

WYCLIFFE **BAPTIST CHURCH**

Transforming lives through
Jesus Christ's love

Charity No. 1135617

WYCLIFFE BAPTIST CHURCH

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

GENERAL INFORMATION

Church address

Wycliffe Baptist Church
233 Kings Road
Reading, Berkshire
RG1 4LS

Members of the Wycliffe Baptist Church Leadership Team

The Wycliffe Baptist Church Leadership Team ("the Church Council") comprises the Ministers, Elders, Deacons, Operations Manager and Church Treasurer as appointed by the Church Meeting in accordance with the Wycliffe Baptist Church Constitution and Rules.

Since 1 January 2019, the Church Leadership Team has comprised:

| | |
|------------------|---|
| Paul Lapworth | Associate Pastor (<i>appointed 1st September 2019</i>) |
| Jane Farnworth | Associate Pastor |
| Jill Bird | Associate Pastor (<i>resigned August 2020</i>) |
| Malveen Raheja | Elder |
| Stuart Weekes | Elder (<i>resigned 5th March 2019</i>) |
| Esnat Tembo | Elder |
| Ray Lam | Elder (<i>resigned 5th March 2019</i>) |
| Nigel Harman | Elder (<i>Chair of Trustees</i>) |
| Chris Darby | Elder |
| John Leary | Elder |
| Lis Hearn | Elder |
| Stewart Johnston | Operations Manager |
| Roger Garrick | Church Treasurer |

Principal Professional Advisers

Bankers:

Co-operative Bank
Delf House
Skelmersdale
WN8 6WT

Santander Bank
Bootle
Merseyside
L30 4GB

Examiner:

J M Russell
Just Audit & Assurance Ltd
37 Market Square
Witney
Oxfordshire
OX28 6RE

CHURCH LEADERSHIP'S REPORT

The Wycliffe Baptist Church ("WBC", "the Church" or "the Charity") Leadership Team present their annual report for the year ended 31 December 2019 together with the financial statements for that year. The financial statements have been prepared in accordance with the accounting policies set out in note 1, the Charities Act 2011 and the Statement of Recommended Practice: Accounting and Reporting by Charities (issued October 2019).

Aim and purposes

WBC aims to promote the Christian faith in East Reading, where it is located, and more widely throughout the UK and internationally. As an integral part of this, it aims to provide resources for the benefit of the community locally through organising a range of appropriate activities and by the provision of facilities for community activities.

WBC is governed by the Church Council, comprised of members appointed from the Church, the ministerial staff and the Operations Manager.

Objectives and Activities

WBC is committed to the following values, which underwrite all of its activities:

| | Core Values | Outworking |
|-------------------|---|--|
| LOVE Christ | <i>The supremacy of the Bible and the work of the Holy Spirit</i> | We will be a church which is rooted in God's read and preached word for guidance and direction, and led and empowered by the Holy Spirit |
| | <i>Personal conversion and wholehearted discipleship</i> | We will be a church which responds to God's call for life-long, holy, and obedient living, and which delights in worship and prayer. |
| LOVE Church | <i>The priesthood of all believers</i> | We will be a training church where everyone recognises their gifts to equip and encourage others in works of service. |
| | <i>Unity and diversity</i> | We will be an intergenerational, international, interdependent church family, where we care for, affirm and support each other through life's circumstances and learn from each other how to follow Jesus. |
| LOVE Community | <i>Evangelism and social action</i> | We will be a multiplying, church-planting family that brings transforming hope to local communities by proclaiming the Gospel of Jesus Christ and living out our faith in action. |
| | <i>Reaching the nations</i> | We will be collaborative, working together with other churches and believers to build God's Kingdom in Reading, in Britain and around the world. |

WBC seeks to fulfil its purpose and demonstrate these values through the following activities:

- Sunday Worship services; which include sung worship, Biblical teaching and preaching, prayer, fellowship and regular celebration of the Christian sacraments of Communion and Baptism. These services are open to all with age-related groups running parallel most Sundays to provide age appropriate teaching and peer group fellowship.
- Occasional Marriage and Funeral services
- A range of activities mid-week; both during the day and evening; extending hospitality, Christian discipleship and pastoral care to those who come. Activities may focus on age, cultural background or type of activity
- Support of religious, relief and development work around the world

Public benefit

The Trustees have considered the Charity Commission's requirements to be of benefit to the public and are satisfied that the activities listed in the following paragraphs, which are attended by members of the public as well as Church members, meets these requirements.

Achievements and performance

Ministry

During 2019 the church was pleased to appoint Paul Lapworth as an Associate Pastor of the church. He began his ministry on 1st September. Alison Pirouet was also appointed as part time Under 8's and Families specialist in the Children's, Youth and Families Team.

Worship services

Throughout the year, four worship services are held each Sunday. All our services include sung worship, prayer, Bible reading, and a sermon based usually on the Bible passage that has been read. The first is at 9am, which maintains a traditional flavour. At 10:45am two services are held, one in the King's Room and one in the Warehouse. Both these services welcome children and youth, who usually leave part way through the service to attend their own groups. The fourth service, popular with adults and youth, is at 6pm.

Communion is celebrated in all the services once each month.

These services are open to all, and there are usually visitors at every service. The services are publicised on a large notice board at the front of the Church building and also on the WBC website (www.wycliffe-church.org.uk).

We have been encouraged by attendances throughout the year. For 2019, the average attendances were:

| | |
|----------------------|------------------|
| 9:00am service: | 50 |
| 10:45am King's Room: | 190 ¹ |
| 10:45am Warehouse: | 41 ¹ |
| 6:00pm service: | 89 |

The young people also host their own (Resolution) service once a month on a Friday evening with up to 20 attending.

¹ These figures *exclude* the children who attend the first part of the service and leave for their own groups part way through; they *include* the adults who leave the main services to teach the children and youth.

During the year there were 4 Believer's Baptisms and several special services for Dedication of Children. Marriage and funeral services were held as required.

