

# **Cambray Baptist Church, Cheltenham**

**Annual Report and Accounts for the period  
30 April 2014 to 31 December 2014**

Registered charity number: 1156858

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

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a. **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 the charity is known:** Cambray Baptist Church

**Registered office and principal address:** Cambray Place, Cheltenham, GL50 1JS

<b>Names of the charity Trustees who manage the charity (collectively known as the Pastors and Deacons):</b>			
<b>Trustee name</b>	<b>Office</b>	<b>Dates acted if not for whole period</b>	<b>Name of person (or body) entitled to appoint Trustee</b>
Mr Colin Barnett	Deacon		Church Members
Mr Mick Brunt	Deacon		Church Members
Mrs Kathy Cooper	Deacon (Church Secretary)		Church Members
Mr Brian Jones	Deacon		Church Members
Mr Steve Jones	Deacon		Church Members
Rev Tim Martin	Associate Pastor		Church Members
Mr John Milroy	Deacon (Fabric Secretary)		Church Members
Mr Paul Montgomery	Deacon		Church Members
Mr Alan Pilbeam	Deacon (Chair)		Church Members
Mr Simon Rouse	Deacon		Church Members
Mr Iain Sheppard	Deacon (Church Treasurer from 03/03/2015)	Elected 05/02/2015	Church Members
Miss Carmel Smythe	Deacon		Church Members
Mr Peter Stojanov	Deacon		Church Members
Rev Dr Tim Welch	Senior Pastor		Church Members
Mr Peter Young	Deacon (Treasurer)	Retired 05/02/2015	Church Members

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



## **b. 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.

### **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 twelve Deacons; 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. The Deacons 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.

### **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 Accounts and a copy of the Constitution. All Trustees are encouraged to attend appropriate external training events which will facilitate their role.

## **c. 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. The purpose of the new entity is to replace the previous unincorporated organisation whose registered charity number is 1130141.

During the period under review (30 April 2014 to 31 December 2014), the working charity is 1130141 and all matters are dealt with fully in a separate report.

All legal processes to transfer assets and liabilities from the old charity (1130141) to the new charity (1156858), including Transfer of Undertakings (Protection of Employment) Regulations 2006 in respect of employees, were completed by 31 December 2014 enabling the new charity to be operational on 1 January 2015.

This report is therefore a formality for reporting purposes. The reader is invited to refer to the 2014 Annual Report and Accounts for Cambray Baptist Church, Cheltenham with registered charity number 1130141.

#### **d. Achievements and performance**

##### **Summary of the main achievements of the charity during the year**

This charity was dormant during this period. Please see the report filed for 1 January 2014 to 31 December 2014 in the name of Cambray Baptist Church, Cheltenham with registered charity number 1130141.

#### **e. Financial review**

##### **Brief statement of the charity's policy on reserves**

Although the Trustees have agreed a Reserves Policy, we believe in the words of our Lord Jesus Christ that our resources will be met at the right time: "O you of little faith? So do not worry . . . But seek first his kingdom and his righteousness, and all these things will be given to you as well." (Matt 6:30-33).

Our aim is to maintain a working balance in our General Fund of three months' day-to-day expenditure. Based on the 2015 budget, this is £50,000. At year-end 2014, the balance in the General Fund is £11,695. Whilst there is a significant shortfall in the required level of reserves in the short-term, the year-end balance is net of the pension liability (£70,555 - the Non-Current Liabilities). As the Church is looking to settle our pension deficit as soon as it is in a position to do so, we are bringing the shortfall in reserves to the attention of our membership and asking for increased financial support.

The balance on the Fabric Fund has been designated to meet repairs and expenditure expected to be incurred in the coming months.

##### **Details of any funds materially in deficit**

None

##### **Further financial review details**

None



**f. Future plans**

Our weekly ministry will highlight the Person and work of God the Holy Spirit, 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 looking to develop our youth work, exploring the possibility of employing a youth worker to lead our excellent team of volunteers and to assist in formulating strategy and priorities.

A lighter approach is planned for Church structures within the calendar year, to enable quieter periods of rest rather than arranging full-on activities all year around. In addition we will encourage a shift away from heavy rota programmes.

