



CAMBRAY
BAPTIST CHURCH
CHELTENHAM
LOVE + GROW + GO

Cambray Baptist Church, Cheltenham

Annual Report and Financial Statements
for the year ended 31 December 2019

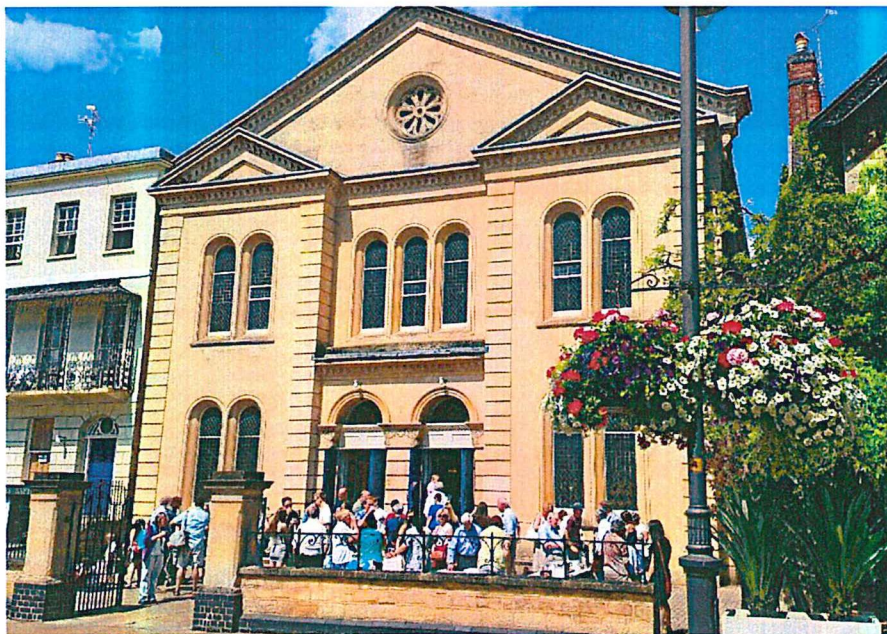
Registered charity number: 1156858

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2019

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a. Objectives and activities

Summary of the objects of the charity set out in its governing document

The charity is governed by an Approved Governing Document which states the principal purpose of the charity is the advancement of the Christian faith according to our Basis of Faith to include the advancement of education and other general charitable purposes in such parts of the United Kingdom and the world as the church shall determine.

Summary of the main activities in relation to these objects

The church registered as a Charitable Incorporated Organisation with the Charity Commission on 30 April 2014, registered number 1156858.

In order to achieve the principal objective which is set out above, the church provides a variety of activities both to its congregation and to the wider Cheltenham community. Cambray Baptist Church's vision is that ***together we live lives of worship, loving Jesus, growing in discipleship, and boldly proclaiming Jesus so that we impact our town, nation and the world for Jesus.***

LOVE Growing daily in love for God

GROW Growing daily as disciple-making disciples

GO Growing daily in bold gospel witness

Cambray Baptist Church was built in 1853-1855 and is Grade 2 listed. It is maintained to the highest standards at the expense of church members. We have wheelchair access, accessible toilets with baby changing facilities and an induction loop for hearing aid users.



Central to the work and witness of the church is the provision of regular public services of Christian worship which take place each Sunday at 10.30 am and 6.30 pm, and on special occasions such as Christmas and Easter as dictated by the church calendar. Other services, such as weddings and funerals, are conducted by arrangement. Services and other events are advertised on the church notice board, in a church welcome pack (available from a prominently sited welcome desk), and on our website at www.cambray.org. There is a full children's programme during our morning services.

Our church seeks to be a friendly and welcoming community and anyone is free to attend any of our services.

As well as our Sunday services, our premises are used by members and non-members throughout the week for a wide variety of activities. Our church is open to visitors on Friday lunchtimes.

Our church is committed to supporting individuals connected with the church, who are engaged in short-term or long-term work to help poor, needy and vulnerable people. This involves regular prayer, financial support and practical assistance.

The Trustees confirm that they have complied with their duty imposed by section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission in respect of public benefit.

b. Achievement and performance

Our community

The church does not measure the success of its programme only in numbers, including financial numbers, but also in less tangible areas like fellowship and encouragement. The Trustees recognise that these are difficult to measure but believe that 2019 was a positive year in the life of the church, providing a firm base to pursue its mission purposes in 2020 with renewed enthusiasm.

Evidence of our vibrant ministry is seen in the sustained large congregations on Sunday mornings, the increasingly balanced age distribution of the congregation, growing children's and youth work, expanding outreach activities and in many flourishing smaller group activities. Many of those who attend also generously serve the church and local community in a variety of capacities throughout the week.

