

Cambray Baptist Church, Cheltenham

Annual Report and Financial Statements
for the year ended 31 December 2020

Registered charity number: 1156858

Cambray Baptist Church, Cambray Place, Cheltenham, GL50 1JS

www.cambray.org

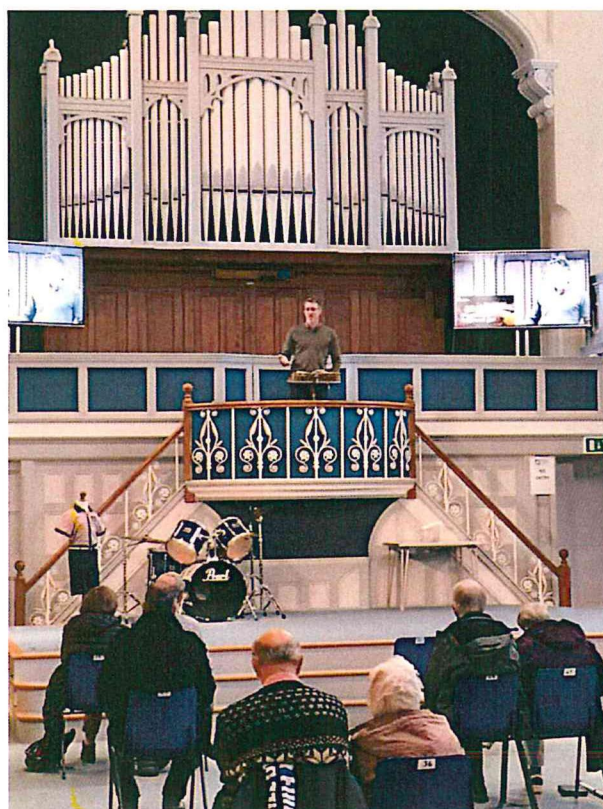
01242 584672

office@cambray.org



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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 that 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

The Cambray Baptist Church building 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.



In common with most churches, 2020 has been a challenging year with the effects of Covid-19 and the consequent lockdowns. However, we have risen to the occasion and been able to continue our work effectively - the Pastors have, where necessary, produced pre-recorded services which are available to the regular congregation and to others via YouTube, and we have set up livestreaming capabilities so that services taking place in the building don't exclude those who have been shielding at home. These have been well received.

In spite of the limitations resulting from Covid-19 restrictions from 22nd March onwards, the church adapted so that it could continue with a variety of events in a virtual way, e.g. prayer meetings, children's work and small group meetings. Weddings and funerals were severely impacted by the pandemic but still took place within Government guidelines.

During the lockdown, we also set up numerous support methods for people including extra prayer support and practical help. Every member of the congregation who wanted it was supported by either their small group or a care group attached to the small groups.

Throughout the year, the church remained 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 2020 was a positive year in the life of the church, despite the difficulties brought about by Government restrictions due to Covid-19. The church is in a good position to pursue its mission purposes in 2021 with renewed enthusiasm.

Evidence of our vibrant ministry is seen in the large numbers watching our You Tube services and attending the church in-person when allowed to do so. We have an increasingly balanced age distribution of the congregation, growing children's and youth work, outreach activities and 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 is slightly lower than 2019 with several new members welcomed early in 2020 but limited opportunity to welcome new members thereafter and several moving away. Current membership now stands at 162. 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 when not limited by COVID restrictions. During the closure of our building our online services were regularly being viewed around 300-400 times.

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 Dr Alwyn Barry. Our two Pastors have been ably assisted by our other staff including Beth Simpson, our church manager, Pete Brown, our caretaker, Shany Scorsone, our youth co-ordinator and Geraldine Luffrum, our Finance Officer.

The staff are supported in their work by a large number of volunteers.



Our activities

Many of our usual activities were curtailed by the Covid-19 pandemic. However, we were able to hold a Youth Weekend Away in March for our 11–18-year-olds and Light Parties for all children and teenagers in October. We held two outreach events – a Quiz in February and a Survivors event in March.

