

# CIRENCESTER † BAPTIST CHURCH



**Trustees' Annual Report & Accounts  
for the Year Ended  
31st December 2020**

## **Contents**

	<b>Page</b>
<b>Trustees Report</b>	<b>1 - 11</b>
<b>Independent Auditor's Report</b>	<b>12 - 14</b>
<b>Statement of Financial Activities</b>	<b>15 - 17</b>
<b>Accounting Policies</b>	<b>18 - 21</b>
<b>Notes to the accounts</b>	<b>22 - 27</b>

**Cirencester Baptist Church**  
**Annual Report 1st January 2019 to 31<sup>st</sup> December 2020**

**Statutory Information**

**Name of Charity:** Cirencester Baptist Church (Sometimes shortened to CBC)

**Registered Charity Number:** 1127222

**Registered Address:**

Chesterton Lane  
Cirencester  
Gloucestershire  
GL7 1YE

**Trustees**

Mr Matthew Frost (Senior Pastor)  
Mr Philip Trainer (Assistant Pastor)  
Mrs Naomi Shrubsole (Youth and Children's Pastor)  
Mr Peter Marrow (Secretary)  
Mrs Caroline McKemey (Treasurer)  
Mrs Clare Baker  
Mr Steve Chandanam  
Mr Derek Coldrick (resigned May 2020)  
Mr Dorian Ferdinando (resigned March 2020)  
Mr Granville Gray  
Mr Colin Lawford  
Dr Michael McKemey  
Mr Martin Rigley  
Mr Michael Sharp (resigned September 2020)  
Mrs Cate Oxenham  
Mr Paul Willmott

**Property Trustees**

The Baptist Union Corporation Limited, Registered Charity No. 249635  
Baptist House  
129 Broadway  
Didcot, Oxfordshire OX11 8RT

**Other Officers**

Administrator	Mrs Pat Lee
Pastoral Worker	Miss Ann-Rachel Harwood
Friday Under Fives Worker	Mrs Stephanie Kingsley
Facilities Manager	Mr Steven Chandanam
Worship Pastor	Mrs Robyn Trainer

**Bankers**

Lloyds TSB Bank plc  
14 Castle Street  
Cirencester, Glos  
GL7 1QJ

**Auditor**

MHA Monahans  
38-42 Newport Street  
Swindon, Wilts  
SN1 3DR



## Annual Report for 2020

The Trustees present their report and the audited financial statements of the charity for the year ended 31 December 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 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 published in October 2019.

### **(a) Objectives and Activities**

The Charity is governed by an Approved Governing Document (Constitution), adopted at a Special Church Members' Meeting on the 9<sup>th</sup> September 2008. This states that the principal purpose of the charity is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and carry out other charitable purposes in the United Kingdom and other parts of the world. The Church occupies premises that are held by the Baptist Union Corporation Ltd, on Trusts which are entirely compatible with the above objectives.

In order to achieve the charitable objectives which are set out above, the Church provides a variety of activities both to its Membership and to the community generally. The Trustees of the Church have considered and have regard to the Charity Commission guidance on public benefit.

The principal activities of the Church may include, but are not restricted to:  
regular public worship, prayer, Bible study, preaching and teaching;

- baptism, as defined in the Baptist Union's Declaration of Principle;
- the communion of the Lord's Supper which is normally observed at least once a month;
- evangelism and mission, locally, regionally, nationally and internationally;
- the teaching, encouragement, welcome and inclusion of young people;
- nurture and growth of Christian disciples;
- education and training for Christian and community service;
- giving and encouraging pastoral care;
- supporting and encouraging charitable social action in the United Kingdom and abroad;
- encouraging relationships with and supporting Baptist and other Christians.

To undertake activities as a means of achieving the Charitable Objectives, the church works on its own, or with other churches or groups. The aim is to show the love of Jesus Christ in both word and deed; to bring people into a closer relationship with Him as living Lord; to support and encourage charitable social action; and to encourage relationships with other Christians.

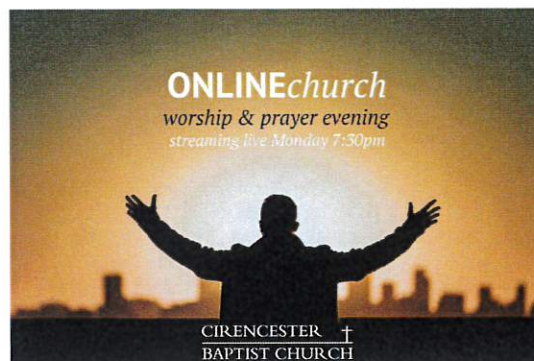
Inevitably all the activities of CBC were altered by the coronavirus pandemic and the restrictions imposed on life in the UK. From the middle of March 2020 so much of the life, community, outreach and worship of the church changed. Most significantly, so many of our activities and groups moved online. So much of 2020 falls into the periods of the UK 'lockdown'.

Central to the work and witness of the church is the provision of regular public services of Christian worship. These services take place twice on each Sunday morning and again each Sunday evening. There are also occasional services at other times which are advertised within the church and its website at [www.cirencester-baptist.org](http://www.cirencester-baptist.org). Services of a special nature are advertised more widely in



Cirencester. There is a full programme for children and young people during the 10.30am service on Sundays. A monthly All Age Worship service provides a choice of involvement and activity for all ages. Each of the Sunday services has its own style to suit the differing preferences of the church and community. The church seeks to be a friendly and welcoming community, and anybody is free to attend any of these services.

These services shifted online in March and continued to do so for the rest of the year. This was an enormous effort from a team of volunteers and the staff. It has been very successful, with very large numbers of people 'attending' these services - including many who are new to CBC. These services have been broadcast live on Sunday mornings via live.church and then afterwards on YouTube and Facebook. The evening services returned 'in-person' for a few months towards the end of the year, albeit with restrictions.



The church runs a series of house groups for friendship, the growth of faith, pastoral care and relationship with the local community. By the end of 2020 there were 21 such groups, comprising some 290 people meeting in various homes throughout the catchment area of the church, namely Cirencester and surrounding villages & towns. The Bible study element of these groups follows the Sunday service teaching. All who consider themselves part of the church are encouraged to integrate into the life of a house group. Details of these groups are advertised in the church news sheet. All of these groups continued to meet after lockdown started. Most of them have met via 'Zoom' and have coped well without meeting in person. A lot of effort has been put in by the house group leaders in keeping in touch with people.

The Church is privileged to have contact with many children and young people. We had two trainee youth ministers based with us whilst studying at Moorlands Bible College. One moved to take up a full time post at another church in July and a second student decided to take a year out from September this year. Our trainee children's pastor has worked very hard this year, and the church is in the process of seeking to appoint her as a part time member of staff.

Youth and Children on Sunday mornings are mainly from families who worship with us regularly, and on average about 125 attend each week. We have an established monthly music-based worship event called 'Revive' which is designed to appeal to young people in the church and community. This is in addition to the 3 midweek youth house groups that regularly attract 30 young people each week.

The youth & children's pastor and her team became very creative in finding ways to connect with children and young people during lockdown. Lots of online house groups, emails, messaging, socially distanced activities (3 Christmas parties), children's groups online, online games, videos and so much more. We also started a monthly youth evangelism course in September and managed to have 3 in person meetings.



