

REDEEMER CROYDON TRUST

REPORT & ACCOUNTS

FOR THE PERIOD 01 DECEMBER 2017 TO 31 DECEMBER 2018

Stewardship
1 Lamb's Passage
LONDON
EC1Y 8AB

REDEEMER CROYDON TRUST
FOR THE PERIOD 01 DECEMBER 2017 TO 31 DECEMBER 2018

LEGAL & ADMINISTRATIVE DETAILS

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 period ended 31 December 2018 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

For and on behalf of:

Stewardship

1 Lamb's Passage

LONDON

EC1Y 8AB

Date: 30 August 2019

REDEEMER CROYDON TRUST
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE PERIOD 01 DECEMBER 2017 TO 31 DECEMBER 2018

	Notes	Unrestricted Funds £	Restricted Funds £	01Dec2017 to 31Dec2018 £	31Aug2016 to 30Nov2017 £
<i>Income receipts</i>					
Donations, legacies and grants		194,543	21,260	215,803	205,207
Gift aid receipts		-	-	-	32,530
Mission trip		-	1,557	1,557	-
Interest		460	-	460	-
Other		2,513	-	2,513	1,948
		<u>197,516</u>	<u>22,817</u>	<u>220,333</u>	<u>239,685</u>
<i>Capital and similar receipts</i>					
Loan repayments		1,196	-	1,196	382
		<u>1,196</u>	<u>-</u>	<u>1,196</u>	<u>382</u>
<i>Total receipts</i>		<u>198,712</u>	<u>22,817</u>	<u>221,529</u>	<u>240,067</u>
Payments					
Payments in relation to charitable activities undertaken directly	2	217,648	9,371	227,019	181,160
Grants paid in relation to charitable activities undertaken by others	3	3,949	-	3,949	4,061
		<u>221,598</u>	<u>9,371</u>	<u>230,968</u>	<u>185,220</u>
<i>Total payments</i>					
Net of receipts / (payments) before transfers		(22,885)	13,447	(9,439)	54,847
Transfers between funds	5	(3,051)	3,051	-	-
Net movement in funds		<u>(25,937)</u>	<u>16,498</u>	<u>(9,439)</u>	<u>54,847</u>
Cash funds as at last year end		119,150	-	119,150	64,303
Cash funds at this year end	A	<u>93,213</u>	<u>16,498</u>	<u>109,711</u>	<u>119,150</u>

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

REDEEMER CROYDON TRUST

NOTES TO THE ACCOUNTS

FOR THE PERIOD 01 DECEMBER 2017 TO 31 DECEMBER 2018

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.

	Unrestricted funds £	Restricted Funds £	01Dec2017 to 31Dec2018 £	31Aug2016 to 30Nov2017 £
2 Payments in relation to charitable activities undertaken directly				
Employment costs (Note 4)	177,636	4,000	181,636	142,042
Venue hire	11,947	-	11,947	17,869
Ministry and staff costs and training	5,638	533	6,171	7,878
Church events and weekends away	7,186	-	7,186	-
Insurance	384	-	384	359
Administration and support services	4,536	-	4,536	6,180
Governance and professional fees	944	-	944	609
Website and publicity	99	-	99	2,054
Youth and childrens work	15	-	15	43
Mission trip	-	4,608	4,608	-
Other costs	9,264	230	9,493	4,126
	<u>217,648</u>	<u>9,371</u>	<u>227,019</u>	<u>181,160</u>

3 Grants paid in relation to charitable activities undertaken by others

Organisations:				
Crosslinks	1,549		1,549	1,875
London City Mission	1,575		1,575	-
IFES Trust	-		-	1,625
Other organisations < £1,000	825		825	80
Individuals	-		-	481
	<u>3,949</u>	<u>-</u>	<u>3,949</u>	<u>4,061</u>

4 Transactions with related parties

The charity has 6 [2018: 4] employees, to whom the employment costs above refer.
No amounts were paid or are payable to any trustee or to any person connected to them.

