

Redeemer Croydon Trust

Report and Accounts

year ended 31 December 2019

stewardship[®]

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REDEEMER CROYDON TRUST
LEGAL & ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2019

ADDRESS FOR CORRESPONDENCE	Redeemer Croydon Trust School House Selbourne Road Croydon CR0 5JQ
GOVERNING DOCUMENT	CIO registered November 2015, amended March 2019 and April 2019
CHARITY REGISTRATION NUMBER	1164555
TRUSTEES RESPONSIBLE FOR MANAGING THE CHARITY	Stephen Lock Victoria Paxton Ruth Shin David Fletcher
BANKERS	CAF Bank Ltd The Charity Bank Limited
INDEPENDENT EXAMINER	Jaimée Young Stewardship 1 Lamb's Passage LONDON EC1Y 8AB

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**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
REDEEMER CROYDON TRUST**

I report to the trustees on my examination of the accounts of Redeemer Croydon Trust ('the charity') for the year ended 31 December 2019 on pages 3 to 6 following.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 130 of the 2011 Act; or
2. the accounts do not accord with the accounting records.

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

Jaimée Young

Stewardship
1 Lamb's Passage
LONDON
EC1Y 8AB

Date: 20 July 2020

REDEEMER CROYDON TRUST
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2019

		Unrestricted Funds			Year ended	01Dec2017 to
		General Funds	Designated Funds	Restricted Funds	2019	31Dec2018
Notes		£	£	£	£	£
Income receipts						
Donations and grants		222,823	-	100	222,923	215,803
Gift aid receipts		13,729	-	-	13,729	-
Events, church weekends and mission trip		2,667	-	8,899	11,566	1,557
Interest		607	-	-	607	460
Other		744	-	-	744	2,513
		<u>240,571</u>	<u>-</u>	<u>8,999</u>	<u>249,570</u>	<u>220,333</u>
Capital and similar receipts						
Loan repayments		1,200	-	-	1,200	1,196
		<u>1,200</u>	<u>-</u>	<u>-</u>	<u>1,200</u>	<u>1,196</u>
Total receipts		<u>241,771</u>	<u>-</u>	<u>8,999</u>	<u>250,770</u>	<u>221,529</u>
Payments						
Payments in relation to charitable activities undertaken directly	2	231,838	-	8,262	240,100	227,019
Grants paid in relation to charitable activities undertaken by others	3	4,019	-	-	4,019	3,949
Total payments		<u>235,857</u>	<u>-</u>	<u>8,262</u>	<u>244,119</u>	<u>230,968</u>
Net of receipts / (payments) before transfers		5,914	-	737	6,651	(9,439)
Transfers between funds	5	(515)	-	515	-	-
Net movement in funds		<u>5,399</u>	<u>-</u>	<u>1,253</u>	<u>6,651</u>	<u>(9,439)</u>
Cash funds as at last year end		93,213	-	16,498	109,711	119,150
Cash funds at this year end	A	<u>98,612</u>	<u>-</u>	<u>17,750</u>	<u>116,363</u>	<u>109,711</u>

The notes on pages 5-6 form part of these accounts.

REDEEMER CROYDON TRUST
STATEMENT OF ASSETS AND LIABILITIES
FOR THE YEAR ENDED 31 DECEMBER 2019

	Unrestricted Funds		Restricted	Year ended	01Dec2017 to
	General	Designated	funds	2019	31Dec2018
	funds	funds			
	£	£	£	£	£
A Cash funds					
Cash at bank with immediate access	36,282	-	-	36,282	25,251
Notice deposits	62,317	-	17,750	80,067	84,460
Petty cash	13	-	-	13	-
	98,612	-	17,750	116,363	109,711
B Other monetary assets					
Gift aid due to charity	47,000	-	-	47,000	25,000
Rental deposits (held with DPS)	6,400	-	-	6,400	6,400
Deposits paid in advance	465	-	-	465	1,149
Other debtors - loan	822	-	-	822	2,022
	54,687	-	-	54,687	34,571
C Liabilities					
Pension due	743	-	-	743	553
Fee for Independent Examination	1,200	-	-	1,200	756
Accrued expenses	210	-	-	210	-
	2,153	-	-	2,153	1,309
D Assets retained for charity's own use				Estimated	Estimated
				value	value
				2019	2018
				£	£
Equipment				5,000	5,000
				5,000	5,000

Current values have been estimated by the trustees

E Guarantees and secured debts

The charity has not given any guarantees and has not provided its assets as security for any liabilities.