Our weekly Friday-Under-Fives' parent & toddler group continues to run two weekly sessions giving encouragement and support to over 260 pre-school families. The church employs someone for eight



hours a week to help run this successful activity. Again, this shifted entirely online from March. The team put out songs, stories and activities via Facebook every Friday, and later in the year they offered some activities in the church car park. The restrictions allowed support groups to meet so during November and December they were able to hold a mother and new baby support group which was very much appreciated by those who attended. Many of our families responded to having a member of the team deliver a Christmas gift, delivered to 85 children.



'Messy Church' provides 'alternative' church for families who are less keen on the formality of Sunday worship or as an introduction or outreach to bring friends and extended family to. Its style is relaxed and activity based and appreciated by those who attend. We had two socially distanced pod Light parties this year with 32 families, 10 of these families were from FuFs, Eat Lunch or were invited by friends. We then gave out 99 Light Party bags to those that came and delivered to other families. At Christmas we had a mini messy crafty Christmas and were fully booked with 20 families and 37 children). Many more families from FuFs and Eat Lunch are now attending these events.



Also, the two mid-week youth club events that cater for boys and girls aged 10-16, are attended by about 120 young people who generally have no other church connection, except for the regular school assembly and Bible study input by the church. Once youth club could no longer meet, the team sought to keep in touch with young people through messages, Instagram and prayer walks around town. We did manage two socially distanced meet ups with some of the older young people outside the church building. We also provided "It's your move" books to Year 6's transitioning to Secondary school and

conducted 8 interactive sessions at the local schools to aid transition, either via zoom, MSM teams, in the classrooms or outside. Members of CBC lead school assemblies and activities in all the primary and secondary schools in the area, sometimes in partnership with other groups such as Open the Book and Gideons International. We run a weekly Christian Assembly at Deer Park school that young people can choose to attend, with up to 50 young people attending. During this time we have continued to provide assemblies via You Tube or over MSM Teams. Unfortunately, we haven't been able to continue with the Deer Park Assembly since mid March.

3 Interns joined the team this year, who were part of the Invest programme in partnership with other Baptist churches in the West of England.

Following a long process the church has begun looking for a part time youth pastor to work with our youth & children's pastor.

There are a large number of other church activities which provide a means of friendship, encouragement, practical support and growth in Christian faith to all in the church. These cater for different ages, genders and interests, and contribute to the ethos and life of the church. They are a means of encouraging new people to come among us and benefit from what we provide. Numerous special events and regular activities took place during the year to provide opportunities for deepening friendships.



Our regular groups and meetings include monthly curry club, banner making group, craft group called Creative Hands and Hearts, Food for Thought (monthly lunch club for those around during the day), Friends Café (monthly support group for widow(er)s), monthly prayer breakfast, monthly prayer and worship evening, weekly prayer meeting, and the CBSingles group. The Time Out Café is open weekly on Monday mornings for coffee, cake and a chat. All of these groups had to stop in March. Some of them were able to move online – the prayer meetings have grown in size as a result of this. Online quizzes became a feature of church life during 2020.

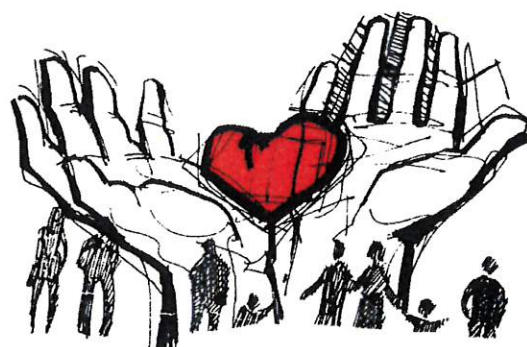


The church is involved in numerous community activities, some Christian and some secular. Regular activities include Cirencester Pilgrims (football team), 'Eat Lunch' (a school holiday initiative offering a warm welcome, games, crafts and a free hot healthy lunch to families who may need some extra support during the holidays), Christians Against Poverty (CAP) money coaches who run courses to empower people in the church and community to manage their money well and avoid debt, the chaplaincy team at Cirencester Hospital, and our senior pastor is a chaplain at the Royal Agricultural University. Ministry at the hospital and RAU has continued but has been reduced by the pandemic.

Twice monthly games evening called Around the Table continued online and towards the end of the year gathered lots of new members. Monthly Sunday Night Live events described as "entertainment with a twist of faith" started meeting in a local cafe bar and monthly UnSmashed events in a local club, aimed at younger people – these were going well, but have stopped since March.

The lockdown provided opportunities for people to be creative in how to connect with our community. Open air services were conducted in one street in Cirencester 8 times during 2020. Carol services in their street were organised by church members. Lots of walks, open air gatherings, street outreach have happened to continue with community and outreach, despite the restrictions.

The senior pastor wrote a daily reflection on each of the 150 psalms from the beginning of the pandemic. 100s of people read or listened to this. He then launched along with 2 others a podcast called "Two Pastors in a Pub" that has a growing audience.

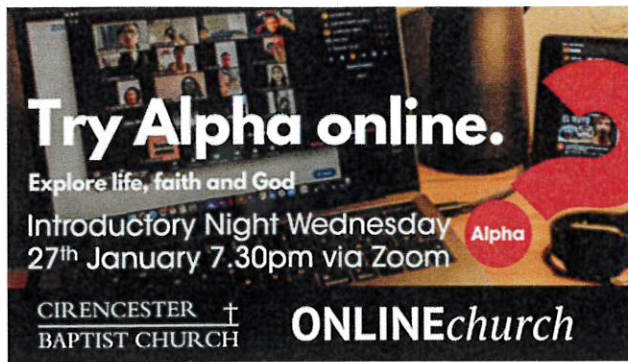


150 Psalms Blog

Several members of the Church are involved with Cirencester Home-Start, which provides support for parents of young children in the community. The Church continues to assist with the Churn Neighbourhood Project, which provides support in the community. The Cirencester, Fairford and Tetbury Foodbank has its warehouse in the basement of our church building. The Foodbank became much busier in 2020 as a result of the pandemic. They made more use of the church building to coordinate home deliveries. In addition, many individual Church Members have responsibilities and involvement in a whole range of community activities. Examples are the frequent 'Open the Book' Bible drama presentations in primary schools within Cirencester and surrounding villages, taking services in local retirement homes and the Street Pastors scheme in Cirencester.

Cirencester Community Church took the decision to cease meeting separately during 2020, and to join CBC. Most of the small church (around 10 people) have asked for church membership.





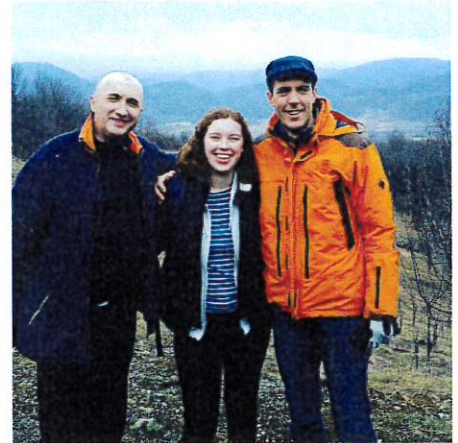
We work closely with the other churches in Cirencester. A long running joint involvement has been with the Alpha course, which seeks to help those who wish to explore the Christian Faith. 2 courses ran in 2020, one in-person and one online. During 2020, CBC took part in online Good Friday & Pentecost services, and the Plough Service and Holocaust Memorial Day.

