral Care grants were used to cover emergency costs for individuals and partner organisations in Uganda, Kenya and Rwanda.

Training – Training funds support theological education and pastoral formation training workshops in marginalised communities. During 2021, this fund supported training workshop programmes run by partners in hard-to-reach areas of western Kenya, Liberia, Tanzania and Rwanda in areas where most rural pastors have no formal training. A grant from the River Trust supported this purpose.

St Paul's TC (Kapsabet) – APF receives funds from St Barbara's Church in Coventry and manages their transfer and delivery to St Paul's Theological College in Kapsabet, Kenya. The support is allocated for infrastructure improvements at St John's Theological College and to make good theological education more accessible across the region.

Training Ministry – Training Ministries supports Cephas Leadership Foundation who provide pastoral mentoring, training and support to church leaders in Uganda. During 2021, funding was received from the Childs Charitable Trust, the Alexis Trust and the Thompson Trust.

Notes to the financial statements (continued)

Children's Workers Training – The Children's Worker Training fund is used to support children's and youth leader training in Rwanda. This is achieved through APF partners including the Word of Life Church network in western Rwanda and Église Évangélique de la Bonne Volonté au Rwanda in the north of the country.

Growing Greener – The Growing Greener fund is used to run sustainable agriculture training to help rural communities reduce poverty and adapt to climate change impacts. The training is delivered by church leaders from New Life Christian Church in Malawi and Word of God Ministries in Zambia. During 2021, funding for Growing Greener came from Open Gate Trust and Operation Agri.

Jubilee Trees – In partnership with Cephas Leadership Foundation (previously the Baptist Union of Uganda) and Climate Stewards, the Jubilee Trees project is planting indigenous trees around churches in Uganda to provide shade, timber and fruit, in addition to improving local ecosystems and biodiversity. The trees combat climate change by capturing carbon in the atmosphere. Climate Stewards match fund 50% of the project's budget.

Other Solar projects – APF works with Morogoro Diocese, Tanzania and Kigeme Diocese, Rwanda to provide church leaders with household solar power for lighting and income from mobile phone charging services. A small percentage of the profits from mobile phone charging services is used by pastors in the project to pay back into the schemes so more solar units can be bought and others can benefit.

Wisdom Bible School – Wisdom Bible School provides training for rural pastors in Gakenke and Rulindo Districts of northern Rwanda. Recent Rwandan government regulations require pastors to have a basic accredited theological qualification and the Wisdom Bible School is supporting the formal training of rural pastors who cannot continue to lead their churches without it. During 2021, funding came from Goodnews Evangelical Mission.

Atirir Bible School – Funding supports theology students attending Atirir Bible School in rural north-eastern Uganda. During 2021, funding for Atirir Bible School included grants from Canterbury Baptist Church and the Ulting Trust.

Covid Relief – The Covid-19 relief campaign continued to attract donor support for a variety of coronavirus and lockdown related support measures during 2021. Grants were made to African partners and contacts who applied for Covid-19 funding of between £50 and £500. Beneficiaries included Mission Évangélique Chrétienne Agape in Mali, the Ganyana Community Project and Judith Heard Foundation in Uganda, Nakuru Relief and Development Consortium in Kenya and New Life Christian Church in Malawi amongst others.

Mozambique Partnerships – The Mozambique Partnerships fund is used to direct support to Mozambique. During 2021, funding was administered by Carlos Tique Jone from the First Baptist Church of Beira and was used to support vulnerable families following Tropical Storm Ana.

Notes to the financial statements (continued)

11. Analysis of net assets between funds

Fund balances at 31 December 2021 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Investments	43,291	14,124	57,415
Current assets	-	21,042	21,042
Current liabilities	(9,953)	-	(9,953)
Long term liabilities	(32,120)	-	(32,120)
Total	1,218	35,166	36,384

Fund balances at 31 December 2020 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Investments	55,374	-	55,374
Current assets	1,707	44,933	46,640
Current liabilities	(16,387)	-	(16,387)
Long term liabilities	(37,443)	-	(37,443)
Total	3,251	44,933	48,184

12. Pension commitments

Baptist Pension Scheme

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

For any month, each participating employer in the Scheme pays contributions as set out in the Schedule of Contributions in force at that time.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined

Notes to the financial statements (continued)

contribution scheme. The pensions costs charged to the SOFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

One member of staff is eligible to join the Scheme, which is not contracted out of the State Second Pension.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Unum Limited. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%. The further 4% contribution rate is reduced to 3% for Employer contributions made to the Segregated DC Arrangement.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

Actuarial valuation as at 31 December 2016

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2016 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £219 million.

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £93 million (equivalent to a past service funding level of 70%). The Charity and the other employers supporting the DB Plan are collectively responsible for funding this deficit.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2021

The key assumptions underlying the valuation were as follows:

Type of assumption	%pa
RPI price inflation assumption	3.50
CPI price inflation	2.75
Minimum Pensionable Income increases (CPI plus 1.0% pa)	3.50
Assumed investment returns	
- Pre-retirement	3.50
- Post retirement	2.25
Deferred pension increases	
- Pre April 2009	3.50
- Post April 2009	2.50
Pension increases	
- Main Scheme pension Pre-April 2006	2.70
- Main Scheme pension Post April 2006	2.00

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2019.