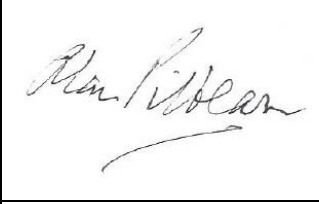

Greater relating across the age brackets will be encouraged, with more opportunities for fellowship which may include away days and eating together after our morning services. New small groups will be cultivated in new areas enabling greater flexibility through such things as meeting in a relaxed environment on Sunday afternoons.

Before next winter a new boiler is needed for the main Church and funds are required to enable this replacement to go ahead.

**g. Declaration**

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

**Signed on behalf of the charity's Trustees**

<b>Signatures</b>		
<b>Full names</b>	Alan Pilbeam	Kathy Cooper
<b>Position</b>	Chair of the Trustees	Church Secretary
<b>Date</b>	14 April 2015	

I report on the financial statements of Cambray Baptist Church, Cheltenham for the period 30 April 2014 to 31 December 2014 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes set out on pages 8 to 16. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

### Respective responsibilities of Trustees and Examiner

The charity's Trustees are responsible for the preparation of the accounts. 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 accounts 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

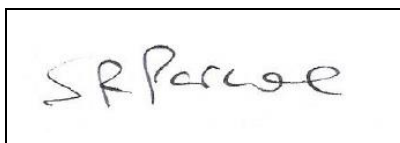
My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

### Independent Examiner's statement

In connection with my examination, no matter has come to my attention:

1. 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 accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act
 have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Signature**



**Full name**

Steven Pascoe

**Qualification**

ACMA

**Position**

Independent Examiner

**Date**

19 April 2015

**Statement of Financial Activities for 30  
April 2014 to 31 December 2014**

	Notes	Unrestricted	Restricted	Endowment	2014 Total
		£	£	£	£
<b>Incoming resources</b>					
Voluntary income					
Regular income		0	0	0	0
Transfer in from Cambray Baptist Church, Cheltenham registered charity 1130141 on 31 December 2014	2	73,148	5,188	10,788	89,124
Investment income		0	0	0	0
Incoming resources from charitable activities		0	0	0	0
Other incoming resources		0	0	0	0
<b>Total incoming resources</b>		<b>73,148</b>	<b>5,188</b>	<b>10,788</b>	<b>89,124</b>
<b>Resources expended</b>					
Costs of Generating Funds					
Costs of generating voluntary income		0	0	0	0
Fundraising trading : cost of goods sold		0	0	0	0
Investment management costs		0	0	0	0
Charitable activities		0	0	0	0
Governance costs		0	0	0	0
Other resources expended		0	0	0	0
<b>Total resources expended</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Net incoming resources before transfers</b>		<b>73,148</b>	<b>5,188</b>	<b>10,788</b>	<b>89,124</b>
Gross transfers between funds		0	0	0	0
<b>Net incoming resources before revaluations and investment asset disposals</b>		<b>73,148</b>	<b>5,188</b>	<b>10,788</b>	<b>89,124</b>
Gains and losses on revaluations of fixed assets for the charity's own use		0	0	0	0
Gains and losses on revaluations and disposals of investment assets		0	0	0	0
<b>Net movement in Funds</b>		<b>73,148</b>	<b>5,188</b>	<b>10,788</b>	<b>89,124</b>
<b>Total Funds brought forward</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Funds carried forward</b>	11	<b>73,148</b>	<b>5,188</b>	<b>10,788</b>	<b>89,124</b>



Balance Sheet as at 31 December 2014	Notes	2014
		£
<b>Tangible Fixed Assets</b>	<b>3</b>	52,239
<b>Investments</b>		0
<b>Current Assets</b>		
Debtors	<b>4</b>	19,609
Cash in hand and at bank	<b>5</b>	96,033
Total		115,642
<b>Tangible Fixed Assets plus Current Assets</b>		<u>167,881</u>
<b>Current Liabilities</b>		
Creditors : amounts falling due within one year	<b>6</b>	8,202
<b>Total Assets less Current Liabilities</b>		<u>159,679</u>
<b>Non-Current Liabilities</b>		
Creditors : amounts falling due after more than one year	<b>7</b>	70,555
<b>Net Assets</b>		<u><u>89,124</u></u>