Formal membership of our church remains similar to 2018 with several new members welcomed during 2019 and several moving away with current membership now standing at 188. Our church continues to connect with a wide and varied group of local people through services and a broad range of weekly activities (see below), bringing approximately 500 individuals to our church during a typical week.

Our Pastors and staff

Our church continues to benefit greatly from the leadership of our Associate Pastor, Rev Tim Martin and our Senior Pastor, Rev Alwyn Barry.

Our two Pastors have been ably assisted by our other staff including Beth Simpson, our church manager, Pete Brown, our caretaker and Geraldine Luffrum, our Finance Officer.

We had hoped to recruit a Youth and Families Pastor and a Pastoral Assistant but this has not been possible. We did however appoint Shany Scorsone as Youth Worker



Our activities

As well as our regular weekly programme (see www.cambray.org for details), which helps to deepen our Christian faith, strengthen our community and encourage us as individuals, we also organised some special events during the year.

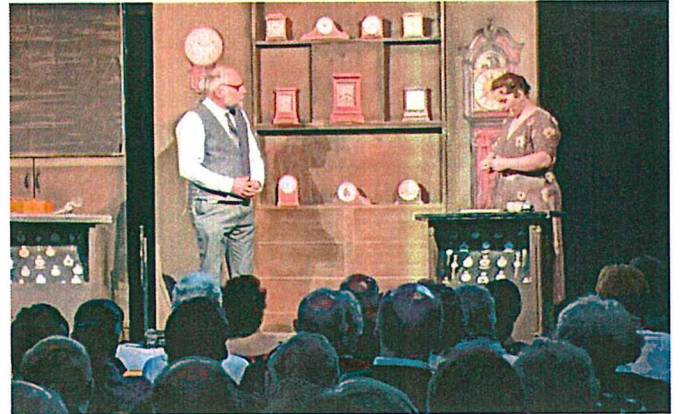
Sessions called Christmas Unwrapped, Easter Unscrambled and Moving On were run to explain the real meaning of Christian celebrations and for support when moving to secondary school. 280 pupils from local schools attended these.

As well as changing and growing our children's and youth ministries, we have a lively and expanding group of 20s and 30s, work with international students, and a continuing commitment to the elderly.

Photographs of some of our activities during 2019



Carol Singing



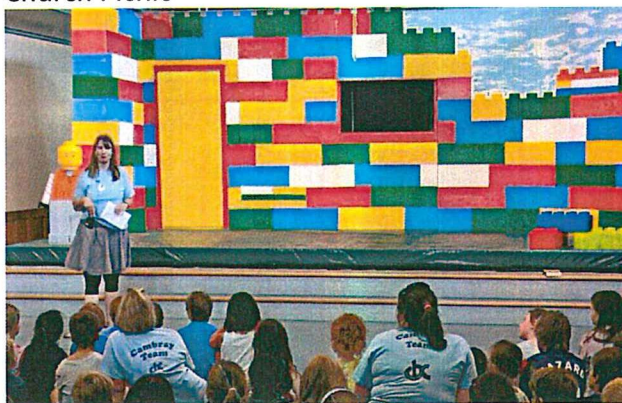
Christian Arts Festival (The Hiding Place)



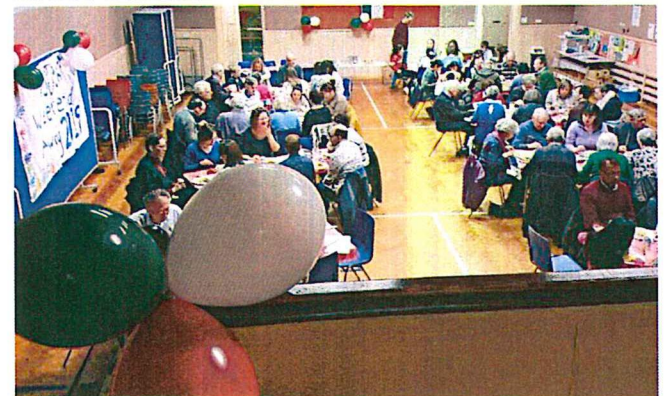
Church Picnic



Coffee Outside



Holiday Bible Club



Youth Weekend Away Fundraiser Meal



Our local partnerships

The church continues to partner (both financially and through encouragement of individuals to volunteer) with others in the town in Christian and humanitarian care, where such activities are compatible with the church's own charitable purpose. Endeavours we have supported during the year include Cheltenham Street Pastors, Christians against Poverty (CAP), Cheltenham Food Bank (there is a drop off point at our church), Cheltenham YFC, Cheltenham YMCA, and Family Space. This year we added support for the Not On Our Turf campaign against human trafficking and started to run regular CAP money courses.