Our concern is not only for people in the church and the local community, but further afield too. We partner church members (and former church members) working as missionaries in Japan, Germany with Teach Beyond and South East Asia with Interserve. In each case, they continue to be supported through mission agencies as we consider that provides them with a more secure support base. We also support missionaries in Bangladesh through the Baptist Missionary Society World Mission.

The relationship with pastor Daniel and his churches in Romania is growing. Three members of the church, including the senior pastor, visited in February, and Daniel and his wife Claudia visited Cirencester in March.

Again, CBC collected shoeboxes for Operation Christmas Child and decorated and filled over 216 boxes with presents.

The use of our new church building has grown extensively in early 2020. However, after March the use greatly decreased with only the NHS blood service, the Foodbank and a few smaller groups using the building.



The Church expresses its part in the wider Christian community by making grants to national and international Christian organizations and societies with aims and objectives compatible with the church's own charitable purpose.

The trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity should undertake. The trustees consider that they have acted in the public benefit

### **(b) Achievements and Performance**

The Church does not only measure the success of its programs in numbers, including financial numbers, but also in less tangible areas like fellowship, support and encouragement. The Trustees recognise that these are difficult to measure but believe that 2020 was a positive but uniquely challenging year in the life of the church, and that we will be able to pursue our mission purposes in 2021 with faith and enthusiasm.

Four people were baptised following a profession of faith in Jesus Christ. We were pleased to welcome 19 new people into church membership. 6 of our members joined our Friends List or resigned from membership; 2 of our members died during the year. On 31st December 2020 the membership stood at 305, which was a net increase of 11 over the year. We were delighted that 8 babies were born to families in the church and one couple from the church was married at CBC in 2020.

The congregation at CBC has continued to grow in numbers during 2020. However, because of the online nature of so much of the church's activities it will take time to integrate new people into the



family of the church. This is welcome and is hopefully also allied to a growth in community, spirituality and service.

Towards the end of 2020 those who volunteer within the life of the church numbered at least 250 (and this says nothing of those who are also serving elsewhere in their local communities). This is a measure of the activities and enthusiasm of the congregation. Once again, because of the pandemic, so many of the volunteers were unable to serve as they had before – but most appear keen to step back in when things start again.

By the end of 2020 the weekly Sunday services were being regularly attended by over 400 people. Although with so much online, this is much harder to measure than in previous years.

The house groups in the church play an important part in the life of the church. The church leadership has invested in training and encouraging the leaders of these groups who become increasingly important in the pastoral ministry of CBC. Leaders of pastoral ministries meet regularly, as a pastoral forum, to ensure we are serving and caring for everyone in the church. The mainstays of our pastoral care continue to be house groups and personal relationships.

We have continued to support Gloucester Outdoor Church, Kings Stanley Baptist Church and Arlington Baptist Church in Bibury (a small village 7 miles from Cirencester), helping the congregation with practical matters and finding a way forward for the church and its mission. Arlington church has connected with online church services – using it to help with their worship. CBC has also helped them with training in safeguarding.

### **(c) Financial Review**

The church continues to raise funds that it needs to carry on its activities from within its own congregation. We have been able, through the generosity of many in the church, to continue to pay the loans on the new building from the Baptist Building Fund and the Baptist Union Corporation.

The church is heavily dependent on its congregation working voluntarily in all aspects of our activities, many of which run with little or no impact on our expenditure; but nevertheless, contribute substantially to the achievement of our objectives.

The financial results for the year, together with a summary of the accounting policies adopted are set out in the accompanying financial statements. Our total income was £610,561, £360,799 to the general fund, £151,704 to the restricted fund and £98,058 to the endowment fund. Our total expenditure was £429,805. This is made up as follows, £311,033 from the general fund and £56,960 from the restricted and £61,812 from endowment funds. We ended the year with a surplus of £180,756, £98,058 of the surplus relates to the profit on disposal of Sudeley Drive.

Total funds held at 31 December 2020 were £2,781,645 of which £3,491,107 are held at fixed assets.

Reserves of £124,049 were held in the general fund; £43,553 in restricted funds; £2,590,974 in the endowment fund, £33,811 in the unrestricted fixed asset fund, £15,000 in the designated building maintenance fund and -£25,743 pension liability reserve.

Our reserves policy states that there should be reserves of three months of normal church General Fund expenditure which is £102,000. Our reserves at the end of the year now stand at £98,304 which is slightly below the required level. We note that the Church has net current liabilities of



£6,236 and we seek to continue to generate funds. The key financial risk is generating sufficient funds to repay the long-term loans.

The principle funding sources are donations and offerings from the congregation.

Significant expenses include the employment of 2 full-time ministers; a part-time youth minister, Pastoral Worker, Worship Pastor, Friday-Under-Fives Worker, Administrator and Facilities Manager; to lead and co-ordinate the church's activities. These activities include Sunday services, pastoral care for the congregation and other people. They also encourage the congregation in its life, Christian witness and service. They also include the running and upkeep of our building.

A further significant expense is the support of both overseas and UK mission and outreach. The Church expresses its part in the wider Christian community by making grants to national and international Christian organizations and societies with aims and objectives compatible with the church's own charitable purpose.

As with many areas of society the Coronavirus pandemic had a big impact on our church. We have been following government recommendations and regulations and have:

- Stopped all services and moved onto an online service weekly with extra services too (e.g. Easter services), where we have received up to 1,500 visitors each week; we are continuing to run homegroups, prayer meetings, toddler and children activities and staff meetings online via portals like Zoom.
- For most of the year the church has been closed to all hirers except Cirencester Foodbank and the Blood Transfusion Service. This significantly reduced our lettings income.
- Expenses were also significantly reduced which helped our cashflow.
- We have been keeping a constant watch on finances and giving remained at encouraging levels.
- We furloughed our Facilities Manager during the first lockdown.

The major risks to which the church is exposed have been identified by the Trustees as follows, and systems have been established to manage these risks:

Governance risks – Constitution adopted 09/12/08 outlining procedures for membership; members' meetings; appointment, role, responsibility and removal of charity trustees.

Operational risks – On-going staff and volunteer training; Safeguarding policy and procedures in place (Baptist Union 'Safe to Grow'); Disclosure & Barring Service (DBS) checks of all staff and volunteers working with young people and vulnerable adults; Health, Safety, Fire and IT policies and Risk Register in place (reviewed & updated in 2019); First Aid Courses; Adherence to Baptist Union guidelines and consultation with BU advisors on wide range of issues.

Financial risks – Financial Procedures Policy in place and reviewed regularly.

External risks – Regular updates and advice on government policy received from Baptist Union, Evangelical Alliance and



Charity Commission.

Compliance with law and regulations - Employer, public and charity trustee indemnity insurance in place and reviewed annually.



#### **(d) Structure, Governance and Management**

The Charity is governed by an Approved Governing Document (Constitution), adopted at a Special Church Members' Meeting on the 9th September 2008.

Those seeking Church membership are accepted into membership in accordance with the Approved Governing Document (Constitution). Church Members' Meetings are held on at least 4 occasions in the year. In 2020 we held two in person meetings at the beginning of the year and two meetings via zoom later in the year. At these meetings, the Members seek to discern the mind of God for the overall policy and affairs of the Church.