Additional services and activities were held to celebrate the major Christian festivals. These events were well attended by Church members and by the local community.

On Palm Sunday an open-air service was held at 10:45 in the building forecourt and on Good Friday WBC joined with other Reading churches in a united service in the Forbury Gardens.

At Christmas special carol services were held in the King's Room and the Victorian Christmas celebration (a less conventional Carol Service) was held in the Warehouse.

During the summer, WBC joined other local churches to provide Christian displays and activities at the East Reading Festival community event followed by a service of Christian worship.

We aim to make our property and activities accessible to people with disabilities. Examples of this include ramps for wheelchairs, flexible seating, braille notices on doors, and hearing loops in the main meeting spaces. We are pleased to welcome a number of regular attenders who have various degrees of learning disability. We also seek to build a partnership with parents who have children with additional needs so that both are included in our ministry.

LIFE Groups

Those who attend Sunday worship are also encouraged to join small groups (called LIFE groups) for prayer, teaching and discussion during the week, most of which meet in member's homes during the evening. OWLS (Older, Wiser, Learning Still), a group primarily for people over 55 years of age, meets on site on Monday afternoons and Taking Time Out, a group for parents and carers of young children, on Tuesday mornings. There are also various small groups for young people. At the end of the year there were 23 adult groups meeting, with a total membership of around 250.

Children and youth activities

On a Sunday, children and youth generally meet with adults for sung worship at the beginning of the two 10:45am services, and then leave to continue in their own groups arranged by age. There are around 60 families with children under 8 (5 groups), 42 children 8-14 (2 groups) and 33 youth 14-16 (1 group). Each group seeks to reflect the whole church objectives, including teaching, fellowship, worship and outreach, in an age appropriate manner so that everyone feels welcome, acceptance and belonging, with space to ask questions and learn from others. Older youth whose group meets fortnightly are encouraged to find places to serve in the Church or join the adult services on alternate weeks.

During the week, the Church provides activities for children, youth and families, including Toddlers, Girls' Brigade (celebrating 90 years in 2019) and Boys' Brigade which are open to the community. Several cell groups for teenagers meet for Bible study, discussion and prayer around issues of faith and relevance to young people today. We value inter-generational relationships and seek to network youth and adults with similar interests and strengths; serving and growing together.

During the year, residential weekends, half-term mini-breaks and week-long camps are organised for various age groups to deepen relationships and learning. In 2019 these included a KidzCamp (attended by 41 under 11's), a Youth Camp (attended by 45 teenagers), and 2 residential week-ends were held - in the Autumn term for cell groups and in the Spring term for all youth.

A 4 day Holiday Bible club was organised for children aged 5 – 11 from the local area in August. It provided fun, friendship, teaching from the Bible, singing, prayer, creative activities and playing games. The club was well attended with over 60 children coming every day. A new families' session on the Saturday evening with food was introduced. This was well attended, relaxed with plenty of opportunity for good conversation and to show families what the children had been doing.

WBC employs a Children's, Youth and Families Pastor who oversees a full-time youth specialist (14-18+), a part time 8-13's children's specialist (on maternity leave from November), a part time under 8's specialist

(starting in April), and Aaron Phillips as Youth intern until August. Approximately 111 volunteers also work regularly with youth and children.

Evangelistic and Discipleship activities

Special activities are organised for people seeking basic information and instruction on Christian beliefs. In 2019 these included 3 Alpha courses, each with around 20 attenders, and a "Freedom in Christ" Course.

A Young Adults Discipleship course, aimed at giving a deeper understanding of the Christian Faith to those in their 20's and 30's, was attended by an average of 25 people and 40 young adults attended a week end away in November 2019.

The church also supported Reading University students in their events' week and in welcoming international students during their introductory English language courses.

At several points in the year, the Church has offered an opportunity for chat and prayer for passers-by on the building forecourt, often preceding an invitation service or event.

Support for the Community

As well as the activities mentioned above, several other activities are held during the week which are open to the public and benefit of the local community and town.

- i) *Take a Break*. This is held on Fridays and is primarily a drop-in coffee morning. Attendance is mainly by senior citizens, though there is no age restriction. The activity is well supported by local people.
- ii) *Coffee and Craft*. This is open several times during the week and provides an opportunity for local people to learn and develop skills in handicrafts and art. Sessions are run for children and adults including cookery classes for those with learning difficulties.
- iii) *Food Share*. Volunteers collect surplus food from local Supermarkets and distribute it from the church premises 4 times a week with an average of 70 people/families helped each week.
- iv) *Lunch Clubs*. There is a regular Tuesday lunch club for men and Coffee and Craft provide a bake potato lunch on Tuesday, Wednesday and Thursday which is open to the local community.
- v) *Chairobics*. Regular exercise for everyone on a Thursday morning during term time.
- vi) *Pilates*. A Pilates class is held on Mondays
- vii) *Bed 4 Night*. WBC was one of seven churches in Reading provided shelter for the homeless for one night a week during the winter months. Up to 25 people were provided with an evening meal, overnight accommodation and a cooked breakfast.

Support for ethnic groups

WBC buildings are located in a community with wide ethnic diversity. We are pleased to note that generally race relations are good in Reading, and members of the community respect each other. As a church we aim to play our role in encouraging such good relationships by welcoming diverse groups to our activities and allowing them to use our property. Examples throughout 2019 included:

- i) *Congregational mix*. Typically, each Sunday there are over 25 nationalities represented at our services.
- ii) *Reading Chinese Christian Church*. Members of the Chinese community attend worship services on Sunday afternoons at WBC premises. Another group, for Chinese living in Reading and Chinese visitors to the UK, meets in the Warehouse on Friday evenings.
- iii) *Africa Christian Fellowship*. This inter-church group uses one of our meeting rooms every Sunday afternoon, and during the week from time to time.