Although an independent entity, the Gloucestershire Chinese Christian Church meets weekly on our premises as they seek to reach out to the local Cantonese and Mandarin communities, and we actively support their work.

On occasion, we also welcome children from local schools who want to see the inside of our building as part of their RE syllabus; the baptistry being of particular interest.

The baptistry was used for 4 baptisms in 2019 and it is lovely when someone decides to acknowledge Jesus as their Lord and Saviour and publicly witness to their salvation in this way.

In May, we organised and hosted a performance of the Hiding Place as part of the Christian Arts Festival.

In November we took a leading role alongside other Gloucestershire churches in organising the first Cotswold Bible Festival which was attended by almost 800 people from the county and beyond.

In December we held a community Christmas Market inside the church and outside in Cambray Place. We also undertook carol singing in the town centre on various days throughout December.

We also hosted the Street Pastors anniversary commissioning Service at Cambray.

During September, we once again hosted a 'World's Biggest Coffee Morning' in our church on behalf of Macmillan Cancer Support. This gives an excellent opportunity to open our church building to passers-by; so many are pleasantly surprised by our friendliness, décor and facilities.

In September, we opened our building for two weekends as part of the National Heritage Open Days (English Heritage) scheme, to invite guests for tours.

Our premises

We are very grateful to those who look after our premises and ensure that they are cleaned and maintained. We are equally grateful to those who look after our equipment and provide technological expertise. We feel that it is important for the sake of the Gospel that we have warm and welcoming premises. Naturally this takes time and costs money. Therefore we have a programme of tasks to be undertaken as time and resources permit. This year we continued to invest in revised policies and processes to improve support for our ongoing work.

Our overseas opportunities

As well as our local/UK interests, we actively support a range of overseas opportunities. We continue to support (including financially) a number of our members who are involved in the relief of poverty, education of children and adults, and advancing the Gospel. Naomi Coleman continues to serve in Madagascar to provide teaching to the children of medical staff in Mandritsara. Suzanne Windsor completed her long service in Bolivia. Tim and Nim Kempton serve in West Africa. Andy and Rachel Symons and family started serving in Zambia. Riza and Emily Peppas and family started training in Kosovo. Our yearly thank-offering at harvest-time raised £18,000 to enable us to sponsor the training costs of eight trainee pastors via Crosslinks.



Some of our special services

As has been mentioned, we welcomed classes from local schools into the church building for special events throughout the year. These children were invited, along with others, to children's events in the spring half-term, and the summer Holiday Bible Club attended by 123 different children. A number of Sunday afternoon parent-and-child services have been put on throughout the year.

Approximately every six weeks the morning service is held as a 'Family Service' which the church community can invite family and friends into, and in which the whole church worship together with activities and teaching appropriate to all ages. A summer Church Picnic was well attended and great fun!

In September we started the new academic year with a Commissioning Service in which we recognised and prayed for the many volunteers across the work of the church.

In October we passed our 176th church anniversary. We are thankful to God for the sustained witness and blessing that the church has been to its members and to the wider Cheltenham community during this time. Our Gateway group for adults with learning difficulties celebrated its 32nd anniversary this year. It meets for worship every Sunday at 9am, and runs activity mornings in a local residential home on Wednesday mornings.

Our Harvest Festival this year was an afternoon family service followed by afternoon tea. As with many other of our services, the community were invited to join the church in celebration, and many visitors came in.

We celebrated Christmas and the birth of Jesus with many special events during December. Our work in the community in carol singing and the Christmas market has already been mentioned. Our Carols by Candlelight service is always well-supported as we reflect on the Christmas story through the singing of Christmas carols and Bible readings. The additional effort to reach out to our community brought in many more people for these services.

c. Financial review

Policy on reserves

The Trustees have agreed a Reserves Policy. We also believe in the words of our Lord, Jesus Christ, that our resources will be met at the right time.

Our aim is to maintain a working balance in our General Fund of £50,000.

At 31st December 2019, the balance in the General Fund was £176,671. This is significantly above our policy level because we are waiting to see how the risks below play out. In 2020, we will review the level of reserves required to ensure that they are appropriate.

Risks

The main financial risks to the church are:

Maintenance of our premises. A team monitor and maintain the premises to a high standard.

The pension liability. At the current time, we do not think it is prudent to settle this.

Declining giving. During 2019, the level of giving dropped. We have taken measures to address this and continue to actively monitor the situation (and update the congregation).



Governance

The church has assessed all major areas of risk and/or legal responsibility and has policies in place to cover these areas. We have a child protection policy and a team responsible for this area. There is a trustee responsible for health and safety. We also have, inter alia, a risk policy, a data protection policy and an IT policy.