In accordance with the Constitution, the Members appoint Trustees, both Elders and Deacons. These, together with the Ministers, Church Secretary and Treasurer (who are also appointed by the Members), are responsible for the day to day running of the Church's work and witness, and the financial and legal aspects of the charity. Trustees, both men and women, must be baptised Church Members securing the support of at least 66% of the Members voting by secret ballot at a Church Members' Meeting. Apart from the Ministers (also Trustees), they are appointed for a period of 3 years, subject to the on-going support of the Church Members' Meeting. Trustees meet at least bi-monthly to consider the affairs of the Church. All Members are encouraged to take an appropriate part in the spiritual and practical tasks involved in the furtherance of the charitable objectives. Relevant matters may be submitted to the Church meeting by the Trustees for consideration or may be raised by Members in Church Meeting for consideration by the Trustees and Members. Though the Constitution permits decisions to be made at Church meetings by appropriate majorities, the Church seeks to work by consensus wherever possible.

The Trustees confirm that the major risks have been reviewed and systems or procedures have been established to manage those risks.

The remuneration package for ministers (classed as key management personnel of the charity) is based upon BUGB guidelines and national agreements made between BUGB and HMRC, and also takes account of existing historic arrangements with individuals. The complete package is applicable to full time ministers only: part time ministers will receive a basic salary pro-rata. Remuneration will be reviewed annually each October/November for inclusion in the budget. Recommendations will be made by the Finance Team and authorised by the Trustees.

#### **e) Future Plans for 2021**

To continue to develop spirituality, friendship, hospitality and care among our members.

To welcome new people into the life of the church, and to reach out to our local communities with the good news of Jesus. We expect the church to continue to grow in numbers.

To continue to offer online services and gatherings, even once restrictions on meeting together have been lifted.

To employ a children's pastor and a youth pastor.

To maximize the opportunities of our new church building to welcome and serve the local community and share the gospel – especially as groups become able to meet again after the pandemic.

To start new house groups in Cirencester and other local towns and villages.

To strengthen our supportive relationships with smaller churches in our area - in particular Kings Stanley Baptist Church, Arlington Baptist Church, Bibury and Bourton Baptist Church.

To explore the opportunity for planting a new church.

To strengthen the role of the local cluster of Baptist churches in the Cotswolds.

To grow CBC's ministry to young people and schools in the area – particularly looking at expanding into some more village schools.

To seek opportunities to serve those in need in the local area.

To encourage people from our church to serve and support those who are overseas – and to encourage people from CBC to consider going overseas to serve for medium to long term.  
To strengthen our relationship with Pastor Daniel Antonesei and his churches in Romania.  
To welcome and encourage students at the local Royal Agricultural University.

#### Fund-Raising Standards Information

The charity does not employ a professional fund-raiser /commercial participator.

The charity or any person acting on behalf of the charity was not subject to an undertaking to be bound by any voluntary scheme for regulating fund-raising, or voluntary standard for fund-raising in respect of activities on behalf of the charity.

We did not directly monitor activities carried on by any person on behalf of the charity for the purpose of fund-raising.

No complaints were received by the charity or a person acting on its behalf about activities by the charity or by a person on behalf of the charity for the purpose of fund-raising.

We do not actively fundraise outside of our church building. Collections at each service are stressed to be on a purely voluntary basis and more directed at regular members and attendees.

#### **(f) Trustees' responsibilities statement**

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

#### **(g) Auditors**

The auditors, MHA Monahans, will be proposed for re-appointment at the forthcoming Annual General Meeting.



**(h) Declaration**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signatory		
Full Name	Peter Marrow	Caroline McKemey
Position	Church Secretary	Church Treasurer
Date		

**Report of the Independent Auditors to the Trustees of**  
**Cirencester Baptist Church**

**Opinion**

We have audited the financial statements of Cirencester Baptist Church (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**Other information**

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

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

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



in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### **Our responsibilities for the audit of the financial statements**

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and the industry, we identified that the principal risks of non-compliance with laws and regulations related to health and safety, employment law, and Charity Law, and we considered the extent to which non-compliance might have a material effect on the financial statements of the charity. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and taxation legislation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to revenue recognition, management override, and management bias in accounting estimates and judgemental areas of the financial statements such as the depreciation policy, valuation of debtors and valuation of fixed asset investments. Audit procedures performed by the audit engagement team included:

- discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- understanding and review of management's internal controls designed to prevent and detect irregularities, and fraud;
- review of the minutes of the Trustees meetings;
- review of tax compliance;
- designing audit procedures to incorporate unpredictability;
- performing analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud;
- review of the financial statements disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of the Trustees and third-party advisors about actual and potential litigation and claims;
- testing transactions entered into outside of the normal course of the charity's business; and
- identifying and testing journal entries, in particular any journal entries with fraud characteristics such as journals with round numbers.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and the transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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

### **Use of our report**

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

MHA Monahans

Statutory Auditors

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

38-42 Newport Street

Swindon

Wiltshire

SN1 3DR

Date: .....



**Cirencester Baptist Church**  
**Statement of Financial Activities**  
**Year ended 31 December 2020**

	Notes	Unrestricted £	Restricted £	Endowment £	Total 2020 £	2019 £
<b>Income and endowments from:</b>						
Donations and legacies	2	336,949	148,959	0	485,908	526,668
Investments	3	319	0	0	319	573
		337,268	148,959	0	486,227	527,241
<u>Income from charitable activities</u>						
Use of premises		20,358	0	0	20,358	40,327
Government Grants	4a	3,172	0	0	3,172	0
Church Weekend away		0	0	0	0	0
		23,531	0	0	23,531	40,327
<u>Other trading activities</u>						
Fundraising activities		0	2,745	0	2,745	4,207
Other		0	0	0	0	4,252
Profit on disposal of fixed assets		0	0	98,058	98,058	0
<b>Total income</b>		<b>360,799</b>	<b>151,704</b>	<b>98,058</b>	<b>610,561</b>	<b>576,026</b>
<b>Expenditure on:</b>						
Charitable Activities - Church	4 - 5	311,033	56,960	61,812	429,805	514,880
Raising Funds		0	0	0	0	0
<b>Total expenditure</b>		<b>311,033</b>	<b>56,960</b>	<b>61,812</b>	<b>429,805</b>	<b>514,880</b>
Net Incoming Resources before other adjustments		49,766	94,744	36,246	180,756	61,145
Loss on disposal of Fixed Assets	6	0	0	0	0	0
Transfers Between Funds	11	23	(81,455)	81,432	0	0
<b>Net Movement in Funds</b>		<b>49,789</b>	<b>13,289</b>	<b>117,678</b>	<b>180,756</b>	<b>61,145</b>
Reconciliation of funds						
<i>Total Funds Brought Forward:</i>		97,329	30,264	2,473,296	2,600,890	2,539,744
<b>Total Funds Carried Forward</b>		<b>147,118</b>	<b>43,553</b>	<b>2,590,974</b>	<b>2,781,646</b>	<b>2,600,890</b>