- iv) *Toddlers' Group*. The Wednesday Toddlers' group reflects the very mixed ethnic make-up of the local community with an excess of 15 different nationalities attending.
- v) *Nepalese Community*. A Nepalese church meets on a Saturday morning and lunchtime English classes for middle age Nepali ladies are held twice a week.
- vi) *Room bookings*. The church's premises, when not used for activities directly sponsored by WBC, are available for hire for social and educational events. The usage reflects well the make-up of the local community, with Pakistani, Indian, Afro-Caribbean and Nepalese origin groups being frequent users.

Mission and development internationally

WBC has an active interest in Christian mission, education and development work locally and internationally. This work is promoted and monitored by the Mission Link Committee, comprising a group of volunteer Church members.

Support for this work includes a combination of prayer, financial contributions, practical advice and help as required. Activities of those supported include evangelism, education, Bible translation, development and poverty relief.

At the end of 2019, individuals on the Mission Link support list included:

- 1 in Africa
- 3 in training for Christian Mission work
- 7 supporting international mission from the UK
- 4 supporting local mission in the UK
- Mission Link also supported 4 people on short-term mission trips and a 2-week mission team working in Moldova.

The individuals supported by the WBC all work with other UK Charities who are responsible for the oversight of their work and welfare.

Financial contributions were made to other groups in Reading and the UK with aims in line with those of Wycliffe Baptist Church.

Support for The CommuniCare Trust (Reading)

The CommuniCare Trust (Reading), "CommuniCare", is an independent registered charity, number 1078694, supported by local churches in East Reading, including WBC, as well as by Reading Borough Council and local businesses. It is located on our premises in a building adjoining the Warehouse and accessed through the WBC car park. Throughout the year we have appreciated the opportunity to work with CommuniCare contributing to addressing social and other problems in our local community.

Connection to other religious groups

WBC is affiliated to the Baptist Union of Great Britain and the Southern Counties' Baptist Association. It is also a member of the Evangelical Alliance, the Reading Christian Network and Churches together in Earley and East Reading (CTEER).

Membership

There has been an ongoing review of the membership roll to ensure it accurately represents the present membership. At the end of the year, WBC membership stood at 311, down from 332 at the end of 2018. 15 new members joined during the course of the year, 32 members left and 4 members died.

The property

Physically, WBC's property comprises the following:

- The original Church building at 233 Kings Road, built in 1881, including the main worship area (now called the "King's Room")
- The Church Hall (now called the "Wycliffe Room"), two further meeting rooms, offices, kitchen, toilets and a caretaker's flat
- The Warehouse, a community centre, at 1a Cumberland Road, linked by corridor to the above buildings, which includes a sports' hall, three meeting rooms, an office, storage, kitchens and toilets
- The property adjacent to the Church car park at 229 King's Road, including ground floor and semi-basement meeting rooms, and first and second floor flats
- The adjacent property at 1b Cumberland Road is leased for use as a Youth Centre
- A Manse close to the Church buildings to provide accommodation for the Lead Pastor and his family
- The CommuniCare building – adjoining the Warehouse and the Church car park, owned by WBC but used by The CommuniCare Trust (Reading), a local charity supported by WBC

The property is overseen by the Operations Manager. At the end of the year the property remains substantially in good condition.

Rental income is earned through the letting of the three flats which form part of the property and the lettings of other rooms in the property, mainly to individuals and groups in the community. The manse was also let in 2019 pending the appointment of a new Lead Pastor.

Structure, governance and management

WBC is managed by the Church Council, the members of which act as Managing Trustees². The names of the trustees since 2019 are shown on page 2.

The Elders tend to take responsibility for the spiritual and worship areas of Church life, whereas the Deacons, Treasurer and Operations Manager tend to look after practical matters (including finance).

Members of the Church Council collectively take the legal responsibility for the management of the Church.

- All members of the Church Council (including employed staff and volunteer members) are appointed by the Church Members' Meeting.
- The employed members of staff are normally appointed on a permanent basis. Elders and deacons are appointed for a 4 year term, with the exception of the Treasurer who is appointed on an annual basis at the Members' Annual General Meeting.

The Church Council met 11 times in 2019 and there were 8 Members' Meetings.

A budget for the Church's activities is prepared each year by the Treasurer and approved by the Church Members' Meeting.

² All were volunteers apart from the following employed staff: Paul Lapworth, Jane Farnworth and Stewart Johnston.

Financial Review

The Church's operating income and expenditure for the year to 31st December 2019 is detailed in the Financial Statements and associated notes on pages 12 to 25. In 2019 income exceeded operating costs during the year resulting in a surplus of £76,772 (2018: £88,639).

Reserves Policy

It is a policy of the Church Council to seek to maintain unrestricted cash reserves (after setting aside funds designated for specific purposes, for example manse provision, building maintenance, sabbatical, etc.) of at least three months of the Church's normal operating budget.

Principal Risks and Uncertainties

The principle risk and uncertainty facing the Church is the Government's decision to introduce restrictions to combat the spread of COVID-19. These restrictions have meant that, since the COVID-19 lockdown began in March 2020, the Church has been unable to hold Sunday Services in the Church buildings or to use the buildings for its normal weekday activities.

To continue the work of the Church the Trustees have arranged for Sunday worship services to be livestreamed each week on the internet, and to be available on DVD for those without internet access. Where possible the normal weekday activities have been continued using Zoom or other online meeting facilities. These various activities have been successful in maintaining contact with most members of the Church.

The COVID-19 restrictions have reduced the Church's income from Sunday Offerings and Room Rents in the year following this reporting period. Regular donations from members by Standing Order, which are the largest element of income, remained constant. The Trustees have promoted the Church's online giving facility as an alternative to the Sunday offerings and are reducing costs, where possible, to reflect the reduced use of the buildings.

A significant one-off donation received for general church purposes at the start of the year following this reporting period, will also help to offset the loss of income from Sunday offerings and room rents.

Statement of Trustees' Responsibilities

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

The law applicable to charities in England and 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;
- make judgments 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 business.