In the spring, we organised training courses for our congregation to help them build faith and knowledge. We were also able to support students at university by offering Sunday lunches with church families in September. Some of our outdoor based groups were able to continue more often, such as the *Ramblers and Amblers* walking group and the *Kickabout* football club.

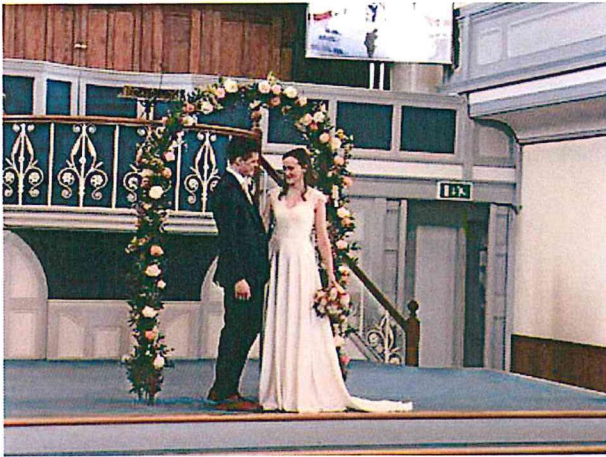


Through technology and the skills of many in our congregation, we were able to move many other activities to a virtual platform. Weekly activities for children and youth took place on zoom or via other methods, including our usual summer Holiday Club in July.

We held several Zoom Quizzes to which members of the congregation invited friends and family. We also moved all of our Prayer Meetings and Communion services to virtual platforms, and held a 24 hour virtual prayer event. Additional online Bible Teaching and training courses were offered. Many small groups that would usually meet in

people's homes found creative and effective ways to "meet together" via various technological means.

Photographs of some of our activities during 2020



A wedding in the church



Friday Youth Leaders



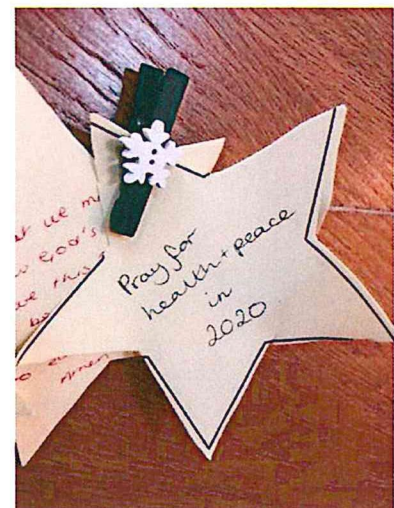
Mission Partners



Virtual Prayer Meeting



Glow Club (Children)



Family Service Activities

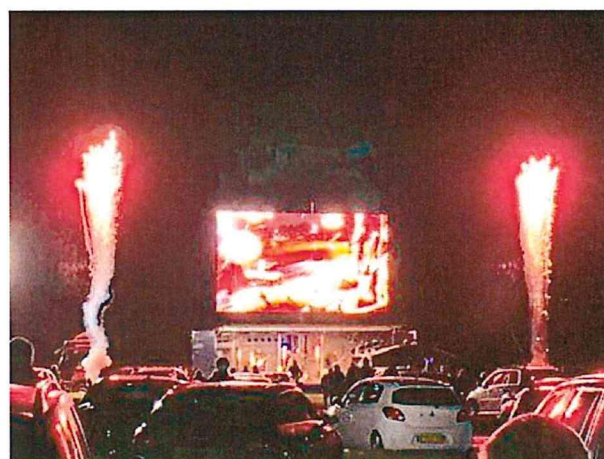
Our local partnerships

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 physically and financially during the year include Christians against Poverty (CAP), Cheltenham Food Bank (we became a Referral Centre in 2020, there is a food and produce drop-off point at our church and at Harvest we organise a large collection of food for them), Cheltenham YFC, Cheltenham YMCA, and Family Space. This year we also ran physical and virtual CAP money courses for the local community.

Although an independent entity, the Gloucestershire Chinese Christian Church met weekly on our premises until lockdown, reaching out to the Mandarin and Cantonese community, and has met virtually since.