As there are a large number of contributing employers participating in the Scheme, the Charity is unable to identify its share of the underlying assets and liabilities of the schemes. Accordingly, due to the nature of the Scheme, the profit and loss charge for the period represents the employer contributions payable. The total pension cost for the Charity in relation to this scheme is £4,335 (2020 £4,250), excluding deficiency contributions.

Recovery plan

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

Consequent upon the departure of the previous Director in 2010, the Charity had a cessation event under Section 75 of the Pensions Act 1995. This makes the Charity liable for the proportion of the overall deficit (assessed by reference to the cost of securing benefits by the purchase of annuities) applicable to its previous Director who was a member of the Scheme. At present the Charity is paying the ongoing deficiency contributions outlined above, and the balance sheet liability below is based on those deficiency contributions. However, the Pension Scheme Trustee has the right to quantify and seek payment of the debt at any time.

Under the current Recovery Plan dated 16 December 2018, deficiency contributions are payable until December 2028. These contributions are broadly based on employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

Notes to the financial statements (continued)

Movement in balance sheet liability

Section 28.11A of FRS102 requires agreed deficit recovery payments to be recognised as a liability. The movements in the provision are set out below:

	2021	2020
	£	£
Balance sheet liability at start of year	42,513	47,317
Deficiency contributions paid	(5,070)	(3,736)
Interest cost	560	772
Other recognised gains *	(739)	(1,840)
Balance sheet liability at end of year	37,264	42,513

*comprises any change in agreed deficit recovery plan and change in assumptions between year ends.

This liability represents the present value of the deficit contributions agreed as at 31 December 2021 and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	2021	2020
Discount rate	1.9%	1.4%
Future increases to minimum pensionable income	3.3%	2.9%

13. Transactions with related parties

There were the following transactions with related parties during the year:

Donations and gifts, without conditions, from 6 Trustees - £6,025 (2020: £6,160)

14. Controlling Interests

The Charity is controlled by the Trustees.

Notes to the financial statements (continued)

15. Prior Year Comparative Statement of Financial Activities for 2020

	Restricted funds	Unrestricted funds	Total funds
	£	£	£
Income:			
Donations and legacies	63,843	81,601	145,444
Other trading activities	-	2,391	2,391
Investment income – bank interest	-	3	3
Total income	63,843	83,995	147,838
Expenditure on:			
Raising Funds	-	(19,626)	(19,626)
Charitable Activities	(54,693)	(70,167)	(124,860)
Other expenditure	-	(772)	(772)
Total expenditure	(54,693)	(90,565)	(145,258)
Net gains on investments	-	2,745	2,745
Net income/(expenditure)	9,150	(3,825)	5,325
Transfers between funds	9,385	(9,385)	-
Other recognised gains/losses	-	1,840	1,840
Net movement in funds	18,535	(11,370)	7,165
Reconciliation of funds			
Total funds at beginning of year	26,398	14,621	41,019
Total funds at end of year	44,933	3,251	48,184

Accounts



African Pastors' Fellowship

Trustees' Report and Financial Statements for the year
ended 31 December 2020

Registered Charity number 282756

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

Contents

	Page
Report of the trustees	3-8
Statement of Trustees responsibilities	9
Report of the independent examiner	10
Statement of financial activities	11
Balance sheet	12
Principle accounting policies	13-15
Notes to the financial statements	16-28

Report of the trustees

The trustees of the African Pastors' Fellowship ("the Charity") have pleasure in presenting their report and financial statements for the year ended 31 December 2020. The financial statements comply with the Charities Act 2011, the Constitution and 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) (updated 1 January 2019).

OBJECTIVES AND ACTIVITIES

As set out in its Constitution, the Charity is established for the advancement of the Christian Religion by the provision of financial, spiritual and medical assistance to Church leaders of all denominations and their dependents in Africa, and other such countries as from time to time may be determined, and the training of such leaders. This is achieved by providing:

- A:
1. Local Training courses
 2. Related literature in relevant languages
 3. Basic equipment for ministry – books, bicycles, etc
 4. Additional pastoral care
- B: Expanding a fellowship of supporters who will aid the work of the African Pastors' Fellowship in developing countries through prayer and practical giving.

In shaping the objectives for the year and planning activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

The vision of APF is to empower Christian leaders so as to enable effective ministry that delivers community transformation through the local church.

The mission of APF is to develop the capacity of Christian leaders in partnership with African agencies to provide training, equipment and pastoral care (APF pastor the pastors that pastor the pastors).

The ultimate goal of our charitable objectives is to bring community transformation, mainly in rural sub-Saharan east Africa, through the local church (registered networks, denominations and related partner NGOs). This is achieved largely through investment in capacity building of faith community leaders (both lay and ordained). The future strategy is to resource and release indigenous leaders with vision, capacity and an existing ministry 'pastoring pastors' so as to increase, multiply and better culturally contextualise the work. Some projects bring obvious and immediate community transformation (such as sustainable domestic solar technology) while other projects (such as training in family values, entrepreneurship and sustainable farming) will bring lasting benefit in the longer-term.