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.

Approved by the members of the Church Council on 3rd December 2020

and signed



Nigel S. Harman
Chair of the Church Council

WYCLIFFE BAPTIST CHURCH

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

We have examined the financial statements of Wycliffe Baptist Church for the year ended 31st December 2019 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes as set out on pages 12 to 25.

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.

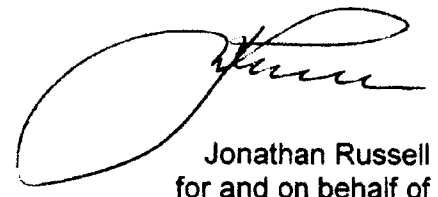
Basis of Independent Examiner's Statement

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;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave 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.



Jonathan Russell
for and on behalf of

Just Audit & Assurance Ltd
37 Market Square
Witney
Oxfordshire
OX28 6RE

Date: 3rd December 2020

Wycliffe Baptist Church

Statement of Financial Activities for the year ended 31 December 2019

| | Note | Unrestricted | Designated | Restricted | Total 2019 | Total 2018 |
|--------------------------------------|-----------|----------------|----------------|----------------|------------------|------------------|
| | | £ | £ | £ | £ | £ |
| Income and endowments | | | | | | |
| Donations and legacies | 2 | 433,022 | 18,975 | 15,123 | 467,120 | 453,457 |
| Investment income | 3 | 276 | 1,600 | - | 1,876 | 43 |
| Income from charitable activities | 4 | 14,671 | - | 31,901 | 46,572 | 46,479 |
| Other income | 5 | 107,224 | - | - | 107,224 | 121,656 |
| Total income and endowments | | 555,193 | 20,575 | 47,024 | 622,792 | 621,635 |
| Expenditure | | | | | | |
| Expenditure on charitable activities | 6 | 488,789 | 19,868 | 37,363 | 546,020 | 532,996 |
| Total expenditure | | 488,789 | 19,868 | 37,363 | 546,020 | 532,996 |
| <i>2018 Income</i> | | <i>584,222</i> | <i>20</i> | <i>37,393</i> | | <i>621,635</i> |
| <i>2018 Expenditure</i> | | <i>479,451</i> | <i>6,872</i> | <i>46,673</i> | | <i>532,996</i> |
| Net income / (expenditure) | | 66,404 | 707 | 9,661 | 76,772 | 88,639 |
| Transfers between funds | 16,17 | (49,012) | 51,616 | (2,604) | - | - |
| Net movement in funds | | 17,392 | 52,323 | 7,057 | 76,772 | 88,639 |
| <i>2018 Net Movement</i> | | <i>85,550</i> | <i>9,134</i> | <i>(6,045)</i> | | <i>88,639</i> |
| Reconciliation of Funds | | | | | | |
| Total funds brought forward | | 888,362 | 76,040 | 158,876 | 1,123,278 | 1,034,639 |
| Total funds carried forward | 18 | 905,754 | 128,363 | 165,933 | 1,200,050 | 1,123,278 |

Comparative figures for each fund are shown in the notes to the accounts

Wycliffe Baptist Church

Balance Sheet 31 December 2019

| | Note | Unrestricted £ | Designated £ | Restricted £ | Total 2019 £ | Total 2018 £ |
|---|------|-------------------|-----------------|-----------------|------------------|------------------|
| Tangible Fixed Assets | 11 | 852,151 | - | 121,000 | 973,151 | 973,431 |
| Current Assets | | | | | | |
| Stock | | - | - | - | - | - |
| Debtors | 12 | 34,997 | 1,250 | 1,033 | 37,280 | 49,768 |
| Bank and Cash | 13 | 322,528 | 136,263 | 46,068 | 504,859 | 427,343 |
| | | 357,525 | 137,513 | 47,101 | 542,139 | 477,111 |
| Current Liabilities | | | | | | |
| Creditors: amounts falling due within one year | 14 | (34,308) | (9,150) | (2,168) | (45,626) | (44,492) |
| Net Current Assets | | 323,217 | 128,363 | 44,933 | 496,513 | 432,619 |
| Creditors: amounts falling due after more than one year | 15 | (269,614) | - | - | (269,614) | (282,772) |
| Net Assets | | 905,754 | 128,363 | 165,933 | 1,200,050 | 1,123,278 |
| Charity Funds | | | | | | |
| Restricted Funds | 16 | - | - | 44,933 | 44,933 | 37,876 |
| Designated Funds | 17 | - | 128,363 | - | 128,363 | 76,040 |
| Unrestricted Funds | | 352,916 | - | - | 352,916 | 348,200 |
| Property Reserve | | 552,838 | - | 121,000 | 673,838 | 661,162 |
| Total Funds | | 905,754 | 128,363 | 165,933 | 1,200,050 | 1,123,278 |

The notes on pages 15 to 25 form an integral part of these accounts

These financial statements have been prepared in accordance with the Financial Reporting Standard 102.

These accounts were approved by the Trustees on Thursday 3rd December 2020 and signed on their behalf



N S Harman
Chair



R Garrick
Treasurer

Wycliffe Baptist Church

Statement of Cash Flows for the year ended 31 December 2019

| | 2019 £ | 2018 £ |
|--|---------------|---------------|
| Net cash provided by operating activities | 103,879 | 54,082 |
| Cash flows from investing activities: | | |
| Purchase of property, plant & equipment | (2,833) | |
| Cash flows from financing activities: | | |
| Cash inflow from new borrowings | | |
| Repayments of borrowings | (23,530) | (23,422) |
| Change in cash and cash equivalents in the year | 77,516 | 30,660 |
| Cash at bank and in hand at start of year | 427,343 | 396,683 |
| Cash at bank and in hand at end of year | 504,859 | 427,343 |
| Increase / (decrease) in cash | 77,516 | 30,660 |

Reconciliation of net cash provided by operating activities

| | 2019 £ | 2018 £ |
|--|----------------|---------------|
| Net income / (expenditure) as per SOFA | 76,772 | 88,639 |
| Adjustments for: | | |
| Depreciation | 3,113 | 7,454 |
| Loan interest | 10,853 | 10,765 |
| (Increase) / decrease in debtors | 12,489 | (10,804) |
| Increase / (decrease) in creditors (excluding loans) | 652 | (41,972) |
| Net cash provided by / (used in) operating activities | 103,879 | 54,082 |

NOTES TO THE ACCOUNTS

Year ended 31 December 2019

1. ACCOUNTING POLICIES

a. Basis of preparation

The accounts are prepared in accordance with the Charities Statement of Recommended Practice, FRS102 and with the Charities Act 2011.