All income and expenditure derive from continuing operations

**Balance Sheet 31 December 2020**

	Notes	2020 £	2020 £	2019 £	2019 £
Tangible Fixed Assets	10		<u>3,491,107</u>		<u>3,699,935</u>
			3,491,107		3,699,935
Current Assets					
Debtors	7	27,820		26,833	
Bank and Cash		<u>166,261</u>		<u>113,579</u>	
Total Current Assets		194,081		140,412	
Current Liabilities - due within one year					
Creditors - Loans	8	186,007		304,140	
Creditors - General	8	14,310		15,009	
Total Current Liabilities		<u>200,317</u>		<u>319,149</u>	
Net Current (Liabilities)/Assets			<u>(6,236)</u>		<u>(178,737)</u>
Creditors - due over one year					
Baptist Union Loan	9	605,314		715,738	
Baptist Building Fund Loan	9	75,000		90,000	
Other Creditor		22,913		37,637	
Mortgage - 4 Sudeley Drive	9			<u>76,934</u>	
			<u>(703,227)</u>		<u>(920,309)</u>
Total Net Assets			<u><u>2,781,645</u></u>		<u><u>2,600,890</u></u>
Funded by:					
Endowment (property fund)	11		2,590,974		2,473,296
Restricted Funds	11		43,553		30,264
Unrestricted Fixed Asset Fund	11		33,811		39,827
General Fund	11		124,049		88,703
Pension Liability Reserve	11		(25,743)		(41,201)
Designated Building Maintenance Fund	11		15,000		10,000
Total Funds			<u><u>2,781,645</u></u>		<u><u>2,600,890</u></u>

Signed on behalf of the Trustees by:  
Caroline McKemey - Treasurer

Peter Marrow - Church Secretary

Date:



**Statement of Cashflows Year ended 31 December 2020**

	2020	2019
	£	£
<b>Cash flows from operating activities:</b>		
<b>Net cash provided by (used in) operating activities</b>	<u>136,097</u>	<u>140,816</u>
<b>Cash flows from investing activities:</b>		
Interest income	319	573
Purchase of tangible fixed assets	(2,303)	(5,899)
Proceeds from sale of tangible fixed assets	239,058	0
<b>Net cash provided by (used in) investing activities</b>	<u>237,074</u>	<u>(5,326)</u>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	(320,491)	(119,647)
Cash inflows from new borrowing	0	0
<b>Net cash provided by financing activities</b>	<u>(320,491)</u>	<u>(119,647)</u>
<b>Change in cash and cash equivalents in the year</b>	<u>52,681</u>	<u>15,843</u>
Cash and cash equivalents at the beginning of the year	113,580	97,737
<b>Total cash and cash equivalents at the end of the year</b>	<u>166,261</u>	<u>113,580</u>

**Reconciliation of net movement in funds to net cash flow from operating activities**

	2020	2019
	£	£
<b>Net income/(expenditure) for the year</b>	<u>180,756</u>	<u>61,146</u>
<b>Adjustments for:</b>		
Depreciation charges	67,681	70,742
Loss on disposal of fixed assets	2,448	630
Profit on disposal of fixed assets	(98,058)	
Deduct interest income	(319)	(573)
(Increase)/Decrease in debtors	(987)	9,164
Increase/(Decrease) in creditors	(15,423)	(293)
<b>Net cash used in operating activities</b>	<u>136,097</u>	<u>140,816</u>

**Analysis of changes in net debt**

	at start of year	cash flows	at end of year
Cash equivalents	113,579	52,682	166,261
Loans falling due within one year	(304,140)	118,133	(186,007)
Loans falling due after more than one year	(882,672)	202,358	(680,314)
<b>Total</b>	<u>(1,073,233)</u>	<u>373,173</u>	<u>(700,060)</u>

Accounting Policies

a General information and Basis of Preparation

Cirencester Baptist Church is an unincorporated charity. The address of the registered office and the nature of the charity's operations and principal activities are given in the trustees' annual report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

There are no significant areas of judgements or key sources of estimation uncertainty.

Going concern

The trustees acknowledge the net current liabilities of £6,236 and the impact that COVID has had on the financial position of the charity. The income from hiring out the church facilities has reduced during the lockdown periods, but we have many organisations waiting to start hiring with us again as soon as the current restrictions allow. Church giving also reduced but we are pleased to see that many members moved to giving directly to the church instead of by cash collections. During 2020 we entered into discussions with the loan providers who provided us with the option to take a two-month loan repayment holiday during which time we chose just to pay the interest due. We are pleased to note that at the end of the financial year we were able to make an extra payment make up the shortfall. Further options may remain available to us in the future. The trustees are confident that the charity will be able to generate sufficient income to meet its loan repayments. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Legal status

The charity is an unincorporated trust constituted by its governing document.



b Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

c Grants payable

The church makes grants to individuals and other organisations whose charitable objectives complement its work. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

d Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accrual's basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities. Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

e Volunteers

Most of the management is carried out without charge by volunteers. This intangible cost is not included in the Statement of Financial Activities since it is not practical to measure the value of the volunteers' time.

f Funds

Unrestricted funds comprise general funds which the church can use for ordinary purposes, and designated funds which the church has allocated to particular purposes.

Restricted funds represent monies received or invited by the church for a specific purpose. The funds may only be expended on the specific purpose for which they were given.

Transfers from the general fund to restricted funds occur when the expenditure on the restricted fund has exceeded the income.

The endowment funds represent the value of buildings owned and used by the church. In the opinion of the Trustees the endowments are expendable, but the church may not sell any of its property without the express permission of the holding trustees, Baptist Union Corporation.

g Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The Church 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 the 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 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 note 13).

The charity also operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

h Current assets

Amounts owing to the charity at 31st December in respect of fees, rents or other income are shown as debtors less provisions for amounts that may prove uncollectable.

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of twelve months or less from the date of acquisition or opening of the deposit or similar account.

i Current liabilities

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

J Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

k Financial risk management

The charity has minimal exposure to customer credit risk, liquidity risk and market risk. Please refer to the risk section of the trustees' annual report for information on how risks are managed. The charity does not have any non-basic financial instruments.

l Tangible fixed assets

Tangible fixed assets are recorded at cost and depreciation is calculated to write off the cost, less estimated residual value over their expected useful lives. Fixed assets costing more than



£250 are capitalised. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided at the following rates on a straight line basis:

Freehold Land	0%
Freehold Buildings	2%
Computers and other electronics	25%
Furniture and fittings	10%

m Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**2 Donations and legacies**

	Unrestricted £	Restricted £	Endowment £	2020 £	2019 £
Offerings & donations	277,238	121,836	0	399,074	444,996
Grants received	3,172	0	0	3,172	725
Tax refunds	59,710	27,124	0	86,834	80,947
	340,121	148,959	0	489,080	526,668

**2a Donations from Trustees**

Total donations of £53,265 were received from trustees. These donations were all given without conditions. Trustees also donate via church plate collections. These amounts are not recorded separately

**2b Related Party Transactions**

Total donations of £16,460 were received from close family members of trustees. These donations were all given without conditions. They may also donate via church plate collections. These amounts are not recorded separately. The wife of trustee P Trainer is employed by the church being responsible for worship, student ministry and media and earned gross salary of £6,026 and employer's pension contributions were £502. There were no other related party transactions.