ACHIEVEMENTS AND PERFORMANCE

Activity

Despite the Covid-19 pandemic APF enjoyed a productive year. Although some aspects of our work were not possible for some or all of the year, notably the expansion and scaling of eVitabu in Africa and gathered training events, the Covid-19 Relief Fund, established as early as April 2020 gained substantial donor support and a large number of Covid-19 related mitigation projects and pastoral grants were disbursed. Highlights from APF's activities over the course of the year include:

- 78 individual grants disbursed for all causes.
- 300 pastors and Christian leaders using the eVitabu library resource hub, reaching 30,000 churches and an estimated 300,000 people across 15 nations.
- 450 new resources uploaded to eVitabu and three induction workshops delivered by our Kenyan eVitabu support worker Rossa Wanjiru.
- 25 in-service training conferences in Kenya, Rwanda, Tanzania and Uganda sponsored reaching 5,000 Sunday school teachers, lay leaders, women's leaders and pastors.
- Three seminaries and churches supported with land purchases, infrastructure improvements, student scholarships and the development of an IT suite.
- 250 leaders from as far afield as Liberia to Zambia gathered for inspirational Bible teaching, theological reflection, networking and mutual support in ten online pastor gatherings on Zoom.
- 1,970 indigenous and fruit tree saplings planted in Ugandan Anglican, Baptist and Pentecostal churches as part of the Jubilee Tree initiative. Forestry expert Bernadette Kabonesa ran training for pastors and church members covering tree spacing, planting methods and environmental and community benefits of the project.
- 500 local language Bibles distributed in hard-to-reach regions.
- Camels procured for the Ilchamus and Pokot pastors in western Kenya.
- 79 villages in southern Malawi and 5 communities in Zambia impacted by *Growing Greener*, our church based agricultural training project improving harvests, health and church rural outreach.
- 25 rural parishes have access to light and power in Tanzania and Rwanda through *Let There Be Light* solar project.
- 50 Covid-19 Relief and Pastoral grants ranging from £50 to £500 awarded to partners in ten nations for hygiene and sanitation, emergency food supplies, school fees, urgent medical care, NGO operating costs, support for victims of sexual violence and start-up income generation projects.

Achievements

The activity outlined above represents a remarkable return on limited resources in exceptionally challenging circumstances. It is hugely valuable in meeting the charity's core objectives. Although limiting progress on our strategic objectives around eVitabu, the pandemic served as a helpful reminder that a key part of APF's ministry is pastoral care, which sometimes needs to be expressed in tangible and practical ways.



"eVitabu is a library where all the books I need are in this one app"

Pastor Alex Sokiri, Morobi Refugee Camp



"We have used eVitabu so much and have seen many lives changed."

Revd Francis Esomu, Atirir Bible School

In the UK

APF has an outstanding and dedicated team of full and part-time staff which is supported by an experienced Trustees board. Some of the notable UK activity and achievement during 2020 was as follows:

- Over 100 workdays spent supporting African partners through remote contact or physical visits in Africa.
- Over 100 midweek meetings with UK partners and supporters either online or in person.
- 95 funding bids resulting in 20 successful applications and eight new trust donors.
- 40 workdays of African project management
- 30 Sunday church engagements in-person and online
- 20 workdays of consultancy and pro bono eVitabu development time
- 50 workdays dedicated to maintaining exceptional governance and compliance.
- £15,000 funding received through social media marketing and publicity.
- Two 'in memorial' gifts received including one for children's and youth worker training.
- Two new team members appointed: Susan Gollins, UK Finance Coordinator and Rossalynne Wanjiru, Kenya eVitabu Support Worker.

FINANCIAL REVIEW

Finances in 2020

2020 was a satisfactory year from a financial perspective. Overall, income was down by approximately 10% or £16,000, but this masked a pleasing increase in donations and gifts of £20,000. However, this was offset by a reduction of around £10,000 in grants received and £27,000 in legacies received.

Expenditure was down by 14% or £24,000 reflecting our Covid-19 induced inability to visit Africa as often as we had budgeted or to move ahead with a range of African projects during lockdown periods.

The result of all this is that restricted funds are at a very high level (£44,933). We are acutely aware of this and are budgeting to reduce these funds as soon as it is prudent to do so.

We remain very grateful for the generosity of our supporters who continue to provide for the work of APF through regular giving, responding to appeals and from gifts in wills. We also continue to benefit from generous gifts from grant making trusts.

Overall, our finances remain satisfactory, enabling us to move forward with our strategic objectives.

Pension Liabilities and Reserves Policy

As explained below, the accounting policies of FRS102 require us to include as a liability agreed deficit contributions to be paid to the Baptist Pension Scheme over the next 8 years. At the year end, that liability was £42,513 (2019: £47,317).