Wycliffe Baptist Church is a registered charity, number 1135617, and meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

These accounts consolidate the finances of Wycliffe Baptist Church, including the Warehouse, and the following associated organisations: Reading 2nd Boys' Brigade; Reading 5th Girls' Brigade; Coffee and Craft; East Reading Causeway Prospects; Take a Break; and International Focus. The historic balances for the Kings Road English classes are also included but the classes did not operate during 2019.

b. Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern

c. Income recognition

All incoming resources are included in the Statement of Financial Activities 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.

d. Donations and legacies

Donations are accounted for gross when received.

Legacies are accounted for on the earlier of notification of an impending distribution and the legacy being received, provided that the legacy can be properly quantified.

e. Investment income

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

f. Incoming resources from charitable activities

Income from charitable activities is included in the accounts in the year in which the activity takes place.

g. Other incoming resources

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

h. Expenditure recognition

All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

i. Fund raising and publicity costs

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

j. Grants payable

The Church makes grants to other organisations whose charitable objects complement its work. These are accounted for in the year in which they are paid, except those relating to specific offerings or gifts received, which are accounted for when the gifts are received.

k. Support costs

Support costs are those that assist the work of the Church but do not directly represent charitable activities and include property costs, including utilities, cleaning and caretaking, and governance cost. Where support costs cannot be directly attributed to particular headings, they have been allocated to expenditure on charitable activities on a basis consistent with the use of resources. 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.

l. Pensions

The Church pays into various defined contribution pension schemes for its staff. Contributions are charged in the profit and loss accounts as they become payable in accordance with the rules of the schemes.

m. Leasing

Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

n. Fixed assets

The main Church premises at 233 Kings Road, Reading, together with associated halls and rooms, are included in the balance sheet at £1 because reliable cost information is not available and valuation would incur significant costs which would be onerous compared with the additional benefit gained by the user of the accounts.

The Manse and properties at 229 Kings Road, 1a Cumberland Road ("The Warehouse") and the adjoining CommuniCare building are included at original cost. The CommuniCare building is shown as a restricted asset as its use is restricted for a minimum of 25 years, or while occupied by CommuniCare if longer.

Furniture and equipment in the Church premises costing in excess of £2,000 is included in fixed assets at the lower of cost and net realisable value.

o. Depreciation

Depreciation has not been charged on the properties owned by the Church, because in the opinion of the Trustees, the residual value of the asset is not less than the original cost price.

Depreciation on other fixed assets, including furniture and fittings and office equipment is calculated to write off the cost on a straight-line basis over their expected useful lives, at the rate of 20% per annum, or such other rate as the Church decides is appropriate, starting the year after purchase.

p. Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds set aside by the Trustees for particular purposes. The aim and use of each designated fund are set out in the notes to the financial statements.

Restricted funds are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for specific purposes. The aim and use of each restricted fund are set out in the notes to the financial statements.

2. DONATIONS AND LEGACIES

| | Unrestricted £ | Designated £ | Restricted £ | Total 2019 £ | Total 2018 £ |
|--------------------------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| Offerings | 365,109 | 18,855 | 3,643 | 387,607 | 379,108 |
| | - | - | - | - | - |
| Tax refunds | 65,913 | 120 | - | 66,033 | 72,971 |
| Grants received | 2,000 | - | 11,480 | 13,480 | 1,378 |
| Legacies | - | - | - | - | - |
| Total | 433,022 | 18,975 | 15,123 | 467,120 | 453,457 |
| <i>2018 Donations & Legacies</i> | <i>449,268</i> | | <i>4,189</i> | <i>453,457</i> | |

Grants received; Unrestricted Funds Kiriath Trust £2,000; Restricted funds Berkshire Community Fund £1,500, A4A £9,730, Coop Community Fund £250.

3. INVESTMENT INCOME

| | Unrestricted £ | Designated £ | Restricted £ | Total 2019 £ | Total 2018 £ |
|----------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| Bank interest | 276 | 1,600 | - | 1,876 | 43 |
| Total | 276 | 1,600 | - | 1,876 | 43 |
| <i>2018 Interest</i> | 23 | 20 | | 43 | |

4. INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted £ | Designated £ | Restricted £ | Total 2019 £ | Total 2018 £ |
|--------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| On-site activities | 9,908 | - | 18,707 | 28,615 | 28,053 |
| Weekend Away | 2,322 | - | | 2,322 | 2,425 |
| Trips and camps | 2,441 | - | 13,194 | 15,635 | 16,001 |
| Total | 14,671 | - | 31,901 | 46,572 | 46,479 |
| <i>2018 Income</i> | 13,275 | - | 33,204 | 46,479 | |

5. OTHER INCOME

| | Unrestricted £ | Designated £ | Restricted £ | Total 2019 £ | Total 2018 £ |
|--------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| Use of Premises | 57,807 | | | 58,807 | 81,304 |
| Flat rents | 46,195 | | | 46,195 | 37,227 |
| Other Income | 3,222 | | | 3,222 | 3,125 |
| Total | 107,224 | - | - | 107,224 | 121,656 |
| <i>2018 Income</i> | 121,656 | | | 121,656 | |