  

<b>Charitable Funds</b>		
Unrestricted	<b>8</b>	73,148
Restricted	<b>9</b>	5,188
Endowment	<b>10</b>	10,788
Total	<b>11</b>	<u><u>89,124</u></u>

The notes on pages 10 to 16 form an integral part of these accounts. [Notes 1 to 12 inclusive]

These accounts were approved by the Trustees on 14<sup>th</sup> April 2015 and signed on their behalf by

**Signatures**

	
Iain Sheppard	Kathy Cooper
Church Treasurer	Church Secretary
14 April 2015	

**Full names**

**Position**

**Date**

## **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 2005.

### **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. Fund raising and publicity costs**

The Church does not make formal appeals for funds and expenditure on these items is therefore not material.

### **f. 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.

### **g. Governance costs**

This represents direct expenditure on the governance of the Church. Most of the management is carried out without charge by volunteers. This intangible cost is not included in the Statement of Financial Activities since there is no measurable cost to the volunteers for their service.

### **h. Fixed Assets**

The Church premises are stated at cost. The amount for the land and buildings is taken from the booklet "Cambray 150 years" by Sylvie Pierce published in 1993.

The manse built in 1952 is also stated at cost. The manse, until recently used for the accommodation of the senior or associate Pastor, is currently let to another church and the rent received used to cover the rent paid for alternative accommodation. The Trustees do not consider the manse to be an investment property as it is not currently held for its investment potential and therefore the manse is not shown at fair value.

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

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

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

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

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

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

### i. Pension Liability

The Church participates in the Baptist Pension Scheme. Until 31 December 2011 the scheme was a multi-employer defined benefit pension plan, but at that date it was closed to future accrual, and replaced with a defined contribution scheme. The Church is expected to pay deficiency contributions in respect of the defined benefit plan up to 2038. An estimate of the total liability relating to Cambray Baptist Church discounted using gilt yields has been recognised on the balance sheet. There is uncertainty about the amount of this liability and it will be updated as necessary in future years to reflect changes as advised by the Baptist Pension Scheme.

### j. Funds

#### Unrestricted:

(1) General funds represent funds that are not subject to any restrictions regarding their use and are available for the general purposes of the Church.

(2) Designated funds are unrestricted funds which 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:

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.

#### Endowment:

Used to record the cost price of our buildings as explained above.

## 2 Incoming resources

Transfer from Cambray Baptist Church, Cheltenham  
[the previous unincorporated organisation, registered  
charity 1130141] dated 31 December 2014

30 April 2014 to 31 December 2014			
£	£	£	£
Unrestricted	Restricted	Endowment	Total 2014
73,148	5,188	10,788	89,124

	30 April 2014 to 31 December 2014				
	£	£	£	£	£
<b>3 Tangible Fixed Assets</b>	<b>Church Premises</b>	<b>Manse</b>	<b>Furniture &amp; fittings</b>	<b>Computers &amp; equipment</b>	<b>Total</b>
<b>Cost</b>					
Balance brought forward at 30 April 2014	0	0	0	0	0
Additions	0	0	0	0	0
Transfer in 31/12/2014 – Cambray Baptist Church	59,100	3,688	56,684	70,553	190,025
(Disposals)	0	0	0	0	0
Balance carried forward at 31 December 2014	59,100	3,688	56,684	70,553	190,025
<b>Depreciation</b>					
Balance brought forward at 30 April 2014	0	0	0	0	0
Charge for the year	0	0	0	0	0
Transfer in 31/12/2014 – Cambray Baptist Church	15,600	0	56,684	65,502	137,786
(On disposals)	0	0	0	0	0
Balance carried forward at 31 December 2014	15,600	0	56,684	65,502	137,786
<b>Net Book Value</b>					
Brought forward at 30 April 2014	0	0	0	0	0
<b>Carried forward at 31 December 2014</b>	<b>43,500</b>	<b>3,688</b>	<b>0</b>	<b>5,051</b>	<b>52,239</b>