The effect of this in our accounts is to reduce our reserves by this amount leaving us with funds as follows:

	£
General un-restricted funds	45,764
Designated pension reserve	<u>(42,513)</u>
Total un-restricted funds	3,251
Restricted funds	<u>44,933</u>
Total funds	<u>48,184</u>

As noted above the pension reserve will crystallise over the next 8 years and consequently the Trustees feel it appropriate to exclude this amount from general funds when making decisions regarding the reserves policy and future expenditure. Therefore, the Trustees have agreed that

the current policy remains appropriate, which is to maintain, as a minimum, sufficient general funds to cover at least three months' unavoidable costs, being approximately £22,000.

The Trustees are confident that the charity will have sufficient cashflows to meet the annual liabilities as they become due, and, at this stage, see no reason to curtail charitable expenditure from planned levels in order to maintain reserves sufficient to meet the liability in full over the next 8 years. The Trustees will, however, continue to monitor this situation carefully.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The African Pastors' Fellowship is a registered charity (No. 282756) and governed by its Constitution originally adopted on 1 June 1981 and subsequently amended on 27 November 1990, 16 June 1999 and 27 March 2003.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the Trust's activities and to be able to discharge their obligations as Trustees.

Management

The Trustees delegate the day to day running and administering of the Charity and its activities to the CEO and UK staff team.

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees:

Revd Richard Suffern	-	Chairman
Mr John Chambers	-	Treasurer
Revd David J Howard		
Revd Richard Tucker		
Revd Andrew North		
Mr Andrew Richardson		
Revd John Martin		(resigned 20 May 2020)
Mrs Florence Anne Lyttle		(appointed 25 Nov 2020)

Chief Executive Officer:

Revd David Stedman

Projects Coordinator:

Mr Geoff Holder

Finance Coordinator:

Mrs Michelle Anderson (resigned 31 Aug 2020)
Mrs Susan Gollins (appointed 1 Aug 2020)

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

Charity Number: 282756

Registered Office:

Station House
Station Approach
Adisham
Canterbury
CT3 3JE

Independent Examiner:

Karen Hanlan, ACA
Karen Hanlan Independent Examiner Limited
12 Waterloo Close
Wellesbourne
CV35 9JG

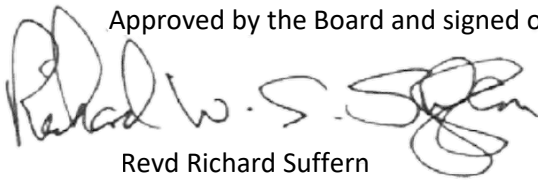
Bankers:

Yorkshire Bank
7-11 High Street
Coventry
CV1 5SB

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

CCLA Investment Management
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Approved by the Board and signed on its behalf by:



Revd Richard Suffern
Chairman of Trustees

19th June 2021.

Date

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and UK Accounting Standards including Statement of Recommended Practice 2015 'Accounting and Reporting by Charities'.

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and of the surplus or deficit incurred by the Charity for that year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to exist.

The trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

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

Independent Examiner's Report to the Trustees of the African Pastors' Fellowship

I report to the trustees on my examination of the accounts of the African Pastors Fellowship ('the Charity') for the year ended 31 December 2020 which are set out on pages 11-28.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1) accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Karen Hanlan, Institute of Chartered Accountants, England & Wales
Karen Hanlan Independent Examiner Limited
12 Waterloo Close, Wellesbourne, CV35 9JG

Date 19/6/21

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

Statement of financial activities

	Note	Un- restricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
INCOME FROM:					
Donations and legacies	1	81,601	63,843	145,444	162,253
Other trading activities	2	2,391	-	2,391	1,173
Investments		3	-	3	57
TOTAL INCOME		83,995	63,843	147,838	163,483
EXPENDITURE ON:					
Raising Funds		(19,626)	-	(19,626)	(26,855)
Charitable activities		(70,167)	(54,693)	(124,860)	(141,605)
Other expenditure		(772)	-	(772)	(1,150)
TOTAL EXPENDITURE	3	(90,565)	(54,693)	(145,258)	(169,610)
Net gains on investments		2,745	-	2,745	7,235
Net (expenditure)/ income		(3,825)	9,150	5,325	1,108
Transfers between funds		(9,385)	9,385	-	-
Other recognised gains/(losses)	12	1,840	-	1,840	(717)
NET MOVEMENT IN FUNDS		(11,370)	18,535	7,165	391
RECONCILIATION OF FUNDS					
Total funds brought forward		14,621	26,398	41,019	40,628
Total funds carried forward		3,251	44,933	48,184	41,019

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

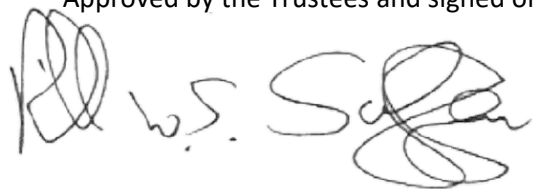
African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

Balance sheet

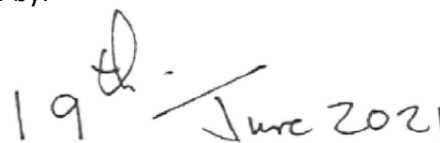
	Notes	2020 £	2019 £
Fixed Assets			
Tangible assets	5	-	-
Investments	6	55,374	52,861
		55,374	52,861
Current Assets			
Debtors	7	18,553	23,408
Cash at bank and in hand		28,087	14,527
Total current assets		46,640	37,935
Current Liabilities			
Creditors: amounts falling due within one year	8	(16,387)	(7,447)
Net current assets		30,253	30,488
Creditors: amounts falling due in more than one year	9	(37,443)	(42,330)
Net assets		48,184	41,019
Funds of the Charity:			
Restricted Funds	10	44,933	26,398
Unrestricted Funds			
- General	10	45,764	61,938
- Designated pension liability	10	(42,513)	(47,317)
Total un-restricted funds		3,251	14,621
Total funds of the Charity		48,184	41,019

The accompanying accounting policies and notes form part of these financial statements.