In September, we opened our building as part of the National Heritage Open Day Scheme and conducted history tours of our building in a Covid-secure way.

Despite not being able to run many of our Christmas community activities due to lockdown, we continued to engage with local residents via leaflets and booklets with "The Best Christmas Ever" title, and we delivered a Christmas magazine to friends, family and neighbours. We also strengthened our partnership with other *Love Cheltenham* churches by working together to run a "Carols by Car-light" outdoor service at Cheltenham Racecourse for two sessions on Sunday 20th December. These were really well received by the local community, with over 700 cars attending each of the two presentations, and also raised money for Cheltenham Foodbank. The sessions were also available online. Our own congregation also donated £1,791 to both Cheltenham YMCA and Family Space in Hester's Way at Christmas.



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, during the lockdown periods, we conducted re-decoration of the old vestry, the School Room corridor and the School Room, as well as substantial decorative repairs in the main church meeting space. Throughout lockdown deep cleans and maintenance tasks were carried out to ensure the building remains in good repair. We invited an Architect in to undertake the Quinquennial Review required for Heritage buildings. We also invested in ensuring that our premises are Covid-secure, enabling appropriate social distancing to be maintained.

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; Tim and Nim Kempton serve in West Africa; Andy and Rachel Symons and family serve in Zambia and Riza and Emily Pepa and family serve in Kosovo. In 2020 the membership also agreed to send and support a further Mission Partner, Shany Scorsone, who will start her work in Italy from September 2021. Our yearly thank-offering at harvest-time raised £21,000 to enable us to support the Kalayarkovil Good Shepherd School in Southern India via Dignity Freedom Network. Our plans to encourage more people to go overseas to support short-term humanitarian and mission projects had to be postponed until worldwide Coronavirus restrictions are lifted.

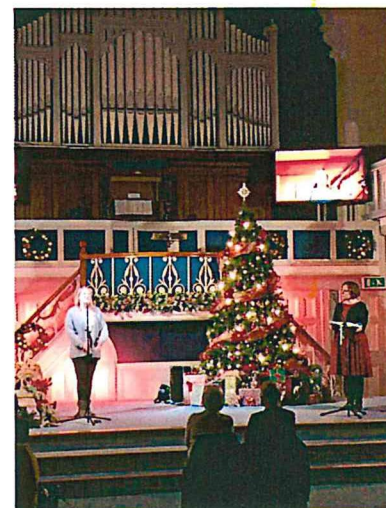
We also held a special Mission Sunday with a guest speaker.

Some of our special services

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 177th 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 Harvest Festival this year was a family service we collected a large amount of non-perishable food which was given to Cheltenham Foodbank. We also held a special family service for Remembrance Sunday. The local community were invited to join the church for both services.



In addition to the Carols by Carllight, mentioned above, we held three special Christmas services – a Crib Service online, a Christmas Festival (in our building and online), and a service on Christmas Day (in our building and online). Again, the local community were encouraged to join us.

c. Financial review

Policy on reserves

The Trustees have agreed a Reserves Policy: our aim is to maintain a working balance in our General Fund of £50,000.

As of 31st December 2020, the balance in the General Fund was £183,855. This is significantly above our policy level. This is because at the start of 2020 when we could see the possibility of lockdowns and general uncertainty, we made the decision to not settle the pension liability and to keep funds available for operational flexibility. When the impact of the pandemic on the charity's finances is known, we will review the level of reserves accordingly.

Risks

The main financial risks to the church are:

Maintenance of our premises. A team monitor and maintain the premises to a high standard. This has been made more difficult by COVID and the fact that the trustee responsible for this has a long-term illness.

The pension liability. We have funds available to settle this. However, due to ongoing uncertainty around the COVID pandemic and the declining levels of donations, we do not currently think it is prudent do so.



Declining giving. In the few years leading up to 2020, the level of giving dropped. In early 2020, we took measures to address this. The giving stabilised and ensured we did not make a deficit.