The church operates a safeguarding policy which ensures that all who work with, or may have access to children and vulnerable adults, are appropriately vetted by the Disclosure & Barring Service (formerly known as the Criminal Records Bureau). Appropriate training is given to key personnel on safeguarding issues.

The church Governance Team maintains and monitors all policies regarding church activities.

Details of any funds materially in deficit

There are no funds materially in deficit.

Further financial review details

The church continues to raise the funds which it needs to carry on its activities from within its own membership and congregation.

The church expressed its part in the life of the wider church by making grants to national and international Christian organisations and societies with Christian aims and objectives compatible with the church's own charitable purpose.

The church is heavily dependent on its congregation working as volunteers in all aspects of our church's activities, many of which run with little or no impact on the church's expenditure, but nevertheless contribute substantially to the achievement of the church's objectives and to the public benefit.

The financial results for the year, together with a summary of the accounting policies adopted, are set out in the accompanying financial statements.

d. Future plans

Our weekly ministry will follow a "Journey through Acts" through teaching and praying for a personal and corporate experience; that He will lead us to become a church that increasingly pleases the Lord Jesus Christ. We will continue the equipping of our congregation (disciples) for their 'frontlines' during the week.

We are planning to appoint a Youth and Families Pastor to help us to further develop our youth work. We also have an excellent team of volunteers helping to formulate strategy and priorities.

Recent new approaches to church structures have led to the appointment of teams with specific responsibilities for aspects of church life. Examples of this are the Global Mission, H&S, Safeguarding and Governance teams, the aim being to reduce the risks associated with reliance on key personnel.



e. Structure, governance and management

Type of governing document: Constitution (dated 26/06/2013)

How the charity is constituted: Charitable Incorporated Organisation

Trustee selection methods:

Pastors – voting shall be by secret ballot at a Special Church Members' Meeting; a quorum of 20% of the church members is required before a ballot can take place. The nominee shall be invited to serve as a Pastor only if at least two-thirds of the votes are recorded in favour.

Deacons – are elected by the Church members to serve for a three-year term, commencing at the Annual General Meeting normally held in April. If a vacancy arises between Annual General Meetings, the successful candidate will serve until the following Annual General Meeting. One-third of the Deacons shall retire from office each year based on the length of time since last elected. A retiring Deacon may stand for re-election. A quorum of 20% of the Church members is required before a ballot can take place and those elected shall obtain at least a two-thirds majority of the votes cast.

Key management personnel

The key management personnel are as follows:

Rev Alwyn Barry	Senior pastor
Rev Tim Martin	Associate pastor

The pay levels for these two members use the guidance of the Baptist Union of Great Britain as a starting point, and are set to an amount not less than that guidance.

Membership and members:

Members of the church are accepted in accordance with the Constitution which requires them to be, or to have been, baptised on the profession of faith in Jesus Christ.

A Members' Meeting normally takes place four times per year and has responsibility for the overall policy of the church, in accordance with the Constitution. The Members elect up to twelve Leaders; two of whom are separately appointed by the Trustees to be the Church Secretary and the Church Treasurer, subject to ratification by the Members, which usually takes place at the Annual General Meeting. Some of those elected are appointed as Elders, currently 3, who are also ratified by members. The Deacons, Elders and Pastors (as Trustees) are responsible for the day-to-day running of the church's work and witness, and the practical and legal aspects of the charity. All church attendees are encouraged to take an appropriate part in the spiritual and practical tasks involved in the furtherance of the charitable objective.

Relevant matters may be submitted to the church meeting by the Trustees for guidance or may be raised by members in church meetings for further consideration by the Trustees. Though the Constitution permits decisions to be made at church meetings by appropriate majorities, the church seeks to work by consensus wherever possible.



f. Reference and administrative details of the charity, its Trustees and advisors

Charity name: Cambray Baptist Church, Cheltenham

Registered charity number: 1156858

Other name by which charity is known: Cambray Baptist Church

Principal address: Cambray Place, Cheltenham, GL50 1JS

Names of charity Trustees who manage the charity (collectively known as the Pastors and Deacons)			
Trustee Name	Office	Dates acted if not for whole year	Name of person (or body) entitled to appoint Trustee
Mr Colin Barnett	Elder		Church members
Rev Dr Alwyn Barry	Senior Pastor		Church members
Mr Mick Brunt	Deacon	Resigned April 2019	Church members
Mr Harry Doel	Deacon		Church members
Mr Alex Luffrum	Deacon	April 2019	Church members
Rev Tim Martin	Associate Pastor		Church members
Mr John Milroy	Deacon (Church Secretary)		Church members
Mr Paul Montgomery	Elder		Church members
Mr Alan Pilbeam	Elder		Church members
Mr Steve Pullen	Deacon		Church members
Mr Simon Rouse	Deacon	Resigned April 2019	Church members
Mr Iain Sheppard	Deacon (Church Treasurer)		Church members
Mr Peter Stojanov	Deacon		Church members
Mr David Waters	Deacon		Church members