**3 Income from investments**

	2020 £	2019 £
Bank Interest	319	573
	319	573

**4 Expenditure on Charitable Activity**

	Unrestricted £	Restricted £	Endowment £	2020 £	2019 £
<b>Ministry</b>					
Total employment costs and expenses	126,695	0	0	126,695	133,057
Visiting preachers	557	0	0	557	2,324
	127,252	0	0	127,252	135,381
<b>Mission/outreach</b>					
Grants payable (see note 5)	38,893	28,570	0	67,463	73,460
Junior Church	3,325	0	0	3,325	8,874
Leader training/conferences	323	0	0	323	4,919
Youth Club	0	494	0	494	5,231
Friday Under 5s	6,026	1,018	0	7,044	7,723
Singles outreach group	0	235	0	235	195
Ciren Pilgrims (football team)	762	0	0	762	1,526
Help Fund	45	953	0	998	10,094
Seeds of Change Women's Conf - to aid Christian mission to women in the UK	0	601	0	601	1,569
Eat Lunch - to aid Christian mission in UK	0	813	0	813	1,458
Local outreach	126	0	0	126	554
Church away weekend & days	0	0	0	0	0
	49,500	32,684	0	82,184	115,603
<b>Establishment</b>					
<b>Church</b>					
Heat, light, ins. etc	11,687	0	0	11,687	22,278
Repairs/maintenance	9,946	0	0	9,946	8,351
Depreciation	5,870	0	61,812	67,682	70,742
Loss on disposal of Fixed Assets	1,077	0	0	1,077	630
Building loan repayments included in revenue expenditure	0	0	0	0	0
Interest Payable on Building Loans	0	24,276	0	24,276	31,819
Other Costs	10,749	0	0	10,749	17,366
<b>Manse/cottages</b>					
Heat, light, ins. etc	27,815	0	0	27,815	32,507
Repairs/maintenance	0	0	0	0	5,865
Mortgage payments-4 Sudeley Drive	2,122	0	0	2,122	2,864
	69,266	24,276	61,812	155,354	190,421
<b>Support Costs</b>					
Administrator employment costs	26,149	0	0	26,149	25,788
Facilities Manager employment costs	23,703	0	0	23,703	19,480
Pension - Interest cost	673	0	0	673	1,002
Pension - remeasurement	-12,874	0	0	-12,874	579
Equipment/audio-visual materials	7,533	0	0	7,533	3,797
Printing/Stationery	3,090	0	0	3,090	5,645
Subscriptions etc	5,091	0	0	5,091	4,312
Postage/Telephone	1,689	0	0	1,689	1,449
Job advertisement costs	1,316	0	0	1,316	
Miscellaneous	1,595	0	0	1,595	1,381
<b>Governance Costs</b>					
Auditor's remuneration	7,049	0	0	7,049	9,268
Other professional fees	0	0	0	0	776
	65,014	0	0	65,014	73,475
<b>Total Charitable Expenditure</b>	<b>311,033</b>	<b>56,960</b>	<b>61,812</b>	<b>429,805</b>	<b>514,881</b>

**4a. Government Grants**

	2020 £	2019 £
Received for Coronavirus Job retention scheme grant	3,172	0
	3,172	0

Government grants: £3172 (2019: nil) of government grants were received for Coronavirus Job Retention Scheme grant. There were no unfilled conditions and other contingencies attached to grants that have been recognised in income, and the charity has not directly benefited from any other form of government assistance.



# Notes to the Accounts (continued)

## Staff costs and Trustees expenses

	2020	2019
Salaries - Gross salary	149,445	147,351
Social security costs - employers national insurance	12,093	12,773
Pension - employers contributions	15,903	14,875
Other employee benefits - rent	21,600	25,363
Other costs - council tax, water, telephone	5,816	13,999
Total	204,857	214,161

The average number of employees during the year was 8 (2019: 8)  
No employee received emoluments in excess of £60,000 (2019 none).

## Trustees Remuneration

The following trustees (who are also classed as key management personnel) are remunerated by the church for their role as Pastors & Facilities Manager.

	2020	2020	2020
	£	£	£
		employers pension contributions	Other employee benefits
Mr M Frost	gross salary 32,442	3893	13200
Ms N Shrubsole	29,283	3514	0
Mr P Trainer	26,783	3339	8400
Mr S Chandanam	20,261	2395	0
	108,769	13,141	21,600
	2019	2019	2019
	£	£	£
		employers pension contributions	Other employee benefits
Rev RP Morris	gross salary 10,275	4528	3763
Mr M Frost	31,697	3804	13200
Ms N Shrubsole	26,801	3192	0
Mr P Trainer	26,346	3262	8400
Mr S Chandanam	16,616	1931	0
	111,535	16,717	25,363

Other employee benefits include amounts paid as rent  
Two Trustees, who are also employees, live in housing leased by the church from himself and his spouse  
No sums were reimbursed to the Trustees for their work as Trustees (2019 none)  
No Trustees were reimbursed expenses (2019 none)

## Pension costs

The church pays pension contributions for one of its employees to the Baptist Pension Trust Limited, a multi employer scheme treated as a defined contribution scheme (see note 1i). 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 to this Scheme for the Church was £502 (2019: £6,652).  
Pension contributions are paid to defined contribution schemes on behalf of three of the ministers, the administrator and the facilities manager.  
The total pension cost for the Church to the defined contribution schemes was £15,401 (2019 £14,396)  
No contributions were outstanding at the Balance Sheet date.

## 5 Grants Payable

	Unrestricted	Restricted	Endowment	2020	2019
	£	£	£	£	£
WEBA Home Mission - to aid Christian mission in the UK	12,800	0	0	12,800	12,889
BMS World Mission - to aid Christian mission worldwide	5,163	3,756	0	8,919	4,233
The Coes - to aid Christian mission in Germany (Teach Beyond)	12,800	5,388	0	18,188	15,613
D & J Parker - to aid Christian mission worldwide (Interserve)	5,080	3,519	0	8,599	7,939
Moldova & Romania - to aid Christian mission in Moldova & Romania	0	200	0	200	13,013
Nepal/Pakistan Aid - to aid Christian mission in Nepal & Pakistan	0	5,125	0	5,125	3,695
Pastor Daniel - to aid Christian mission in Romania & Moldova	1,300	4,003	0	5,303	3,487
Samaritans Purse - Shoebox Appeal	0	0	0	0	624
Jess Price - support as Pastoral Assistant	0	900	0	900	2,275
Home for Good - to aid Christian fostering and adoption	0	50	0	50	0
Jethro Kingsley - to aid Christian mission in Japan	0	5,611	0	5,611	1,175
SAT 7 - to aid Christian mission in Asia	0	0	0	0	232
Tear Fund - to aid Christian mission and disaster relief	0	20	0	20	2,036
In memoriam - to support cancer research and teenage counselling	0	0	0	0	2,065
Churn Project - to support vulnerable & marginalised families in Clarendon	250	0	0	250	250
Open the Book - to aid Christian mission in UK primary schools	500	0	0	500	550
Defibrillator - to give Christian support to the local community	0	0	0	0	1,620
Other	1,000	0	0	1,000	1,764
	38,893	28,570	0	67,463	73,460

21 of these grants were made to organisations and 3 to individuals

## 6 Auditor's Remuneration

	2020	2019
	£	£
Auditor's Remuneration		
Audit of the financial statements	7,049	7,000
Under accrual in prior year	0	843
Non audit work	0	1,625
	7,049	9,268

**7 Debtors**

Accrued income  
Prepaid Expenses  
Trade debtor

2020	2019
£	£
19,426	18,555
6,410	6,345
1,984	1,933
<b>27,820</b>	<b>26,833</b>

**8 Creditors - Due in less than a year**

Accruals  
Other creditor

2020	2019
£	£
11,480	11,445
2,830	3,564

Loans due less than one year:

BUC main loan  
BBF Loan  
Member loans

2020	2019
£	£
76,007	94,140
15,000	15,000
95,000	195,000
<b>200,317</b>	<b>319,149</b>

**9 Secured liabilities**

The Baptist Union Corporation acts as custodian trustees for our building, so holds security for the main building loan.