Approved by the Trustees and signed on their behalf by:



Revd Richard Suffern
Chairman of Trustees



Date

Principal accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (updated 1 January 2019) – (Charities SORP (FRS102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The Charity 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).

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue to operate. The validity of this assumption is dependent upon the continuance of support from its donors. The charity's budget for 2021 shows that the charity will be able to operate in the foreseeable future. Based on this understanding the trustees believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charity.

Income and expenditure

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income relating to future periods is deferred until activity takes place.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Staff costs are allocated to expenditure categories in accordance with the amount of time spent by staff across the different activities in which the Charity operates.

Principal accounting policies (continued)

Irrecoverable VAT is allocated to the expense heading to which it relates in accordance with standard accounting practice

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP FRS 102, general volunteer time is not recognised.

On receipt, donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay for the facilities provided; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Bank interest and dividends are shown on the basis of amounts receivable in the year.

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight-line basis over the estimated useful life of the asset at the following rates:

Office & Computer equipment	-	3 years
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Fixed assets are capitalised when their cost exceeds £500.

Investments

Investments are initially recognised at cost and subsequently measured at their market 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.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

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

Taxation

As a registered charity, no provision is considered necessary for taxation.

Principal accounting policies (continued)

Pensions

The Charity makes contributions to a Pension Scheme at rates determined by the rules of the scheme. Contributions are charged to employee costs in the year in which they are payable.

The Charity also participates in the Baptist Pension Scheme and has been notified of the estimated employer debt on withdrawal from the scheme based on the financial position of the scheme as at 31 December 2016. See note 12 for further information.

Notes to the financial statements

1. Income from donations and legacies

	2020		
	Un-restricted £	Restricted £	Total £
Gifts and donations	65,456	33,671	99,127
Gift Aid receivable	11,150	-	11,150
Legacies receivable	1,533	3,572	5,105
Grants	-	26,600	26,600
Donated facilities/services	3,462	-	3,462
	81,601	63,843	145,444

	2019		
	Un-restricted £	Restricted £	Total £
Gifts and donations	62,080	17,200	79,280
Gift Aid receivable	10,616	-	10,616
Legacies receivable	29,380	2,500	31,880
Grants	2,750	34,727	37,477
Donated facilities	3,000	-	3,000
	107,826	54,427	162,253

Donated facilities comprise the use of office space provided free of charge.

2. Income from trading activities

	2020 £	2019 £
Fundraising events	1,361	1,173
Fees receivable	1,030	-
	2,391	1,173

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

Notes to the financial statements (continued)

3. Analysis of expenditure

	Raising funds	Charitable activities	2020 Other Expenditure	Total
	£	£	£	£
Investment managers fees	233	-	-	233
Salaries (including £8,241 restricted)	18,039	59,669	-	77,708
Printing & publicity	1,354	-	-	1,354
African project costs - restricted	-	46,453	-	46,453
Africa conference & training	-	517	-	517
African visit & travel costs	-	2,262	-	2,262
News & Prayer publications	-	4,875	-	4,875
UK office costs (including in-kind £3,000)	-	5,543	-	5,543
Postage & stationary	-	777	-	777
UK travel & hospitality	-	1,160	-	1,160
UK Training	-	1,950	-	1,950
Website costs	-	754	-	754
Independent Examiners' fee	-	900	-	900
Trustees meetings and expenses	-	-	-	-
Interest cost on pension liability	-	-	772	772
Total	19,626	124,860	772	145,258

	Raising funds	Charitable activities	2019 Other Expenditure	Total
	£	£	£	£
Investment managers fees	255	-	-	255
Salaries (including £7,054 restricted)	18,480	55,436	-	73,916
Printing & publicity	2,026	-	-	2,026
Fundraising consultants	5,562	-	-	5,562
Fundraising events	532	-	-	532
African project costs - restricted	-	54,786	-	54,786
African visit & travel costs	-	12,464	-	12,464
Impetus (news and prayer letter) publications	-	6,123	-	6,123
UK office costs (including in-kind £3,000)	-	6,404	-	6,404
Postage & stationery	-	1,040	-	1,040
UK travel & hospitality	-	3,707	-	3,707
UK training costs	-	360	-	360
Independent Examiners' fee	-	900	-	900
Trustees meetings and expenses	-	385	-	385
Interest cost on pension liability	-	-	1,150	1,150
Total	26,855	141,605	1,150	169,610

Notes to the financial statements (continued)

4. Analysis of staff costs, trustee remuneration and expenses

	2020	2019
	£	£
Salaries	70,251	66,334
National Insurance	2,745	3,013
Pensions (Baptist Pension Scheme – see note 12)	4,250	4,166
Pensions (Other schemes)	462	403
Total	<u>77,708</u>	<u>73,916</u>
	No.	No.
Average number of employees (full-time equivalent)	<u>2</u>	<u>2</u>

No employee had employee benefits in excess of £60,000 (2019: £nil).