We will actively monitor the giving situation as we come out of lockdown and take steps to encourage more giving.

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 Dr 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
Mr George Boyd	Deacon	September 2020	Church members
Rev Dr Alwyn Barry	Senior Pastor		Church members
Mr Harry Doel	Deacon		Church members
Mr Alex Luffrum	Deacon (Church Secretary)	September 2020	Church members
Rev Tim Martin	Associate Pastor		Church members
Mr John Milroy	Deacon (Church Secretary)	Retired September 2020	Church members
Mr Paul Montgomery	Elder		Church members
Mr Alan Pilbeam	Elder		Church members
Mr Steve Pullen	Deacon		Church members
Mr Iain Sheppard	Deacon (Church Treasurer)		Church members
Mr Peter Stojanov	Deacon		Church members
Mr David Waters	Deacon	Retired September 2020	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
9150
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

Full Names

Iain Sheppard

Alex Luffrum

Position

Treasurer

Secretary

Date

4th May 2021

4th May 2021

Report of the Independent Examiner

I report on the financial statements of Cambray Baptist Church, Cheltenham for the year ended 31 December 2020 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

14 May 2021

STATEMENT OF FINANCIAL ACTIVITIES

Year ended 31 December 2020

	Notes	Unrestricted funds	Restricted funds	Endowment funds	Total 2020	Total 2019
		£	£	£	£	£
Income from:						
Donations and legacies	2	251,290	24,134	-	275,424	275,761
Charitable activities	3	4,423	-	-	4,423	27,990
Investment income	4	168	-	-	168	339
Total income		255,881	24,134	-	280,015	304,090
Expenditure on:						
Charitable activities	5	255,633	24,109	-	279,742	312,200
Total expenditure	6	255,633	24,109	-	279,742	312,200
Net income/(expenditure)		248	25	-	273	(8,110)
Reconciliation of funds:						
Total funds brought forward		205,094	-	10,788	215,882	223,992
Total funds carried forward	18	205,342	25	10,788	216,155	215,882



**BALANCE SHEET
AT 31 DECEMBER 2020**

	Notes	2020 £	2019 £
Fixed assets			
Tangible fixed assets	10	23,088	29,748
Current assets			
Debtors	11	12,203	13,328
Cash in hand and at bank	12	227,180	226,175
		<u>239,383</u>	<u>239,503</u>
Current liabilities			
Creditors: amounts falling due within one year	13	(9,198)	(12,890)
		<u>230,185</u>	<u>226,613</u>
Net current assets			
		<u>253,273</u>	<u>256,361</u>
Total assets less current liabilities			
		<u>253,273</u>	<u>256,361</u>
Non-current liabilities			
Creditors: amounts falling due after one year	14	(37,118)	(40,479)
		<u>216,155</u>	<u>215,882</u>
Net assets			
		<u>216,155</u>	<u>215,882</u>
Charitable funds			
Unrestricted funds	15	205,342	205,094
Restricted funds	16	25	-
Endowment funds	17	10,788	10,788
Total funds	18	<u>216,155</u>	<u>215,882</u>

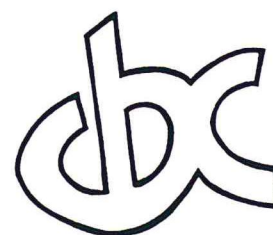
The notes on pages 16 to 25 form an integral part of these financial statements (notes 1 to 19 inclusive).

These financial statements were approved by the Trustees on 4th May 2021 and signed on their behalf by:

Position **Full Name** **Signature**

Church Treasurer Iain Sheppard

Church Secretary Alex Luffrum



CASH FLOW STATEMENT

Year ended 31 December 2020

	Notes	2020 £	2019 £
Cash flows from operating activities:			
Net income/(expenditure) for the year as per the statement of financial activities		273	(8,110)
Adjustments for:			
Finance cost pension discount unwind		407	1,250
Depreciation charges		6,660	6,662
Movement in pension liability		(107)	(24,856)
Pension deficiency payments		(3,577)	(4,666)
Decrease/(increase) in debtors		1,125	(3,721)
(Decrease)/increase in creditors		(3,776)	1,278
Net cash provided/(used) by operating activities		1,005	(32,163)
Cash flows from investing activities:			
Purchase of property, plant and equipment		-	-
Net cash used by investing activities		-	-
Net increase/(decrease) in cash and cash equivalents		1,005	(32,163)
Cash and cash equivalents at the beginning of the year		226,175	258,338
Cash and cash equivalents at the end of the year	12	227,180	226,175