6. EXPENDITURE ON CHARITABLE ACTIVITIES

| | Unrestricted £ | Designated £ | Restricted £ | Total 2019 £ | Total 2018 £ |
|-----------------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| Ministry | 230,279 | 685 | 34,552 | 265,516 | 262,147 |
| Local mission | 11,680 | | | 11,680 | 8,287 |
| Establishment | 142,600 | | | 142,600 | 151,837 |
| Weekend Away | 3,035 | | | 3,035 | 640 |
| Governance Costs | 1,170 | | | 1,170 | 1,110 |
| Grants Payable (see Note 7) | 100,025 | 19,183 | 2,811 | 122,019 | 108,975 |
| Total | 488,789 | 19,868 | 37,363 | 546,020 | 532,996 |
| <i>2018 Expenditure</i> | 479,451 | 6,872 | 46,673 | 532,996 | |

7. GRANTS PAYABLE

| | Unrestricted £ | Designated £ | Restricted £ | Total 2019 £ | Total 2018 £ |
|--|-------------------|-----------------|-----------------|-----------------|-----------------|
| In respect of specific individuals supported by WBC | | | | | |
| WEC International ⁴ | 21,242 | - | - | 21,242 | 27,106 |
| Wycliffe Bible Translators ⁴ | 16,689 | - | - | 16,689 | 17,709 |
| Interserve ⁴ | 13,092 | 600 | - | 13,692 | 13,052 |
| Friends International ⁴ | 9,603 | - | - | 9,603 | 10,164 |
| iNet ⁴ | 9,169 | - | - | 9,169 | - |
| Other payments to specific missionaries | 375 | 2,175 | 2,811 | 5,361 | 9,332 |
| In respect of other organisations supported by WBC | | | | | |
| CommuniCare | 10,000 | - | - | 10,000 | 10,005 |
| BUGB Home Mission Fund | 7,185 | - | - | 7,185 | 9,185 |
| Shinfield Baptist Church | - | 4,000 | - | 4,000 | - |
| Reading Schools Worker | 3,500 | 850 | - | 4,350 | 4,234 |
| UCCF | 2,256 | - | - | 2,256 | 2,265 |
| Yeldall Manor | 1,660 | 1,000 | - | 2,660 | 1,110 |
| RE Inspired | 3,000 | 1,000 | - | 4,000 | 1,000 |
| Reading Street Pastors | 1,000 | - | - | 1,000 | 1,000 |
| Wycliffe Bible Translators | - | 5,000 | - | 5,000 | - |
| Trusts in Partnership (Authentic Lives) | - | 4,000 | - | 4,000 | - |
| Other charitable gifts | 1,254 | 558 | - | 1,812 | 2,813 |
| Total | 100,025 | 19,183 | 2,811 | 122,019 | 108,975 |
| <i>2018 Grants Payable</i> | <i>99,288</i> | <i>6,872</i> | <i>2,815</i> | | <i>108,975</i> |

4 These payments are made to mission organisations in respect of specific individuals sent or supported by WBC as missionaries.

8. NET INCOME FOR THE YEAR

Net income for the year is stated after charging/(crediting):

| | 2019 £ | 2018 £ |
|-----------------------------|-----------|-----------|
| Independent examination Fee | 1,170 | 1,110 |

9. STAFF COSTS AND TRUSTEES EXPENSES

| | 2019 £ | 2018 £ |
|-----------------------|----------------|----------------|
| Salaries | 190,123 | 170,280 |
| Social security costs | 11,218 | 9,516 |
| Pension costs | 16,557 | 16,006 |
| Other staff costs | 2,066 | 2,103 |
| Total | 219,964 | 197,905 |

The average number of people employed at any time during the year was 11 (2018: 10).

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

As shown in note 19, three Trustees received remuneration. The remuneration paid to Trustees in the year for their services in accordance with the Church's Constitution was £77,860 (2018: 3 trustees £65,210). No sums were reimbursed to the Trustees for their work as Trustees (2018: £Nil).

The Church pays pension contributions into various defined contributions schemes for its staff. In addition, for one of its Ministers, payment is made to the Baptist Ministers Pension Trust Limited, which is a final salary defined benefit scheme, which is not contracted out of the State second pension. The scheme is a multi-employer scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the Church. In accordance with FRS17 therefore, the scheme is accounted for as a defined contribution scheme. Further information on the Baptist Pension Scheme can be found in note 20.

10. OPERATING LEASES

At 31 December 2019, the Church had total commitments under non-cancellable operating leases as follows:

Land & Buildings

An agreement to use premises at 1b Cumberland Road as a Youth Centre until March 2020.

Other

A lease for an office photocopier for 60 months from February 2017.

| | Land & Buildings £ | Other £ | Total £ |
|---------------------------------------|-----------------------|------------------|-------------------|
| Within 1 year | 3,480 | 1,030 | 4,510 |
| Within 2-5 years | - | 1,146 | 1,146 |
| Total | 3,480 | 2,176 | 5,656 |
| <i>2018 Operating Lease Costs</i> | <i>17,440</i> | <i>3,176</i> | <i>20,576</i> |

11. TANGIBLE FIXED ASSETS

| | Unrestricted | | | Restricted | | Total |
|-----------------------|--------------------------------|-------------------------------------|----------------|----------------------------|----------------------------|------------------|
| | Church & associated rooms £ | 229 Kings Rd Warehouse & Manse £ | Equipment £ | Communi-Care building £ | Boys' Brigade minibus £ | £ |
| Cost | | | | | | |
| 1 January 2019 | 1 | 845,600 | 62,810 | 121,000 | 14,094 | 1,043,505 |
| Additions | - | - | 2,833 | - | - | 2,833 |
| Disposals | - | - | - | - | - | - |
| 31 December 2019 | 1 | 845,600 | 65,643 | 121,000 | 14,094 | 1,046,338 |
| Depreciation | | | | | | |
| 1 January 2019 | - | - | 55,980 | - | 14,094 | 70,074 |
| Charge | - | - | 3,113 | - | - | 3,113 |
| Disposals | - | - | - | - | - | - |
| 31 December 2019 | - | - | 59,093 | - | 14,094 | 73,187 |
| Net book value | | | | | | |
| 31 December 2019 | 1 | 845,600 | 6,550 | 121,000 | - | 973,150 |
| 31 December 2018 | 1 | 845,600 | 6,830 | 121,000 | - | 973,431 |

The main Church premises and associated halls and rooms at 233 Kings Road (including the Kings Room and the Wycliffe Room) are shown at £1 because reliable cost information is not available and valuation would incur significant cost which would be onerous compared with the additional benefit gained by the user of the accounts. 229 Kings Road and 1a Cumberland Road are included at their purchase cost in 1998 and 1996 respectively.