Key management personnel comprise the Chief Executive Officer and the Trustees. Employee benefits for key management personnel total £50,481 including pension contributions.

The charity Trustees were not paid nor received any other benefits from employment or provision of professional services in the year (2019 £nil). Travel expenses and training course costs totalling £471.80 were reimbursed to two Trustees in 2019 (2020 £nil). One trustee undertook a trip to Rwanda in 2019 on APF's behalf and some of his subsistence costs for that trip were covered by the charity.

5. Tangible fixed assets

	Office Equipment £
Cost	
At beginning and end of year	<u>3,501</u>
Depreciation	
At beginning and end of year	<u>3,501</u>
Net Book Value	
At 31 December 2019 and 2018	<u>-</u>

Notes to the financial statements (continued)

6. Investments

	2020	2019
	£	£
At beginning of the year	52,526	55,280
Additions	-	11
Disposals	-	(10,000)
Revaluations	2,745	7,235
	<u>55,271</u>	<u>52,526</u>
At end of year	<u>55,271</u>	<u>52,526</u>
Historical cost	<u>48,000</u>	<u>48,000</u>
Investments comprised:		
Listed investment funds	55,271	52,526
Cash awaiting investment	103	335
	<u>55,374</u>	<u>52,861</u>

7. Debtors

	2020	2019
	£	£
Prepayments	1,493	-
Gift aid receivable	40	1,158
Legacies receivable	17,020	22,000
Other income receivable	-	250
	<u>18,553</u>	<u>23,408</u>

8. Creditors: amounts falling due within one year

	2020	2019
	£	£
Accruals	1,950	905
Other creditors including taxation and social security	1,767	1,555
Deferred income	7,600	-
Liability for pension fund deficit contributions (see note 12)	5,070	4,987
	<u>16,387</u>	<u>7,447</u>

Deferred income relates to grants received for the benefit of the next financial year.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

Notes to the financial statements (continued)

9. Creditors: amounts falling due in more than one year

	2020 £	2019 £
Liability for pension fund deficit contributions (see note 12)	37,443	42,330

10. Funds

	2020					
	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	Balance at end of year £
Restricted funds						
- Local Language Bibles	6,278	6,500	(957)	-	-	11,821
- eVitabu	2,754	22,723	(10,486)	-	-	14,991
- Bicycles	3,872	901	(102)	-	-	4,671
- Pastoral Care	-	5,030	(6,026)	4,900	-	3,904
- Training	-	950	(9,701)	8,751	-	-
- St Paul's TC (Kapsabet)	-	3,000	(2,434)	-	-	566
- Children's Workers Training	-	3,572	(921)	-	-	2,651
- Growing Greener	625	6,000	(7,260)	635	-	-
- Jubilee Trees	2,563	1,907	(3,171)	-	-	1,299
- Other Solar projects	1,921	-	(813)	1,284	-	2,392
- Daily Bread (Solar oven)	8,145	-	-	(8,145)	-	-
- Atirir Bible School	-	928	(101)	-	-	827
- Covid Relief	-	12,332	(12,721)	1,960	-	1,571
- Mozambique Partnerships	240	-	-	-	-	240
	26,398	63,843	(54,693)	9,385	-	44,933
Unrestricted funds						
- General fund	61,938	83,995	(89,793)	(13,121)	2,745	45,764
- Designated pension reserve	(47,317)	-	(772)	3,736	1,840	(42,513)
Total	41,019	147,838	(145,258)	-	4,585	48,184

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient. Other transfers relate to a reallocation of funds to a different project on agreement of the relevant funder.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

Notes to the financial statements (continued)

	2019					
	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	Balance at end of year £
Restricted funds						
- Other literature (OM Bibles)	1,010	7,000	(1,732)	-	-	6,278
- eVitabu (e-training tablet)	-	16,090	(13,336)	-	-	2,754
- Transport (Bikes)	5,028	3,268	(4,424)	-	-	3,872
- Pastoral Care	-	822	(2,044)	1,222	-	-
- Training Uganda	400	11,409	(26,249)	14,440	-	-
- Growing Greener Malawi	-	7,269	(6,644)	-	-	625
- Jubilee Trees	-	5,048	(2,485)	-	-	2,563
- Let There Be Light (Solar project)	1,921	-	-	-	-	1,921
- Daily Bread (Solar oven)	8,581	-	(436)	-	-	8,145
- Atirir Bible School	-	3,691	(3,885)	194	-	-
- Africa Hope (Project Malawi)	1,015	(410)	(605)	-	-	-
- Mozambique Partnerships	-	240	-	-	-	240
	17,955	54,427	(61,840)	15,856	-	26,398
Unrestricted funds						
- General fund	72,997	109,056	(106,620)	(20,730)	7,235	61,938
- Designated pension reserve	(50,324)	-	(1,150)	4,874	(717)	(47,317)
Total	40,628	163,483	(169,610)	-	6,518	41,019

Transfers to restricted funds relate to spending on projects from general funds where project funding was insufficient.