**10 Fixed assets****Tangible Fixed assets**

Cost at 1st January 2020

	Land and Buildings	Other Fixed Assets	2020	2019
	£	£	£	£
Additions	3,850,599	56,226	3,906,825	3,901,827
Disposals	(150,000)	(3,352)	(153,352)	(900)
At 31st December 2020	<b>3,700,599</b>	<b>55,177</b>	<b>3,755,776</b>	<b>3,906,826</b>

Accumulated depreciation at 1st January 2020

	Land and Buildings	Other Fixed Assets	2020	2019
	£	£	£	£
Charge in year	61,812	5,870	67,682	70,742
Disposals	(9,000)	(903)	(9,903)	(270)
At 31st December 2020	<b>243,303</b>	<b>21,366</b>	<b>264,669</b>	<b>206,891</b>

NET BOOK VALUE

	Land and Buildings	Other Fixed Assets	2020	2019
	£	£	£	£
At 1st January 2020	3,660,108	39,827	3,699,935	3,765,408
At 31st December 2020	<b>3,457,296</b>	<b>33,811</b>	<b>3,491,107</b>	<b>3,699,935</b>

**Properties**

The sole property owned by the church is the church building in Chesterton Lane.

**11 Funds****Movement in funds****Restricted funds 2020**

	1.1.2020	Incoming Resources	Resources Expended	Transfers In/(out)	31.12.2020
	£	£	£	£	£
New Building Fund - see analysis below	16,167	112,774	24,276	(81,455)	23,210
BMS World Mission - to aid Christian mission worldwide	1,170	2,585	3,756	0	0
The Coes - to aid Christian mission in Germany (Teach Beyond)	1,720	4,578	5,388	0	910
D & J Parker - to aid Christian mission worldwide (Interserve)	277	3,663	3,519	0	421
Moldova & Romania - to aid Christian mission in Moldova & Romania	2,592	320	200	0	2,712
Pastor Daniel - to aid Christian mission in Romania & Moldova	1,342	3,978	4,003	0	1,317
Youth Club	211	980	494	0	697
Seeds of Change Women's Conference	2,405	1,319	601	0	3,122
Jess Price - support as Pastoral Assistant	25	925	900	0	50
Friday Under 5s Toddler group	226	1,778	1,018	0	987
Singles outreach group	42	749	235	0	555
Help fund - providing financial support for those in need	0	7,300	953	0	6,348
Youth mission - to aid Christian mission worldwide	2,033	0	0	0	2,033
Tear Fund - to aid Christian mission and disaster relief	0	20	20	0	0
Jethro Kingsley - to aid Christian mission in Japan	30	5,300	5,330	0	0
Jethro Kingsley Children's ministry offering - to aid Christian mission in Japan	145	136	281	0	0
Nepal/Pakistan Aid - to aid Christian mission in Nepal & Pakistan	0	5,125	5,125	0	0
Home for Good - to aid Christian fostering and adoption	0	50	50	0	0
Eat Lunch - to aid Christian mission in UK	1,879	0	813	0	1,066
Ciren Pilgrims - to aid Christian mission in sport	0	125	0	0	125
<b>Total Restricted funds</b>	<b>30,265</b>	<b>151,704</b>	<b>56,960</b>	<b>(81,455)</b>	<b>43,553</b>
New Building Fund - detail	16,167				16,167
- Donations and Grants Received		89,209			89,209
- Gift Aid		20,821			20,821
- Income from Fundraising events etc.		2,745			2,745
- Capital Repayments				(81,455)	(81,455)
- Loan Interest			24,276		(24,276)
- Fundraising costs					0
- Transfer from General Fund					0
	<b>16,167</b>	<b>112,774</b>	<b>24,276</b>	<b>(81,455)</b>	<b>23,210</b>

All restricted fund assets are held in cash at bank or on deposit with the Baptist Union Corporation.  
The purpose of each restricted fund is described in the name given to the fund as listed above.



**Restricted funds 2019**

	1.1.2019	Incoming Resources	Resources Expended	Transfers In/(out)	31.12.2019
	£	£	£	£	£
New Building Fund - see analysis below	15,440	123,663	31,819	(91,117)	16,167
BMS World Mission - to aid Christian mission worldwide	20	1,368	237	0	1,171
The Coes - to aid Christian mission in Germany (Teach Beyond)	873	4,090	3,243	0	1,720
D & J Parker - to aid Christian mission worldwide (Interserve)	93	3,125	3,022	82	278
Moldova & Romania - to aid Christian mission in Moldova & Romania	2,873	12,580	13,013	152	2,592
Moldova & Romania, child min coll - to aid Christian mission in Moldova & Romania	0	152	0	(152)	0
Pastor Daniel - to aid Christian mission in Romania & Moldova	3,092	500	2,250	0	1,342
Youth Club	762	4,680	5,231	0	211
Seeds of Change Women's Conference	0	3,974	1,569	0	2,405
Jess Price - support as Pastoral Assistant	0	2,300	2,275	0	25
Friday Under 5s Toddler group	245	3,288	3,307	0	226
Singles outreach group	237	0	195	0	42
Help fund - providing financial support for those in need	859	8,879	9,738	0	0
Youth mission - to aid Christian mission worldwide	0	1,000	0	1,033	2,033
Tear Fund - to aid Christian mission and disaster relief	(105)	2,141	2,036	0	0
Samaritans Purse Children's Ministry offering - Shoebox Appeal	550	74	624	0	0
SAT 7 - to aid Christian Ministry worldwide	232	0	232	0	0
Jethro Kingsley - to aid Christian mission in Japan	0	1,203	1,175	0	28
Jethro Kingsley, child min coll - to aid Christian mission in Japan	0	145	0	0	145
Nepal/Pakistan Aid - to aid Christian mission in Nepal & Pakistan	0	3,695	3,695	0	0
Eat Lunch Children's Ministry offering - to aid Christian mission in UK	0	86	0	(86)	0
Eat Lunch - to aid Christian mission in UK	992	2,260	1,458	86	1,880
In memoriam - to support cancer research an teenage counselling	0	3,098	2,065	(1,033)	0
Defibrillator Fund - to give Christian support to the local community	548	735	1,620	338	0
Clarence Hospital - to give Christian support to those who are ill	(3)	3	0	0	0
Open the Book - to aid Christian mission in UK primary schools	0	50	50	0	0
Other	15	750	765	0	0
<b>Total Restricted funds</b>	<b>26,721</b>	<b>183,856</b>	<b>89,618</b>	<b>(90,697)</b>	<b>30,264</b>

New Building Fund - detail	15,440				16,894
- Donations and Grants Received		98,526			98,526
- Gift Aid		20,930			20,930
- Balance - sale proceeds of Coxwell St properties held by BUC				0	0
- Income from Fundraising events etc.		4,207			4,207
- Capital Repayments				(96,581)	(96,581)
- Loan interest			(31,819)		(31,819)
- Fundraising costs					0
Transfer from General Fund				5,464	5,464
- Capital Expenditure from building fund					0
	<b>15,440</b>	<b>123,663</b>	<b>(31,819)</b>	<b>(91,117)</b>	<b>16,167</b>

**Endowment funds 2020**

	1.1.2020	Incoming Resources	Resources Expended	Transfers In/(out)	31.12.2020
	£	£	£	£	£
Endowment funds	2,473,296	98,058	61,812	81,432	2,590,974
	<b>2,473,296</b>	<b>98,058</b>	<b>61,812</b>	<b>81,432</b>	<b>2,590,974</b>

**Endowment funds 2019**

	1.1.2019	Incoming Resources	Resources Expended	Transfers In/(out)	31.12.2019
	£	£	£	£	£
Endowment funds	2,418,461	0	64,812	119,647	2,473,296
	<b>2,418,461</b>	<b>0</b>	<b>64,812</b>	<b>119,647</b>	<b>2,473,296</b>

**Unrestricted funds 2020**

	1.1.2020	Incoming Resources	Resources Expended	Transfers In/(out)	31.12.2020
	£	£	£	£	£
Fixed Asset Fund	39,827	0	0	(6,016)	33,811
General Fund	88,703	360,799	326,491	1,038	124,049
Pension Liability	(41,201)	0	(15,458)	0	(25,743)
Building Maintenance reserves	10,000	0	0	5,000	15,000
	<b>97,329</b>	<b>360,799</b>	<b>311,033</b>	<b>22</b>	<b>147,117</b>

**Transfers between funds**

a transfer of £5,000 has been made from the general fund to the designated Building Maintenance Reserve to allocate funds to repair the building.  
The fixed asset fund transfers reflect the net of new asset additions less depreciation during the year.