The accounts were approved by the trustees and signed on their behalf

by Victoria Paxton date 09 July 2020

The notes on pages 5-6 form part of these accounts.

REDEEMER CROYDON TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

The accounts have been prepared on a receipts and payments basis and comprise a statement that shows the charity's receipts and payments, a statement that summarises the charity's assets and liabilities and related notes. The accountancy profession have determined that only accounts prepared in accordance with applicable accounting standards present a 'true and fair' view and, as these receipts and payments accounts have not (and cannot) be prepared in accordance with accounting standards, these accounts do not present (and are not intended to present) a 'true and fair' view of the charity's financial activities and state of affairs.

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

		<u>Unrestricted Funds</u>			
		General funds	Designated funds	Restricted Funds	Total
		£	£	£	2019
					01Dec2017 to 31Dec2018
					£
2 Payments in relation to charitable activities undertaken directly					
Employment costs (Note 4)	Note 4	188,592	-	-	188,592
Venue and office hire		25,375	-	-	25,375
Ministry and staff costs and training		6,079	-	-	6,079
Church events and weekends away		1,122	-	6,784	7,906
Insurance		255	-	-	255
Administration and support services		2,638	-	-	2,638
Governance and professional fees		1,966	-	-	1,966
Website and publicity		1,279	-	-	1,279
Youth and children's work		1,035	-	-	1,035
Mission trip		3,125	-	1,478	4,603
Other costs		372	-	-	372
		<u>231,838</u>	<u>-</u>	<u>8,262</u>	<u>240,100</u>
					<u>227,019</u>

3 Grants paid in relation to charitable activities undertaken by others

Organisations:					
Crosslinks		2,230	-	-	2,230
London City Mission		1,663	-	-	1,663
Other organisations < £1,000		100	-	-	100
Individuals		27	-	-	27
		<u>4,019</u>	<u>-</u>	<u>-</u>	<u>4,019</u>
					<u>3,949</u>

4 Transactions with related parties

No amounts were paid or are payable to any trustee or to any person connected to them.

The charity incurred expenditure (see below) in respect of the provision of accommodation (which is customary for ministers) so that they could better perform their duties.

Breakdown of employment costs:

Gross salaries and employer's NIC	125,867	117,344
Pension employer costs	8,604	6,582
Other employment expenses (provision of accommodation)	53,294	56,907
Payroll costs	827	804
Total employment costs	<u>188,592</u>	<u>181,636</u>

REDEEMER CROYDON TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019

5 Movement of funds	Balance at 31Dec2018 £	Receipts £	Payments £	Transfers £	Balance at 31Dec2019 £
General funds	93,213	241,771	(235,857)	(515)	98,612
	<u>93,213</u>	<u>241,771</u>	<u>(235,857)</u>	<u>(515)</u>	<u>98,612</u>
Restricted funds					
Mission trip	-	2,630	(1,478)	-	1,153
Property fund	16,498	100	-	-	16,598
Weekend away bursary	-	6,269	(6,784)	515	-
	<u>16,498</u>	<u>8,999</u>	<u>(8,262)</u>	<u>515</u>	<u>17,750</u>
Total funds	<u>109,711</u>	<u>250,770</u>	<u>(244,119)</u>	<u>-</u>	<u>116,363</u>

The Mission trip relates to funds raised for a trip to Gambia.

The property fund relates to funds donated towards the purchase of a church manse.

The Weekend away bursary relates to funds raised and paid out for church away events.