Notes to the financial statements (continued)

Funds are for the following purposes:

Local Language Bibles (previously 'Other literature (OM Bibles)') – Across rural Africa, church leaders have very limited access to Bibles, especially in their own languages. Funding has been used to purchase and distribute Bibles to churches in remote areas through APF partners, for example to Pokot and Ilchamus people groups in western Kenya. Funding was provided through OM Special Projects.

eVitabu (previously 'eVitabu (e-training tablet)') – Funding is allocated for research, development, production and delivery of eVitabu, an e-training mobile app. Remaining true to APF's pioneering heritage and focus on training, eVitabu places an entire library of text, audio and video resources into the hands of African church and community leaders. eVitabu can be installed on Android devices popular in Africa and contains resources from academic institutions, development agencies, publishers and prominent Christian leaders in a range of languages. 2020 funding for eVitabu includes sponsorship of users and grants from the Deo Gloria Trust, Hinchley Charitable Trust, Tufton Charitable Trust, River Trust, Souter Charitable Trust, Radstock Trust, Seedfield Trust and others.

Bicycles (previously 'Transport (Bikes)') – Bicycles are an invaluable tool in rural Africa enabling church leaders to visit the communities they serve more easily, transport crops to and from market and generate additional household income. Funding in 2020 came from individual donors and St Luke's Church, Grayshott. During 2020, a bicycle grant was made to a partner in Uganda.

Pastoral Care – The Pastoral Care Fund enables APF to respond quickly when church leaders and their families experience serious and unforeseen difficulties or require travel grants and educational fees. Examples of how Pastoral Care grants were used during 2020 includes covering emergency medical costs in Uganda, income generation schemes for those in financial trouble in Kenya and supporting a land purchase in South Sudan when a church faced eviction.

Training (previously 'Training Uganda') – Funding supports theological education and pastoral formation training workshops in marginalised communities. Examples include workshop series run by partners in hard-to-reach areas of western Kenya and north-west Tanzania where most rural pastors have no formal training. Funding was also allocated to Rwanda where government regulations require pastors to have accredited theological qualifications through Wisdom Bible School and Église Évangélique de la Bonne Volonté au Rwanda.

St Paul's TC (Kapsabet) – A three-way partnership between APF, St Barbara's Church in Coventry and St Paul's Theological College in Kapsabet, Kenya. Funding is allocated for infrastructure improvements at St John's Theological College and to make good theological education more accessible across the region.

Notes to the financial statements (continued)

Children's Workers Training – 'In memory' gifts used for children's and youth leader training in Rwanda through Word of Life in Western Province and Église Évangélique de la Bonne Volonté au Rwanda in Northern Province.

Growing Greener – APF partner New Life Christian Church runs a church-community poverty reduction and climate change adaptation project in rural southern Malawi called Growing Greener. The initiative combines community-based training in sustainable agriculture alongside a gospel message. Funding for Growing Greener comes from individual donations, an annual grant from Operation Agri grant and from Maranatha Community Church, Trowbridge. During 2020, the project was also piloted in Zambia by new APF partner Word of God Ministries.

Jubilee Trees – Working in partnership with the Baptist Union of Uganda and Climate Stewards, APF's Jubilee Trees project is planting thousands of indigenous trees around local Ugandan churches to provide shade, timber and fruit, and improve soils, water retention and eco-systems. By capturing carbon in the atmosphere, the trees are combatting climate change. Alongside donations from individual supporters and several UK churches, Climate Stewards match fund 50% of the project's budget.

Other Solar projects – APF works with church partners in Morogoro Diocese, Tanzania and Kigeme Diocese, Rwanda to provide household solar lighting and mobile phone charging income generation opportunities for church leaders. Using a small percentage of their mobile phone charging profits, pastors are paying back into the schemes so more solar units can be bought and others can benefit.

Daily Bread (Solar Oven) – With the agreement of donors, funding restricted to supporting a solar oven project for Atirir Bible School in Uganda was reallocated to Pastoral Care and Other Solar Projects categories. This was because efforts by the project partner to purchase the solar oven and build the required infrastructure had been unsuccessful.

Atirir Bible School – Funding supports theology students attending Atirir Bible School in rural north-eastern Uganda. Funding sources for 2020 includes individual donations and Canterbury Baptist Church.

Covid Relief – Established in April 2020, APF's Covid-19 relief campaign gained substantial donor support for a wide range of coronavirus and lockdown hardship related mitigation measures. Following a successful social media campaign, over 40 grants were made to African partners and contacts who applied for Covid-19 funding of between £50 and £500. Examples of grants made include food relief to vulnerable families via the Central Rift Baptist Convention in Kenya, the purchase of hygiene and sanitation resources in Uganda and South Sudan and PPE equipment in Burundi.