A Manse to provide accommodation for the Lead Pastor and his family was acquired close to the Church towards the end of 2015, and this is shown at its purchase cost.

In 2005, The CommuniCare Trust (Reading), an independent charity, obtained a European Union grant to construct a building for its charitable purposes on land owned by the Church. Under the terms of the grant, WBC owns the building but is required to let it to CommuniCare for a minimum of 7 years with annual extensions thereafter at CommuniCare's option for as long as it is not in breach of the agreement. WBC may have pre-arranged occasional use. For 25 years, use must not comprise activities that are of a political or an exclusively religious nature. The building is shown as a restricted asset at its estimated cost.

Since construction and purchase, the Kings Room and the Warehouse have undergone significant refurbishment. With the exception of some elements of equipment expenditure which have been separately identified above, the remaining costs have been expensed in the year the expenditure was incurred.

Equipment identified in respect of refurbishment expenditure is now fully depreciated.

All of the fixed assets are used for direct charitable purposes.

The insured value of the Church's property is – Church Buildings £2,894,409, 229 Kings Road £471,573, Warehouse £1,441,529, CommuniCare building £266,741, Manse £388,800.

12. DEBTORS

| | 2019 £ | 2018 £ |
|----------------|---------------|---------------|
| Prepayments | 8,873 | 11,017 |
| Debtors | 28,407 | 37,946 |
| Accrued income | | 805 |
| Total | 37,280 | 49,768 |

13. BANK AND CASH BALANCES

| | 2019 £ | 2018 £ |
|---|----------------|----------------|
| Wycliffe Baptist Church accounts and cash | 468,719 | 402,400 |
| Associated organisation accounts and cash | 36,140 | 24,943 |
| Total | 504,859 | 427,343 |

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2019 £ | 2018 £ |
|-----------------------------|---------------|---------------|
| Creditors Accruals | 17,872 | 20,625 |
| Loans from Church members | 10,000 | 10,000 |
| Baptist Union Corporation | 13,149 | 12,667 |
| Tax and NIC | 3,405 | |
| Independent Examination Fee | 1,200 | 1,200 |
| Total | 45,626 | 44,492 |

15. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

| | 2019 £ | 2018 £ |
|--|----------------|----------------|
| Baptist Union Corporation (later than 1 year and not later than 5 years) | 57,810 | 55,686 |
| Baptist Union Corporation (later than 5 years) | 211,804 | 227,086 |
| Total | 269,614 | 282,772 |

The loan represents the amount borrowed from the Baptist Union Corporation to fund the purchase of a Manse. The loan and interest is repayable in equal monthly instalments over a period of 20 years from 2015. The Baptist Union Corporation hold all the Church assets and property vested in its trustees as security for the due repayment of the loan and all interest thereon. The interest rate is 3% above the Bank of England Base Rate, 3.75% as at 31st December 2019 (3.75% as at 31st December 2018).

16. RESTRICTED FUNDS

| | 1 Jan 2019 | Incoming resources | Resources expended | Transfers | 31 Dec 2019 |
|---------------------------|----------------|--------------------|--------------------|----------------|----------------|
| | £ | £ | £ | £ | £ |
| Associated organisations | 21,487 | 29,689 | 19,661 | 1,900 | 33,415 |
| Youth & Kidz Camp | 11,323 | 14,149 | 14,891 | | 10,581 |
| Toddlers Group | 4,129 | | | (4,129) | - |
| Building & equipment fund | 937 | - | - | - | 937 |
| Gifts for specific causes | | 3,186 | 2,811 | (375) | - |
| Property reserve | 121,000 | - | - | - | 121,000 |
| Total | 158,876 | 47,024 | 37,363 | (2,604) | 165,933 |

The Associated organisations represents the combined amounts in respect of Reading 2nd Boys' Brigade; Reading 5th Girls' Brigade; Coffee and Craft; East Reading Causeway Prospects; Take a Break; Kings Road English Classes (which did not operate in 2019); and International Focus.

Youth and Kidz camp includes the income and costs for these activities.

The Toddlers Group is now managed as a church activity and included in the unrestricted funds.

The Building & equipment fund represents a specific donation for a particular property project.

The Gifts of specific causes fund represents amounts received for the benefit of missionaries supported by the Church or specific appeals including the Christmas Day offerings.

The Property reserve fund represents the cost of the CommuniCare building which has restricted usage for 25 years or while occupied by CommuniCare, whichever is longer.

All restricted funds are made up of current assets except for the Property reserve minibus which is a fixed asset.

17. DESIGNATED FUNDS

| | 1 Jan 2019 | Incoming resources | Resources expended | Transfers | 31 Dec 2019 |
|----------------------------------|---------------|--------------------|--------------------|---------------|----------------|
| | £ | £ | £ | £ | £ |
| Building & equipment fund | 31,791 | - | - | 18,209 | 50,000 |
| Mission funds | 24,240 | 655 | 19,868 | 20,407 | 25,434 |
| Sabbatical & Intern fund | 10,009 | - | - | 13,000 | 23,009 |
| Refurbishment & Building reserve | 10,000 | 19,920 | - | - | 29,920 |
| | - | - | - | | - |
| | - | - | - | | - |
| Total | 76,040 | 20,575 | 19,868 | 51,616 | 128,363 |

The building and equipment fund represents sums set aside for the long term maintenance of the Church buildings. The mission fund represents amounts set aside to support members in long- and short- term mission and training for mission.