**Unrestricted funds 2019**

	1.1.2019	Incoming Resources	Resources Expended	Transfers In/(out)	31.12.2019
	£	£	£	£	£
Fixed Asset Fund	40,488	0	0	(661)	39,827
General Fund	82,943	382,169	363,120	(33,289)	88,703
Pension Liability	(43,869)	0	(2,668)	0	(41,201)
Building Maintenance reserves	5,000	0	0	5,000	10,000
	<b>94,562</b>	<b>382,169</b>	<b>360,452</b>	<b>(28,950)</b>	<b>97,329</b>

**Analysis of net assets between funds 2020**

	Unrestricted Fund	Restricted Fund	Endowment Fund	2020 Total
	£	£	£	£
Fixed assets	33,811	0	3,457,296	3,491,107
Current assets	150,528	43,553	0	194,081
Current liabilities	(14,310)	0	(186,007)	(200,317)
Long term liabilities	(22,913)	0	(680,314)	(703,227)
	<b>147,116</b>	<b>43,553</b>	<b>2,590,974</b>	<b>2,781,645</b>

**Analysis of net assets between funds 2019**

	Unrestricted Fund	Restricted Fund	Endowment Fund	2019 Total
	£	£	£	£
Fixed assets	39,827	0	3,660,108	3,699,935
Current assets	110,148	30,284	0	140,412
Current liabilities	(15,009)	0	(304,140)	(319,149)
Long term liabilities	(37,837)	0	(882,672)	(920,309)
	<b>97,329</b>	<b>30,264</b>	<b>2,473,296</b>	<b>2,600,890</b>

**Analysis of Endowment fund**

	2020 £	2019 £
Fixed asset - New Church Building, Chesterton Lane, Cirencester	3,457,295	3,519,108
Fixed asset - 50% 4 Sudeley Drive		141,000
long term liabilities:		
Mortgage on 4 Sudeley Drive		(76,934)
BUC main loan	(681,321)	(809,878)
BBF Loan	(90,000)	(105,000)
Members Loans	(95,000)	(195,000)
	<u>2,590,974</u>	<u>2,473,296</u>

**12 Comparative Statement of Financial Activities**, as restated**Statement of Financial Activities**  
Year ended 31 December 2019

Income and endowments from:	Unrestricted £	Restricted £	Endowment	Total 2019 £
Donations and legacies	347,019	179,650	0	526,668
Investments	573	0	0	573
<u>Income from charitable activities</u>				
Use of premises	40,327	0	0	40,327
Church Weekend away	0	0	0	0
Fundraising Activities - New Church Building	0	4,207		4,207
Other	4,252	0	0	4,252
<b>Total income</b>	<u>392,169</u>	<u>183,857</u>	<u>0</u>	<u>576,027</u>
<b>Expenditure on:</b>				
Charitable Activities	360,452	89,617	64,812	514,880
Fundraising costs	0	0	0	0
<b>Total expenditure</b>	<u>360,452</u>	<u>89,617</u>	<u>64,812</u>	<u>514,880</u>
Net Incoming Resources before transfers	31,717	94,240	(64,812)	61,146
Transfers Between Funds	(28,950)	(90,697)	119,647	0
<b>Net Movement in Funds</b>	<u>2,767</u>	<u>3,543</u>	<u>54,835</u>	<u>61,146</u>
Reconciliation of Funds				
<i>Total Funds Brought Forward</i>				
As previously reported	138,431	26,721	2,418,461	2,583,613
Prior year adjustment	(43,869)			(43,869)
As restated	<u>94,562</u>	<u>26,721</u>	<u>2,418,461</u>	<u>2,539,744</u>
<b>Total Funds Carried Forward</b>	<u>97,329</u>	<u>30,264</u>	<u>2,473,296</u>	<u>2,600,890</u>

**13 Pension**

The Church 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 the 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 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).

The Minister(s) [and some members of the church staff] is / are eligible to join the Scheme.

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 Aviva plc. [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 2019**

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

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £18 million (equivalent to a past service funding level of 94%). The Church and the other employers supporting the DB Plan are collectively responsible for funding this deficit.

The key assumptions underlying the valuation were as follows:

Type of financial assumption	% pa
RPI price inflation assumption	3.20
CPI price inflation assumption	2.70
Minimum Pensionable Income increases (RPI)	3.20
Assumed investment returns	
- Pre-retirement	2.95
- Post retirement	1.70
Deferred pension increases	
- Pre April 2009	3.20
- Post April 2009	2.50
Pension increases	
- Main Scheme pension	2.70

Post-retirement mortality in accordance with 80% of the S2NFA and S2NMA tables, with allowance for future improvements in mortality rates from 2013 in line with the CMI 2019 core projections, with a long term annual rate of improvement of 1.75% for males and 1.5% for females, with the core smoothing parameter and with additional initial mortality improvement factor A=0.5%.

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2022.

#### 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.

Under the current Recovery Plan dated 30 September 2020, deficiency contributions are payable until 30 June 2026. These contributions are broadly based on based on the employer's membership at 31st December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules. However, the Trustee and Council agreed a 50% reduction for all deficiency contributions payable between 1 July 2020 and 31 December 2020.

#### Movement in Balance Sheet liability

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out in the table below.

Accounting date (year ending):	31 December 2020	31 December 2019
Balance sheet liability at year start	£41,201	£43,869
Minus deficiency contributions paid	-£3,257	-£4,249
Interest cost (recognised in SoFA)	£672	£1,002
Remaining change to balance sheet liability* (recognised in SoFA)	-£12,874	£579
Balance sheet liability at year end	£25,743	£41,201

\* 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 the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

Accounting date	31st December 2020	31st December 2019	31st December 2018
Discount rate	0.4%	1.7%	2.4%
Future increases to Minimum Pensionable Income	3.0%	3.2%	3.3%

#### Cessation Event

Consequent upon the departure of the Minister from the Church in 2019, the Church had a cessation event under Section 75 of the Pensions Act 1995. This makes the Church 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 Ministers who were members of the Scheme.

In 2019 the Church entered into a "Deferred Debt Arrangement". Under this arrangement the Church is no longer liable for this debt, but the Church continues to pay the ongoing deficiency contributions as outlined above. There are limited circumstances under the Deferred Debt Arrangement where the Church would become responsible for a debt equal to its share of the current BPS deficit (assessed by reference to the up to date cost of securing benefits by the purchase of annuities).