Trustees' Annual Report for the period						
From	Period start date			To	Period end date	
	01	January	2019		31st	December

Section A Reference and administration details

Charity name	Redeemer Croydon Trust		
Other names charity is known by			
Registered charity number (if any)	1164555		
Charity's principal address	School House		
	Selborne Road		
	Croydon		
Postcode	CR0 5JQ		

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Stephen Lock		From November 2015.	
2	Victoria Paxton		From March 2016.	
3	Ruth Shin		From March 2017.	
4	David Fletcher		From June 2017.	

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Will Dobbie (Lead Pastor) Dustin Tramel (Families Pastor) Chris Williams (lay elder)
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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Redeemer is governed by the Redeemer Croydon Trust Constitution. The governing document dates from November 2015. Updates to the constitution were made in April 2019.
How the charity is constituted (eg. trust, association, company)	Redeemer Croydon Trust is a Charitable Incorporated Organisation.
Trustee selection methods (eg. appointed by, elected by)	New charity trustees are appointed by the existing charity trustees. In selecting individuals for appointment, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Trustees should also hold to the Trust's Statement of Beliefs and have lives with evidence of Christian profession.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

<p>Each person appointed trustee gives signed assent to the Christian faith as defined in the doctrinal basis as a condition precedent to his or her appointment. The constitution provides that new trustees be given a copy of the constitution, as well as the latest CIO Trustees' Annual Report and statement of accounts. In addition to this, it is standard practice at Redeemer for new trustees to receive a copy of the minutes of the previous trustee meeting.</p> <p>Redeemer Croydon Trust trustees oversee the Trust and take responsibility for the management of the Trust's resources. They ensure that the charity is complying with its governing document and the law, that it is accountable and that it is carrying out its purposes for the public benefit. Accountable to the trustees are the elders who are responsible for spiritual aspects such as teaching and for pastoral care. Redeemer Croydon Trust is a membership church and, upon joining, members are provided with an Introduction to Redeemer membership course, which sets out Redeemers' vision and values and its governance structure. Members' meetings are held on a termly basis.</p> <p>Redeemer has been a member of the Evangelical Alliance since 2016.</p> <p>The Redeemer Croydon Trust risk register is reviewed at each trustee meeting, including a deep dive on the most serious risks.</p> <p>There are three main risks identified by the trustees. First, a reduction in giving, should a number of members leave Redeemer at the same time or members fall into financial difficulty. To address this, monthly giving (regular and external) is monitored carefully by the Treasury team, elders and trustees against projected giving. Reserve levels are also maintained in accordance with the reserves policy.</p> <p>A second risk is key personnel leaving or becoming unwell, for instance due to workload. To mitigate against this, the trustees have discussed an emergency plan should either the Lead Pastor or Operations Director be out of action. In the case of the Lead Pastor, this would involve the Associate Pastor acting as Lead Pastor and the eldership and small group leaders taking responsibility for the care of church members. In the case of the Operations Director, the trustees have familiarised themselves with the key operational and financial documentation, and all staff have had</p>
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access arranged to Redeemer's administrative platform Churchsuite.

A third risk is security of the venue given that Redeemer does not have its own building in which to meet. In order to address this, the staff team work hard to build relationships and regular communication with those responsible for the venues (with the church meeting at Ark Oval in East Croydon, managed by SLS, and staff working in office space at Archbishop Tenison Church of England school in South Croydon). This ensures that any issues can be identified and addressed early on. Furthermore, rent hikes are taken into consideration in the budget and there is a contingency line for this. Redeemer has a list of alternative venues available which it can employ should Ark Oval no longer be a suitable location.

Section C Objectives and activities

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

The object of RCT is supporting Redeemer Croydon Church for the public benefit and the advancement of the Christian faith in Croydon, and such other parts of the United Kingdom and the world as the charity trustees may from time to time decide.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Advancement of the faith for the public benefit and the advancement of the Christian faith in Croydon:

Redeemer has a number of Sunday ministries such as the Sunday morning meeting and weekly evening prayer meetings. It also has several weekday ministries, notably:

- Men's and women's ministries, such as teaching, training and social activities.
- 'Growth Groups' who meet together on a weekly basis to study the Bible.
- Outreach to the local community through street conversations.