Mozambique Partnerships – Initial links were made to begin working more closely with the Baptist Convention in Mozambique and a team of IT contacts in the country.

Notes to the financial statements (continued)

11. Analysis of net assets between funds

Fund balances at 31 December 2020 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Investments	55,374	-	55,374
Current assets	1,707	44,933	46,640
Current liabilities	(16,387)	-	(16,387)
Long term liabilities	(37,443)	-	(37,443)
Total	3,251	44,933	48,184

Fund balances at 31 December 2019 are represented by:	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-	-	-
Investments	52,861	-	52,861
Current assets	11,537	26,398	37,935
Current liabilities	(7,447)	-	(7,447)
Long term liabilities	(42,330)	-	(42,330)
Total	14,621	26,398	41,019

12. Pension commitments

Baptist Pension Scheme

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

For any month, each participating employer in the Scheme pays contributions as set out in the Schedule of Contributions in force at that time.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined

Notes to the financial statements (continued)

contribution scheme. The pensions costs charged to the SOFA in the year are contributions payable towards benefits and expenses accrued in that year, plus any impact of deficiency contributions (see below).

One member of staff is eligible to join the Scheme, which is not contracted out of the State Second Pension.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Unum Limited. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%. The further 4% contribution rate is reduced to 3% for Employer contributions made to the Segregated DC Arrangement.

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers' Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

Actuarial valuation as at 31 December 2016

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2016 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £219 million.

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £93 million (equivalent to a past service funding level of 70%). The Charity and the other employers supporting the DB Plan are collectively responsible for funding this deficit.

African Pastors' Fellowship
Financial Statements
for the year ended 31 December 2020

The key assumptions underlying the valuation were as follows:

Type of assumption	%pa
RPI price inflation assumption	3.50
CPI price inflation	2.75
Minimum Pensionable Income increases (CPI plus 1.0% pa)	3.50
Assumed investment returns	
- Pre-retirement	3.50
- Post retirement	2.25
Deferred pension increases	
- Pre April 2009	3.50
- Post April 2009	2.50
Pension increases	
- Main Scheme pension Pre-April 2006	3.70
- Main Scheme pension Post April 2006	2.00

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2019.

As there are a large number of contributing employers participating in the Scheme, the Charity is unable to identify its share of the underlying assets and liabilities of the schemes. Accordingly, due to the nature of the Scheme, the profit and loss charge for the period represents the employer contributions payable. The total pension cost for the Charity in relation to this scheme is £4,250 (2019 £4,166), excluding deficiency contributions.

Recovery plan

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

Consequent upon the departure of the previous Director in 2010, the Charity had a cessation event under Section 75 of the Pensions Act 1995. This makes the Charity liable for the proportion of the overall deficit (assessed by reference to the cost of securing benefits by the purchase of annuities) applicable to its previous Director who was a member of the Scheme. At present the Charity is paying the ongoing deficiency contributions outlined above, and the balance sheet liability below is based on those deficiency contributions. However, the Pension Scheme Trustee has the right to quantify and seek payment of the debt at any time.

Notes to the financial statements (continued)

Movement in balance sheet liability

Section 28.11A of FRS102 requires agreed deficit recovery payments to be recognised as a liability. The movements in the provision are set out below:

	2020 £	2019 £
Balance sheet liability at start of year	47,317	50,324
Deficiency contributions paid	(3,736)	(4,874)
Interest cost	772	1,150
Other recognised (gains)/losses *	(1,840)	717
	<u>42,513</u>	<u>47,317</u>
Balance sheet liability at end of year	42,513	47,317

*comprises any change in agreed deficit recovery plan and change in assumptions between year ends.

This liability represents the present value of the deficit contributions agreed as at 31 December 2020 and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	2020	2019
Discount rate	1.4%	1.7%
Future increases to minimum pensionable income	2.9%	3.2%

13. Transactions with related parties

There were the following transactions with related parties during the year:

Donations and gifts, without conditions, from 5 Trustees - £6,160 (2019: £7,305)

14. Controlling Interests

The Charity is controlled by the Trustees.

Notes to the financial statements (continued)

15. Prior Year Comparative Statement of Financial Activities for 2019

	Restricted funds	Unrestricted funds	Total funds
	£	£	£
Income:			
Donations and legacies	54,527	107,826	162,253
Other trading activities	-	1,173	1,173
Investment income – bank interest	-	57	57
Total income	54,527	109,056	163,483
Expenditure on:			
Raising Funds	-	(26,855)	(26,855)
Charitable Activities	(61,840)	(79,765)	(141,605)
Other expenditure	-	(1,150)	(1,150)
Total expenditure	(61,840)	(107,770)	(169,610)
Net gains on investments	-	7,235	7,235
Net (expenditure)/ income	(7,413)	8,521	1,108
Transfers between funds	15,856	(15,856)	-
Other recognised gains/losses	-	(717)	(717)
Net movement in funds	8,443	(8,052)	391
Reconciliation of funds			
Total funds at beginning of year	17,955	22,673	40,628
Total funds at end of year	26,398	14,621	41,019