Names and addresses of advisors:		
Type of advisor	Name	Address
Independent Examiner (Church accounts)	Steven Pascoe ACMA	c/o Cambray Baptist Church, Cambray Place, Cheltenham, GL50 1JS
Bankers	CAF Bank Ltd	25 Kings Hill Avenue, Kings Hill, West Malling, ME19 4JQ
Solicitors	Willans LLP	28 Imperial Square, Cheltenham, GL50 1RH

Trustee induction and training:

New Trustees are reminded of their obligations as Trustees under charity law. They are supplied with up to date financial information and other documents such as the most recent financial statements and a copy of the Constitution. All Trustees are encouraged to attend appropriate external training events which will facilitate their role.



g. Exemption from disclosure

None

h. Funds held as custodian


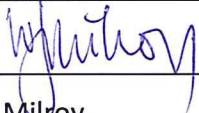
None

i. Declaration

The Trustees declare that they have approved the Trustees' Report above.

Signed on behalf of the charity's Trustees.

Signatures

	
Iain Sheppard	John Milroy
Treasurer	Secretary
7/9/2020	6/9/2020.

Full Names

Position

Date

Report of the Independent Examiner

I report on the financial statements of Cambray Baptist Church, Cheltenham for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes 1 to 19.

Respective responsibilities of Trustees and Examiner

The charity's Trustees are responsible for the preparation of the financial statements. The charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently, I do not express an audit opinion on the accounts.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met.

Signature

SR Pascoe

Full name

Steven Pascoe

Qualification

ACMA

Date

8.9.2020

STATEMENT OF FINANCIAL ACTIVITIES

Year ended 31 December 2019

	Notes	Unrestricted funds	Restricted funds	Endowment funds	Total 2019	Total 2018
		£	£	£	£	£
Income from:						
Donations and legacies	2	249,040	26,721	-	275,761	284,745
Charitable activities	3	27,990	-	-	27,990	14,173
Investment income	4	339	-	-	339	151
Total income		277,369	26,721	-	304,090	299,069
Expenditure on:						
Charitable activities	5	285,479	26,721	-	312,200	213,159
Total expenditure	6	285,479	26,721	-	312,200	213,159
Net (expenditure)/income		(8,110)	-	-	(8,110)	85,910
Reconciliation of funds:						
Total funds brought forward		213,204	-	10,788	223,992	138,082
Total funds carried forward	18	205,094	-	10,788	215,882	223,992



BALANCE SHEET

AT 31 DECEMBER 2019

	Notes	2019 £	2018 £
Fixed assets			
Tangible fixed assets	10	29,748	36,410
Current assets			
Debtors	11	13,328	9,607
Cash in hand and at bank	12	226,175	258,338
		<u>239,503</u>	<u>267,945</u>
Current liabilities			
Creditors: amounts falling due within one year	13	(12,890)	(11,509)
		<u>226,613</u>	<u>256,436</u>
Net current assets			
		<u>226,613</u>	<u>256,436</u>
Total assets less current liabilities			
		<u>256,361</u>	<u>292,846</u>
Non-current liabilities			
Creditors: amounts falling due after one year	14	(40,479)	(68,854)
		<u>215,882</u>	<u>223,992</u>
Net assets			
		<u>215,882</u>	<u>223,992</u>
Charitable funds			
Unrestricted funds	15	205,094	213,204
Restricted funds	16	-	-
Endowment funds	17	10,788	10,788
Total funds	18	<u>215,882</u>	<u>223,992</u>

The notes on pages 16 to 24 form an integral part of these financial statements (notes 1 to 19 inclusive).

These financial statements were approved by the Trustees on 1/9/2020 and signed on their behalf by:

Position	Full Name	Signature
Church Treasurer	Iain Sheppard	
Church Secretary	John Milroy	

CASH FLOW STATEMENT

Year ended 31 December 2019

	Notes	2019 £	2018 £
Cash flows from operating activities:			
Net (expenditure)/income for the year as per the statement of financial activities		(8,110)	85,910
Adjustments for:			
Finance cost pension discount unwind		1,250	3,084
Depreciation charges		6,662	6,662
Movement in pension liability		(24,856)	(53,511)
Pension deficiency payments		(4,666)	(4,533)
Increase in debtors		(3,721)	(515)
Increase in creditors		1,278	379
Net cash (used)/provided by operating activities		(32,163)	37,476
Cash flows from investing activities:			
Purchase of property, plant and equipment		-	-
Net cash used by investing activities		-	-
Net (decrease)/increase in cash and cash equivalents		(32,163)	37,476
Cash and cash equivalents at the beginning of the year		258,338	220,862
Cash and cash equivalents at the end of the year	12	226,175	258,338



NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

a. Basis of preparation

The accounts are prepared in accordance with the Accounting Regulations set out under The Charities Act 2011, and with the Charities Statement of Recommended Practice FRS102 2015, but see note 1 (i) concerning the calculation of the pensions liability.

b. Donations

Donations are recognised when received. Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

c. Legacies

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

d. Investment income

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

e. Grants payable

The Church makes grants to other organisations, including those involved in the support of Gospel Partners sent by the Church, whose charitable objects complement its work. Grants are accounted for when paid over, or when awarded, if that award creates a binding obligation on the trustees.

f. Support costs

Support costs are considered to be wholly attributable to the Establishment activity.

g. Fixed assets

The church premises are stated at cost.

The manse built in 1952 is also stated at cost. The trustees do not consider the manse to be an investment property as it is not currently held for its investment potential and therefore the manse is not shown at fair value.

Both properties are held under permanent endowment constituted under the terms of the deed of bargain and sale dated 27 January 1855. The General Vesting Declaration signed on 30 December 2014 confirms that both properties are subject to this property trust.

Depreciation has not been charged on the original cost price of the church premises or manse, because in the opinion of the trustees, the residual value of the asset is not less than cost. Subsequent capitalised buildings expenditure is included at cost less accumulated depreciation.

Furniture and fittings and computer equipment are stated at cost less accumulated depreciation.

All assets where the cost of the item is greater than £1,000 are capitalised.

Depreciation is calculated to write off the cost down to its estimated residual value on a straight-line basis over the expected useful life of the asset, at the following rates:

Buildings	10%
Furniture & fittings	10%
Computers & equipment	33%

h. Financial instruments

Financial assets are cash at bank and in hand as shown on the balance sheet. Financial liabilities are trade creditors and accruals for grants payable as shown in the note on current liabilities. All financial instruments are payable or receivable within one year and are therefore measured at the undiscounted amount of the cash or consideration expected to be paid or received. There are no financial instruments measured at fair value through income and expenditure. Investment income in the statement of financial activities shows the interest receivable for financial assets not measured at fair value through income and expenditure. There is no expense related to financial liabilities.

i. Pensions

The Church participates in a number of defined contribution arrangements and in addition is a participating employer in a multi-employer defined benefit scheme which is also accounted for as a defined contribution scheme because it is not possible to identify the Church's share of the underlying assets and liabilities. Contributions payable are charged to the statement of financial activities in the period to which they relate.

The Church is obliged to make further contributions to the defined benefit scheme, which closed to further accrual on 31 December 2011, in respect of employment service before that date. Under the current recovery plan these deficiency contributions, derived from the 2016 triennial valuation, are expected to last until 2028. The pension liability shown in the accounts (note 14) is calculated as the discounted present value of these deficiency contributions as required by FRS 102. However the cost for the Church to settle its share of the deficit of the defined pension plan (the employer debt - see note 19) is greater than the pension liability in the accounts.

j. Funds

Unrestricted funds consist of the general fund which represent funds that are not subject to any restrictions regarding their use and are available for the general purposes of the Church and designated funds which are funds that have been designated by the trustees for a particular purpose. For certain funds the trustees reflect the non-binding wishes of donors in deciding the specific purposes. Legacies and in memoriam gifts made without restriction on their use are applied to a separate designated fund to be used for one-off expenditure at the trustees' discretion.

Restricted funds are held on specific trusts under charity law. The specific trusts may be declared by the donor when making the gift or may result from an appeal for funds. The specific trusts establish the purpose for which a charity can lawfully use the restricted funds.

The endowment fund is used to record the cost price of the buildings as explained above.

2 Donations and legacies

	Unrestricted £	Restricted £	Total 2019 £	Total 2018 £
Offerings and similar donations	205,730	22,890	228,620	240,745
Gift Aid tax refunds	36,074	3,823	39,897	40,019
Donations received for meals, outings and similar	2,084	8	2,092	115
Grants received	3,152	-	3,152	660
Bequests and legacies	2,000	-	2,000	3,206
	<u>249,040</u>	<u>26,721</u>	<u>275,761</u>	<u>284,745</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	Total 2019 £	Total 2018 £
Income from use of church premises	4,021	-	4,021	5,003
Sale of bible study notes and Christian magazines	705	-	705	-
Subscriptions and general sales	18,860	-	18,860	7,097
Other income	4,404	-	4,404	2,073
	<u>27,990</u>	<u>-</u>	<u>27,990</u>	<u>14,173</u>

4 Investment income

	Unrestricted £	Restricted £	Total 2019 £	Total 2018 £
Bank interest	<u>339</u>	<u>-</u>	<u>339</u>	<u>151</u>

5 Expenditure on charitable activities

	Notes	Unrestricted £	Restricted £	Total 2019 £	Total 2018 £
Ministry	6	96,866	-	96,866	52,646
Mission	6	91,559	26,721	118,280	75,518
Establishment	6	97,054	-	97,054	84,995
		<u>285,479</u>	<u>26,721</u>	<u>312,200</u>	<u>213,159</u>

Ministry costs include a finance cost of £1,250 (2018: £3,084) relating to the pension liability.