Other events include termly membership meetings, membership courses for new members, group trips to conferences, prayer triplets, a women's book group, a 20s/30s group, an after school group for 11-14 year old girls, and social outings.

Some one-off ministries include:

- A Real Lives Mission Week in April 2019, featuring a series of external speakers and well-known evangelist Roger Carswell.
- A widely attended Christmas carol service in December 2019 including a church choir.

Teaching and training are provided by the church in a number of ways. This includes:

- The children's ministry on a Sunday morning at Redeemer, teaching young people about the Bible.
- Pastoral work of the staff team (Lead Pastor, Families Pastor, Women's Ministry Leader, Worship Pastor) in supporting members of Redeemer, for example through home visits and taking members for coffee.

- Teaching and training through the men's and women's ministries.
- Support provided to the volunteers who lead 'Growth Groups', both in the form of training and materials.
- Safeguarding training for those working with children and vulnerable adults.
- Sharing of materials from training organisations such as Oakhill and Cornhill.

The website continues to be updated in order to reach out to the local community and to be a resource for Christian material and Biblical teaching.

Additional pastoral support is provided for members of the congregation suffering mental illness or significant socio-economic issues. Volunteers also organise meal rotas and housework rotas for those in need for support.

Advancement of the Christian faith in the United Kingdom and the world:

Redeemer supports a ministry school in the Gambia via a UK organisation and runs annual overseas missionary trips. The church also has an in-house missionary from a UK organisation, London City Mission, who does outreach in the local area.

Redeemer's social media is widely accessed by the congregation, local community, in the UK and overseas.

In planning activities for the year, trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

There is a strong contribution from volunteers at Redeemer Croydon. In the reporting period, there were 96 members, many of whom served on teams including:

Welcome Team
Refreshments Team
Set Up Team
Children's Work
Music and Sound Teams
Small Group ('Growth Group') Leaders
Friendship Fridays outreach to local community

Section D

Achievements and performance

Supporting the work of Redeemer Croydon

Redeemer Croydon Trust looks to ensure that there are a variety of opportunities for community members to meet together and participate in church life. This provision is tailored to meet the needs of a diverse congregation of different ages, cultures and educational backgrounds.

Due to the growth of the congregation on a Sunday morning an additional service has been added, and the church meets at 9:30 and 11 AM. Over 2019 four adult baptisms took place as well as five thanksgiving services for babies and young children. The 9:30 service provides teaching for children up to secondary school age and has continued to see a growth in numbers. There has also been the introduction of a parent and baby room for the very youngest church attendees. There has been an increased focus on safeguarding with the Sunday check-in system for children now taking place digitally.

Aside from the regular Sunday meetings, on a weekly basis prayer meetings are held to provide adult members of the church an opportunity for quiet contemplation and prayer. Monthly events for men and women continue to take place, reaching out to equip them in their daily lives, to provide a support network and an opportunity to make friends in the area. In addition, an after-school group for girls in the age group of 11 to 14 meets regularly to help them healthily navigate their pre-teen lives.

There has been an increase in church social clubs over 2019. Our Worship Pastor has introduced social events for those in their 20s and 30s. On occasional weekends dads and sons meet to go on a country walk. A Redeemer Runners club was founded and men's football continues on a Monday evening. A group of Redeemer women participated in Tough Mudder.

A number of community events have been held over the accounting period, including the Real Lives Mission Week held in April 2019. This was a four day event for the community and guests of the congregation. It involved a series of themed evenings in keeping with the local community, including live music and guest speakers. A follow-on event took place at the end of the month called Grill a Christian, which was an opportunity for anyone to ask a panel tough questions about life and faith.