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 straightline 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 2019 triennial valuation, are expected to last until June 2026. 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 2020 £	Total 2019 £
Offerings and similar donations	213,856	21,030	234,886	228,620
Gift Aid tax refunds	36,714	3,104	39,818	39,897
Donations received for meals, outings and similar	70	-	70	2,092
Grants received	650	-	650	3,152
Bequests and legacies	-	-	-	2,000
	<u>251,290</u>	<u>24,134</u>	<u>275,424</u>	<u>275,761</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
Income from use of church premises	830	-	830	4,021
Sale of bible study notes and Christian magazines	-	-	-	705
Subscriptions and general sales	3,031	-	3,031	18,860
Other income	562	-	562	4,404
	<u>4,423</u>	<u>-</u>	<u>4,423</u>	<u>27,990</u>

4 Investment income

	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
Bank interest	168	-	168	339

5 Expenditure on charitable activities

	Notes	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
Ministry	6	120,892	-	120,892	96,866
Mission	6	54,558	24,109	78,667	118,280
Establishment	6	80,183	-	80,183	97,054
		<u>255,633</u>	<u>24,109</u>	<u>279,742</u>	<u>312,200</u>

Ministry costs include a finance cost of £407 (2019: £1,250) relating to the pension liability.

6 Total expenditure

	Activities undertaken directly	Grant funding of activities	Support costs	Total 2020	Total 2019
	£	£	£	£	£
Notes		7	8		
Ministry	120,892	-	-	120,892	96,866
Mission	10,279	68,388	-	78,667	118,280
Establishment	39,989	-	40,194	80,183	97,054
	<u>171,160</u>	<u>68,388</u>	<u>40,194</u>	<u>279,742</u>	<u>312,200</u>

7 Grant funding (over £1,000 specified)

	Unrestricted	Restricted	Total 2020	Total 2019
	£	£	£	£
Baptist Home Mission	1,296	-	1,296	1,390
BMS World Mission (General, Medical, Birthday & Relief Funds)	1,376	-	1,376	1,442
Christmas Offering 2020 for Family Space & YMCA	-	3,457	3,457	3,649
Cheltenham YFC	630	-	630	730
Crosslinks - Andy Symons	12,100	-	12,100	12,100
Harvest 2020	348	20,652	21,000	17,947
Latin Link - Suzanne Windsor	-	-	-	4,115
3C Church - CAP	1,200	-	1,200	1,200
Emily & Riza Pepa - Kosovo	12,550	-	12,550	15,250
SIM International - N Coleman	4,800	-	4,800	4,800
Special Appeal - Cyclone India Appeal for SIM and MAF	-	-	-	5,125
Wycliffe UK - T & N Kempton	9,600	-	9,600	9,600
Grants payable - £1,000 and less	379	-	379	2,362
	<u>44,279</u>	<u>24,109</u>	<u>68,388</u>	<u>79,710</u>

8 Support costs

	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
Administrative staff	31,082	-	31,082	30,039
Other administrative costs	9,112	-	9,112	11,145
Governance costs	-	-	-	146
	<u>40,194</u>	<u>-</u>	<u>40,194</u>	<u>41,330</u>

Support costs are considered to be fully attributable to Establishment.

9 Staff costs and trustees' expenses

	Total 2020 £	Total 2019 £
Salaries	139,314	130,182
Social security costs	5,646	5,642
Pension costs	10,699	10,700
Decrease in pension liability	(107)	(24,856)
Other costs	6,847	12,065
	<u>162,399</u>	<u>133,733</u>

The average number of employees during the year was 6 (2019: 6).