The sabbatical & Intern fund represents amounts set aside to fund pastors' sabbatical projects, including cover while they are absent and to provide funds for the appointment of an intern.

The refurbishment reserve fund represents amounts set aside towards a future refurbishment and additions to the Church's buildings.

All designated funds are made up of current assets.

18. ANALYSIS OF FUNDS AT 31ST DECEMBER 2019

| | Unrestricted £ | Designated £ | Restricted £ | 2019 £ | 2018 £ |
|---------------------------------|-------------------|-----------------|-----------------|------------------|------------------|
| Unrestricted reserves | 352,916 | - | - | 352,916 | 348,200 |
| Associated organisations | - | - | 43,996 | 43,996 | 36,939 |
| Building & equipment fund | - | 50,000 | 937 | 50,937 | 32,728 |
| Mission funds | - | 25,434 | - | 25,434 | 24,240 |
| Sabbatical & new staff fund | - | 23,009 | - | 23,009 | 10,009 |
| Refurbishment reserve | - | 29,920 | - | 29,920 | 10,000 |
| Refurbishment fund | - | - | - | - | - |
| Manse fund | - | - | - | - | - |
| Gifts for specific causes | - | - | - | - | - |
| Total excluding premises | 352,916 | 128,363 | 44,933 | 526,212 | 462,116 |
| Property reserve | 552,838 | - | 121,000 | 673,838 | 661,162 |
| Total funds | 905,754 | 128,363 | 165,933 | 1,200,050 | 1,123,278 |

The property reserve represents the purchase cost of the Church's buildings less the amounts outstanding on loans to buy them.

19. RELATED CHARITIES AND TRUSTEE RELATED PARTY TRANSACTIONS

The custodian Trustee of the Church is the Baptist Union Corporation Limited (charity number 249635), which is controlled by the Baptist Union Council. The Church is also a member of the Baptist Union of Great Britain, and the Southern Counties Baptist Association.

The Church is in receipt of a loan from the Baptist Union Corporation as set out in notes 14 and 15.

The Church made donations to the Baptist Union Home Mission Scheme as set out in note 7.

Two trustees, J Farnworth and S Johnston, were employed by WBC during the entirety of the years ending 31 December 2019 and 2018. P Lapworth was employed for part of the year ended 31 December 2019, and L Eades for a portion of 2018. Details of the total staff remuneration are set out in note 9.

The Church made no payments to a related party to the trustees of the Church in 2019 (2018: £Nil).

The Church also carried out the following transactions in favour of trustees and their related entities:

- The church made grants of £9,169 to iNet towards the work undertaken by R Lam after his resignation as a Trustee (2018: £Nil).
- The Church made grants of £8,150 to WEC towards the work undertaken by P Lapworth before his appointment as a Trustee (2018: £13,556).
- No grants were made to Wycliffe Bible Translators towards the work undertaken by C Darby in 2019 (2018: £10).

20. BAPTIST PENSION SCHEME

The Church is a participating employer in the Baptist Pension Scheme ("the Scheme"), which is a separate legal entity administered by the Pension Trustee (Baptist Pension Trust Limited). The assets of the Scheme are held separately from those of the Employer and the other participating employers.

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. Prior to this date the main benefit provided through the Defined Benefit (DB) Plan was a 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 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 Broadstone Corporate Benefits 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 Limited. Members of the Basic Section pay reduced contributions of 5% of Pensionable Income, and their employers also pay a total of 5%.

The Scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. Because it is not possible to attribute the Scheme's assets and liabilities to specific employers, the scheme is accounted for as if the Scheme were a defined contribution scheme.

The Ministers and some members of the Church staff are eligible to join the Scheme.

Actuarial valuation as at 31 December 2019.

A formal valuation of the DB Plan as at 31 December 2019 was carried out by a professionally qualified Actuary using the Projected Unit Method. At the valuation date the market value of the DB Plan assets was £298 million, whilst the level of assets needed to pay benefits was £316m, giving a deficit of £18m (equivalent to a past service funding level of 94%). The Church and other participating employers in the DB Plan are collectively responsible for funding this deficit.

The key financial assumptions underlying the valuation were as follows:

| Type of assumption | % pa |
|--|------|
| RPI price inflation assumption | 3.20 |
| CPI price inflation assumption | 2.75 |
| Minimum Pensionable Income increases Adjustment (above CPI) | 0.50 |
| Pre-retirement assumed investment returns (gilt yield plus 1.75% pa) | 2.95 |
| Post retirement assumed investment returns (including benefits matched by the insurance policy) (gilt yield plus 0.55) | 1.70 |
| Minimum Pensionable Income increases (CPI plus 0.5%) | 3.20 |
| Deferred pension increases | |
| - Pre April 2009 | 3.20 |
| - Post April 2009 | 2.50 |
| Pension increases | |
| - Based on CPI with an annual floor of 0% and annual cap of 5% | 2.70 |

Mortality is assumed in accordance with 80% of the S3NA standard mortality table. Future improvements projected from 2013 in line with the "CMI 2019" projection with a long term rate of improvement of 1.75% p.a. for males and 1.5% p.a. 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 signed in September 2020, deficiency contributions are payable until June 2026. These contributions are broadly based on the employer's membership at 31 December 2014 and increase annually in line with increases to Minimum Pensionable Income as defined in the Rules.

The total pension cost recognised in the Statement of Financial Activities is as follows.

| | 2019 £ | 2018 £ |
|--|--------------|--------------|
| Defined contribution plan: | | |
| Current period contributions | 4,539 | 5,124 |
| Multi-employer defined benefit plan: | | |
| Deficiency contribution in respect of prior service period | 4,181 | 4,062 |
| Total | 8,720 | 9,186 |