In October, a Redeemer retreat (Re:Treat) was held to provide a teaching series for both adults and kids as well as outdoor and indoor activities. This was held in Carroty Wood, Kent, and, following the success of the previous year's overnight event, took place over a full weekend. It was attended by 88 adults and children, and Redeemer was able to fund a number of places for those who could not usually afford to attend. The weekend involved a varied schedule including teaching, children's work, entertainment and time for community and relaxation.

Missionary support

Redeemer supports a ministry school in the Gambia and, following a successful visit in 2018, Redeemer arranged a further trip in 2019.

8 Redeemer members visited the missionary couple in February 2019, which was a successful cross-cultural trip and enabled the church family to enjoy a full update of the work they are supporting there

Relief for those suffering hardship and physical distress

Pastoral and financial support was given to those in a position of disadvantage and hardship, including church attendees suffering with addiction and serious family social issues. Redeemer was thankful to be able to partner with local units, community services and social services to improve the conditions of various individuals.

Redeemer continues to care particularly for members in need of regular pastoral care. Pastoral staff provide support for those suffering social issues, illness and bereavement, as well as larger life events where help is needed practically, emotionally or financially.

Operations

There has been an increased use of digital systems across the church, including migration to Xero accounting software. Recent office renovations have provided a better space for staff to work and meet with the congregation for events and pastoral meetings.

Brief statement of the charity's policy on reserves

The Redeemer policy on Reserves states that Redeemer must maintain a balance which equates to at least three months unrestricted payments.

Reserves are held to ensure availability of an internal source of funds to cover situations such as:

- An unanticipated loss or reduction in regular income.
- Significant cash flow fluctuations.
- A sudden increase in expenditure.
- One-off unbudgeted expenses.

The aim is to ensure stability in the operation of Redeemer Croydon, particularly in respect of the employment of staff engaged to advance the objects of the Trust.

The Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. Rather they are there to provide time, where necessary, for action to be taken to obtain additional funding and/or reduce further expenditure and revise assumptions in line with affordability.

It is the intention of the Redeemer Croydon Trustees that any Reserves utilised should be replenished within a reasonably short period of time.

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The primary source of giving is voluntary donations from the membership (with recovery of associated Gift Aid). A secondary source is external giving.

The accounts cover all the church's activities including, but not limited to, Sunday worship services, staff financial packages, all events and premises rental, charitable donations to mission partners, congregational and external income from giving.

The level of reserves is monitored regularly and reported to the trustees for review at each of their meetings. At the report year end 2019 the level of the reserves stood at the equivalent of 6 months.

During 2019, total Income was £250,770 and total Expenditure Income £244,119, the cash funds at the end of the year were up compared to last year.

RCT had 5 employees during this period.

No amounts were paid to Trustees or to any person connected to them.

Section F Other optional information

Over 2019 Redeemer expanded and formalised its Health and Safety policy. A Gift Policy was added and work was begun on detailed review and revision of the Safeguarding Policy

Current policies in place include: HR Policy for Employees, HR Policy for Volunteer Staff, Financial Controls and Reserves Policy, Child Protection Policy, Adult Protection Policy, Health & Safety Policy, Lone Worker Policy, Staff Record Keeping & Monitoring, Staff Expenses Policy, Gift Policy, Data Protection Policy (GDPR), Emergency Procedures

This end of this reporting year overlaps with the start of the Covid- 19 crisis. During this crisis the church has moved its activities online (including Sunday services and 'Growth Groups' that meet weekly to study the Bible and now support one another during lockdown). Other social activities have been paused.

At present finances and regular giving look sustainable and Redeemer is a 'Going concern', but the trustees will continue to monitor this carefully on a monthly basis. Costs have been prioritised and spending freezes implemented across many areas. Funds will be used to relieve financial hardship as appropriate in keeping with the charity's objectives. The trustees are of the view that the charity can continue to meet its objectives while following virus control measures, particularly by focussing on its online presence and careful planning as lockdown restrictions ease.

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Victoria Paxton	
Position (eg Secretary, Chair, etc)	Trustee	
Date	9 July 2020	