No employee received emoluments in excess of £60,000 during the year (2019: 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 2020 was:

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

Tim Martin: Salary £27,647, Pension £3,390

and £163 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 2020	59,100	3,688	71,300	70,553	204,641
Additions	-	-	-	-	-
At 31 December 2020	59,100	3,688	71,300	70,553	204,641
Depreciation					
At 1 January 2020	41,600	-	62,740	70,553	174,893
Charge for the year	5,200	-	1,460	-	6,660
At 31 December 2020	46,800	-	64,200	70,553	181,553
Net Book Value					
At 1 January 2020	17,500	3,688	8,560	-	29,748
At 31 December 2020	12,300	3,688	7,100	-	23,088

11 Debtors

	2020 £	2019 £
HM Revenue & Customs (Gift Aid tax reclaim)	6,476	7,942
Prepayments	5,727	5,386
	<u>12,203</u>	<u>13,328</u>

12 Cash in hand and at bank

	2020 £	2019 £
Cash	232	224
Current accounts	18,688	11,953
Savings accounts	208,260	213,998
	<u>227,180</u>	<u>226,175</u>

13 Creditors: amounts falling due within one year

	2020	2019
	£	£
Pensions liability (deficiency contributions payable to Baptist Pensions)	4,853	4,769
Accrual for grant payable in respect of Christmas offering	3,457	3,649
Accruals and deferred income	221	2,245
Trade creditors	667	2,227
	<u>9,198</u>	<u>12,890</u>

14 Creditors: amounts falling due after one year

	2020	2019
	£	£
Pension liability:		
At 1 January	45,248	73,520
Finance cost of discount unwind - included within Ministry activity	407	1,250
Deficiency contributions paid	(3,577)	(4,666)
Decrease in pension liability - staff costs	(107)	(24,856)
At 31 December	<u>41,971</u>	<u>45,248</u>
Amount falling due within one year	4,853	4,769
Amount falling due after one year	<u>37,118</u>	<u>40,479</u>

The discount rate used for the finance cost for pension liabilities is 0.9% (2019: 2.4%).

15 Unrestricted funds

	At 1.1.2020	Income	Expenditure	Net income/ (expenditure)	Transfers to/(from)	At 31.12.20
	£	£	£	£	£	£
General fund	176,671	227,021	(205,107)	21,914	(14,730)	183,855
Designated funds:						
Fellowship fund	1,709	-	-	-	-	1,709
Legacy fund	5,048	-	-	-	-	5,048
Organisations' fund	2,702	2,020	(2,292)	(272)	-	2,430
Partnership fund	4	26,840	(41,574)	(14,734)	14,730	-
Tangible fixed assets	18,960	-	(6,660)	(6,660)	-	12,300
	<u>205,094</u>	<u>255,881</u>	<u>(255,633)</u>	<u>248</u>	<u>-</u>	<u>205,342</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 1.1.2020	Income	Expenditure	Net income/ (expenditure)	At 31.12.20
	£	£	£	£	£
Appeals fund	-	24,134	(24,109)	25	25
	-	24,134	(24,109)	25	25

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

17 Endowment funds

	At 1.1.2020	Income	Expenditure	Net income/ (expenditure)	At 31.12.20
	£	£	£	£	£
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	12,300	235,901	(5,741)	(37,118)	205,342
Restricted funds	16	-	3,482	(3,457)	-	25
Endowment funds	17	10,788	-	-	-	10,788
		23,088	239,383	(9,198)	(37,118)	216,155



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 2019. The market value of the assets at the valuation date was £300 million. The deficit of assets compared to the value of the liabilities was £28 million (equivalent to a past service funding level of 94%) after adjusting for reduced deficiency contributions for 6 months in 2020 to make allowance for the impact of coronavirus on churches' income.

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 July 2020 it is expected that these deficiency contributions will be required to be made until 30 June 2026.

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 2020 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 £68,600 (2019: £64,600). 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 2020 were £10,699 (2019: £10,700).

End of the Accounts