6 Total expenditure

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total 2019 £	Total 2018 £
Notes		7	8		
Ministry	96,866	-	-	96,866	52,646
Mission	38,570	79,710	-	118,280	75,518
Establishment	55,724	-	41,330	97,054	84,995
	<u>191,160</u>	<u>79,710</u>	<u>41,330</u>	<u>312,200</u>	<u>213,159</u>

7 Grant funding (over £1,000 specified)

	Unrestricted £	Restricted £	Total 2019 £	Total 2018 £
Baptist Home Mission	1,390	-	1,390	1,360
BMS World Mission (General, Medical, Birthday & Relief Funds)	121	-	121	151
Christmas Offering 2019 for Family Space & YMCA	-	3,649	3,649	4,564
Cheltenham YFC	730	-	730	360
Crosslinks - Andy Symons	12,100	-	12,100	-
Harvest 2019	-	17,947	17,947	13,476
Latin Link - Suzanne Windsor	4,115	-	4,115	8,460
Leckhampton Baptist Church - Andy Symons	-	-	-	11,004
3C Church - CAP	1,200	-	1,200	1,200
Emily & Riza Pepa - Kosovo	15,250	-	15,250	-
SIM International - N Coleman	4,800	-	4,800	4,800
Special Appeal - Cyclone Idia Appeal for SIM and MAF	-	5,125	5,125	-
WEBA	1,321	-	1,321	1,319
Wycliffe UK - T & N Kempton	9,600	-	9,600	8,385
Grants payable - £1,000 and less	2,362	-	2,362	2,055
	<u>52,989</u>	<u>26,721</u>	<u>79,710</u>	<u>57,134</u>



8 Support costs

	Unrestricted	Restricted	Total 2019	Total 2018
	£	£	£	£
Administrative staff	30,039	-	30,039	23,937
Other administrative costs	11,145	-	11,145	8,674
Governance costs	146	-	146	120
	<u>41,330</u>	<u>-</u>	<u>41,330</u>	<u>32,731</u>

Support costs are considered to be fully attributable to Establishment.

9 Staff costs and trustees' expenses

	Total 2019	Total 2018
	£	£
Salaries	130,182	109,961
Social security costs	5,642	4,258
Pension costs	10,700	9,317
Decrease in pension liability	(24,856)	(53,511)
Other costs	12,065	12,204
	<u>133,733</u>	<u>82,229</u>

The average number of employees during the year was 6 (2018: 5)

No employee received emoluments in excess of £60,000 during the year (2018: none).

A trustee, the Associate Pastor, who is under a contract for service, has entered into a leaseback agreement with the Church on his house.

Two trustees are employed by the Church and their remuneration for 2019 was:

Alwyn Barry: Salary £36,352, Pension £4,250

Tim Martin: Salary £27,647, Pension £3,379

and £1,892 of expenses were incurred in the year for travel, hospitality and conference costs.

10 Tangible Fixed Assets

	Church premises £	Manse £	Furniture & fittings £	Computers & equipment £	Total £
Cost					
At 1 January 2019	59,100	3,688	71,300	70,553	204,641
Additions	-	-	-	-	-
At 31 December 2019	59,100	3,688	71,300	70,553	204,641
Depreciation					
At 1 January 2019	36,400	-	61,278	70,553	168,231
Charge for the year	5,200	-	1,462	-	6,662
At 31 December 2019	41,600	-	62,740	70,553	174,893
Net Book Value					
At 1 January 2019	22,700	3,688	11,484	-	37,872
At 31 December 2019	17,500	3,688	8,560	-	29,748

11 Debtors

	2019 £	2018 £
HM Revenue & Customs (Gift Aid tax reclaim)	7,942	3,762
Prepayments	5,386	5,845
	<u>13,328</u>	<u>9,607</u>

12 Cash in hand and at bank

	2019 £	2018 £
Cash	224	486
Current accounts	11,953	41,537
Savings accounts	213,998	216,315
	<u>226,175</u>	<u>258,338</u>

13 Creditors: amounts falling due within one year

	2019	2018
	£	£
Pensions liability (deficiency contributions payable to Baptist Pensions)	4,769	4,666
Accrual for grant payable in respect of Christmas offering	3,649	4,456
Accruals and deferred income	2,245	528
Trade creditors	2,227	1,859
	<u>12,890</u>	<u>11,509</u>