	2014 £
<b>4 Debtors</b>	
HM Revenue & Customs (Gift Aid tax reclaim)	14,683
Deposit paid for renting a property	2,985
Insurance prepayment	1,941
<b>Total</b>	<b>19,609</b>

<b>5 Bank and cash balances</b>	
Cash	327
Current Accounts	15,859
Savings Accounts	79,847
<b>Total</b>	<b>96,033</b>

<b>6 Creditor: amounts falling due within one year</b>	
Pensions Liability (Deficiency contribution to Baptist Pensions in 2015)	4,002
Deposits for renting premises	2,695
Prepayments	338
Other	1,167
<b>Total</b>	<b>8,202</b>

<b>7 Creditor: amounts falling due after one year</b>	
Pensions Liability (Deficiency contribution to Baptist Pensions)	<b>70,555</b>

		30 April 2014 to 31 December 2014					
		£	£	£	£	£	
8	Unrestricted Funds	30.04.2014	Incoming resources	Resources expended	Gains and (losses)	Transfers (to)/from	31.12.2014
	<b>Unrestricted - General</b>						
	General Fund	0	11,695	0	11,695	0	11,695
	<b>Unrestricted - Designated</b>						
	Fabric Fund	0	12,163	0	12,163	0	12,163
	Fellowship Fund	0	754	0	754	0	754
	Legacy Fund	0	0	0	0	0	0
	Organisations' Fund	0	3,993	0	3,993	0	3,993
	Partnership Fund	0	2,022	0	2,022	0	2,022
	Partnership Fund (Support)	0	1,070	0	1,070	0	1,070
	Tangible Fixed Assets	0	41,451	0	41,451	0	41,451
	Total	0	73,148	0	73,148	0	73,148

**General Fund** - for the day-to-day income and expenditure of the Church. Surplus funds may be allocated to the Fabric Fund as agreed by the Trustees at year-end.

**Fabric Fund** - as some building work is expensive, savings need to be built up and carried over to another year. A separate fund is maintained for this purpose. The Fabric Fund meets the general expenses of repairs and maintenance to the fabric of the Church buildings and 16 Sydenham Road South.

**Fellowship Fund** is available in the case of need within the fellowship on a confidential basis by the 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 eighteen Church organisations. Each organisation has its own treasurer with Geraldine Luffrum having overall responsibility, reporting to the Trustees. These accounts are examined and approved by Tom McNeilly. The amount transferred in from the old charity is allocated in accordance with our Gift Acceptance Policy.

**Partnership Fund** supports our Gospel Partners, their Mission Agencies and similar mission activities. The amount transferred in from the old charity is allocated in accordance with our Gift Acceptance Policy.

**Partnership Fund (Support)** - 10% of donations for use of the Church premises and rental income for the Church owned manse (after Letting Agent's fees) are placed in this fund to be used for donations at the discretion of the Trustees to external organisations that support Cambray's wider ministry.

**Tangible Fixed Assets** – the Net Book Value for items of expenditure from the General, Fabric and Legacy Funds that are subject to depreciation.

30 April 2014 to 31 December 2014						
	£	£	£	£	£	£
<b>9 Restricted Funds</b>	<b>30.04.2014</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Gains and (losses)</b>	<b>Transfers (to)/from</b>	<b>31.12.2014</b>
Appeals Fund	0	0	0	0	0	0
Fellowship Fund	0	1,487	0	1,487	0	1,487
Organisations' Fund	0	1,102	0	1,102	0	1,102
Partnership Fund	0	2,599	0	2,599	0	2,599
Total	0	5,188	0	5,188	0	<b>5,188</b>

**Appeals Fund** is for special offerings taken during the year; all monies are forwarded without deduction.

**Fellowship Fund** is available in the case of need within the fellowship on a confidential basis by our Pastors. This fund is in run-off and replaced by an Unrestricted fund.