14 Creditors: amounts falling due after one year

	2019	2018
	£	£
Pension liability:		
At 1 January	73,520	128,480
Finance cost of discount unwind - included within Ministry activity	1,250	3,084
Deficiency contributions paid	(4,666)	(4,533)
Decrease in pension liability - staff costs	(24,856)	(53,511)
At 31 December	<u>45,248</u>	<u>73,520</u>
Amount falling due within one year	4,769	4,666
Amount falling due after one year	<u>40,479</u>	<u>68,854</u>

The discount rate used for the finance cost for pension liabilities is 1.7% (2018: 2.4%).

15 Unrestricted funds

	At 1.1.2019	Income	Expenditure	Net income/ (expenditure)	Transfers to/(from)	At 31.12.19
	£	£	£	£	£	£
General fund	163,122	230,415	(207,795)	22,620	(9,071)	176,671
Designated funds:						
Fellowship fund	1,709	-	-	-	-	1,709
Legacy fund	3,754	2,000	(706)	1,294	-	5,048
Organisations' fund	3,757	20,197	(20,931)	(734)	(321)	2,702
Partnership fund	15,240	24,757	(49,385)	(24,628)	9,392	4
Tangible fixed assets	25,622	-	(6,662)	(6,662)	-	18,960
	<u>213,204</u>	<u>277,369</u>	<u>(285,479)</u>	<u>(8,110)</u>	<u>-</u>	<u>205,094</u>

General Fund - is used for the day-to-day income and expenditure of the church.

Fellowship Fund - is available in the case of need within the fellowship on a confidential basis by our Pastors.

Legacy Fund - used for legacy and other significant gifts, where no restriction is placed on the use or purpose of the gift, to fund specific items of expenditure.

Organisations' Fund - comprise the accounts of Church organisations set up to perform specific activities.

Partnership Fund - supports our Gospel Partners, their mission agencies and similar mission activities.

Tangible Fixed Assets - the net book value of expenditure on fixed assets other than arising from endowment funds.

16 Restricted funds

	At 1.1.2019	Income	Expenditure	Net income/ (expenditure)	At 31.12.19
	£	£	£	£	£
Appeals fund	-	26,721	(26,721)	-	-
	-	26,721	(26,721)	-	-

Appeals Fund - is for special offerings taken during the year, for example at Christmas and Harvest.

17 Endowment funds

	At 1.1.2019	Income	Expenditure	Net income/ (expenditure)	At 31.12.19
	£	£	£	£	£
Church and manse buildings	10,788	-	-	-	10,788

See **Note 1g Fixed Assets** for background details.

18 Analysis of net assets

		Fixed assets	Current assets	Current liabilities	Non-current liabilities	Total
		£	£	£	£	£
Unrestricted funds	15	18,960	235,854	(9,241)	(40,479)	205,094
Restricted funds	16	-	3,649	(3,649)	-	-
Endowment funds	17	10,788	-	-	-	10,788
		29,748	239,503	(12,890)	(40,479)	215,882

19 Pensions

The Church operates a number of defined contribution pension scheme arrangements. Contributions payable to the schemes are charged to the statement of financial activities in the period to which they relate.

The Church is also a participating employer in a defined benefit pension plan within the Baptist Pension Scheme which is a separate legal entity and administered by the Pension Trustee (Baptist Pension Trust Limited). The defined benefit plan closed to further accrual on 31 December 2011 and was replaced by a defined contribution plan within the Baptist Pension Scheme.

A formal valuation of the defined benefit plan was last performed at 31 December 2016. The market value of the assets at the valuation date was £219 million. The deficit of assets compared to the value of the liabilities was £93 million (equivalent to a past service funding level of 70%).

As a result of the deficit participating employers are obliged to pay deficiency contributions. For the Church these increased from 1 January 2016 from 11% to 12% of pensionable salary. Under the current recovery plan adopted in December 2018 it is expected that these deficiency contributions will be required to be made until 31 December 2028.

Responsibility for financing the defined benefit plan rests with the participating employers and the Church could be liable if other participating employers are not able to meet their obligations.

Baptist Pensions have estimated that as at 31 December 2019 the cost for the Church to settle the employer debt in respect of its share of the pension deficit arising from the defined benefit plan to be £64,600 (2018: £91,900). This would be the amount required to be paid if the Church settled its obligations under the defined benefit plan or a cessation event occurred whereby the Church no longer had any members of the Baptist Pension scheme and the amount would then fall due.

Pension contributions recognised as an expense in 2019 were £10,700 (2018: £9,317).

End of the Accounts