**Organisations' Fund** - comprise the accounts of eighteen Church organisations. Each organisation has its own treasurer with Geraldine Luffrum having overall responsibility, reporting to the Trustees. These accounts are examined and approved by Tom McNeilly. This fund is in run-off and replaced by an Unrestricted fund. The amount transferred in from the old charity is allocated in accordance with our Gift Acceptance Policy.

**Partnership Fund** supports our Gospel Partners, their Mission Agencies and similar mission activities. This fund is in run-off and replaced by an Unrestricted fund. The amount transferred in from the old charity is allocated in accordance with our Gift Acceptance Policy.

<b>10 Endowment Funds</b>	<b>30.04.2014</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Gains and (losses)</b>	<b>Transfers (to)/from</b>	<b>31.12.2014</b>
Church & Manse buildings	0	10,788	0	10,788	0	<b>10,788</b>

See Note 1h Fixed Assets for background details.

<b>11 Analysis of net assets</b>	<b>Transferred from</b>	<b>Fixed Assets</b>	<b>Current Assets</b>	<b>Current Liabilities</b>	<b>Non-Current Liabilities</b>	<b>Total end 2014</b> Transferred to Balance Sheet
Unrestricted Funds	<b>8</b>	41,451	110,454	8,202	70,555	73,148
Restricted Funds	<b>9</b>	0	5,188	0	0	5,188
Endowment Funds	<b>10</b>	10,788	0	0	0	10,788
Total		52,239	115,642	8,202	70,555	<b>89,124</b>

## 12 Pensions

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme ("the Scheme"), which was known as the Baptist Ministers' Pension Fund until 31 December 2011 ("the Ministers' Fund"). The Scheme is a separate legal entity which is administered by the Pension Trustee (Baptist Pension Trust Limited). The Senior Pastor was eligible to join the Scheme, which is not contracted out of the State Second Pension.

The main benefits provided by the Ministers' Fund for service prior to 1 January 2012 are 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. From 1 January 2009 Ministers paid 8% of their Pensionable Income and the employer paid 16%. The Fund started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. Members on the Ministerial Scheme 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, the administration of the DC Plan, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Unum Limited. Our Senior Pastor is enrolled in this Scheme.

From January 2013, it is possible to join a Basic Scheme where members pay 5% of their Pensionable Income and employers pay 4% 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 1% of Pensionable Income to cover Death in Service Benefits and the administration of the DC Plan. Our Administrator and Caretaker are enrolled in this Scheme.

A formal valuation of the Ministers' Fund was performed at 31 December 2010 by a professionally qualified Actuary using the Projected Unit Method. The market value of the Fund's assets at the valuation date was £129,866,000.

The valuation of the Ministers' Fund revealed a deficit of assets compared with the value of liabilities of £69,700,000 (equivalent to a past service funding level of 65%). As a result of the valuation, in addition to the contributions to the DC Plan set out above, deficiency contributions from employers to the Ministers' Fund (now the DB Plan within the Scheme) were set at 8.4% of Pensionable Income for 2012 and 11% of Pensionable Income for 2013 onwards. The Recovery Plan envisages deficiency contributions being required for 24 years.

The financial assumptions underlying the valuations were as follows:

Discount rate pre-retirement	5.70%
Discount rate post-retirement	4.55%
Rate of price inflation	3.70%
Rate of revaluation on deferred pensions accrued to 5 April 2009	3.70%
Rate of revaluation on deferred pensions accrued after 5 April 2009	2.50%
Rate of pension increases on benefits accrued to 5 April 2006	3.50%
Rate of pension increases on benefits accrued after 5 April 2006	2.30%

As there are a large number of contributing employers participating in the Scheme, the Church is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, due to the nature of the schemes, the profit and loss charge for the period represents the employer contributions payable.

No pension contributions were outstanding at the balance date. An additional pension cost of £74,557 (2013: £65,803) has been recognised in respect of the estimated future Deficiency Contributions required under the Recovery Plan.



The next actuarial valuation of the DB Plan within the Scheme was due to take place on 31 December 2013 and we are currently waiting for the outcome of the review.

Pension contributions are paid to defined contribution pension schemes on behalf of the Associate Pastor, Pastoral Assistant, Administrator and Caretaker.

**End of the Accounts**