Gross wages, salaries and Employer's NIC	117,344	85,572
Pension employer costs	6,582	2,446
Other employment expenses (accommodation and moving costs)	56,907	53,135
Payroll costs	804	889
Total employment costs	<u>181,636</u>	<u>142,042</u>

REDEEMER CROYDON TRUST

NOTES TO THE ACCOUNTS

FOR THE PERIOD 01 DECEMBER 2017 TO 31 DECEMBER 2018

5 Movement on funds

	Balance at 31Dec2017	Receipts	Payments	Transfers	Balance at 31Dec2018
	£	£	£	£	£
Restricted funds					
Mission trip	-	1,557	(4,608)	3,051	-
Property fund	-	16,498	-	-	16,498
Ministry employment	-	4,000	(4,000)	-	-
US conference	-	533	(533)	-	-
Weekend away bursary	-	230	(230)	-	-
	<u>-</u>	<u>22,817</u>	<u>(9,371)</u>	<u>3,051</u>	<u>16,498</u>
General funds	<u>119,150</u>	<u>198,712</u>	<u>(221,598)</u>	<u>(3,051)</u>	<u>93,213</u>
TOTAL FUNDS	<u>119,150</u>	<u>221,529</u>	<u>(230,968)</u>	<u>-</u>	<u>109,711</u>

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

Trustees' Annual Report for the period						
From	Period start date			To	Period end date	
	01	December	2017		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)
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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.
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.

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.

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.

The Redeemer Croydon Trust risk register is reviewed at each trustee meeting. 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.

A second risk is key personnel leaving or becoming unwell, for instance due to workload. To mitigate against this, line managers have regular check-ins with their staff to discuss wellbeing and consider any issues. Adequate notice periods are also in place so that succession planning or alternative arrangements can be made by the Trust.

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 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.

Section C Objectives and activities

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

The objects of Redeemer Croydon Trust CIO are:

(A) THE ADVANCEMENT OF THE CHRISTIAN FAITH FOR THE PUBLIC BENEFIT IN PARTICULAR BY:

1. SUPPORTING THE WORK OF REDEEMER CROYDON CHURCH AS IT SEEKS TO ADVANCE THE CHRISTIAN FAITH IN LINE WITH THE STATEMENT OF BELIEFS (FOUND IN APPENDIX 1 TO THIS CONSTITUTION);
2. PROVIDING FINANCIAL SUPPORT AND MATERIALS FOR STAFF ENGAGED IN TEACHING AND PASTORAL WORK WITH FAMILIES, SINGLE PERSONS, THE ELDERLY, CHILDREN AND YOUNG PEOPLE;
3. SUPPORTING CHRISTIANS ENGAGED IN MISSIONARY AND RELIEF WORK THAT ADVANCE THE CHRISTIAN FAITH BOTH OVERSEAS AND IN THE UNITED KINGDOM; AND
4. MAINTAINING THE REDEEMER CROYDON WEBSITE AS A RESOURCE FOR CHRISTIAN MATERIAL AND BIBLICAL TEACHING WITH THE AIM OF ADVANCING THE CHRISTIAN FAITH FREE AT POINT OF USE.

(B) THE RELIEF OF THOSE SUFFERING HARDSHIP AND PHYSICAL DISTRESS AS THE TRUSTEES SEE FIT; PROVIDED SUCH RELIEF BE OF A NON-POLITICAL NATURE.

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: this object is taken forward in the following ways as set out in the constitution:

Supporting the work of Redeemer Croydon as it seeks to advance the Christian faith. This covers support for the Sunday ministries such as the Sunday morning meeting and monthly prayer meetings. It also includes 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.

Providing financial support and materials for staff engaged in teaching and pastoral work with families, single persons, the elderly, children and young people. 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 and Women's Ministry Leader) 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.

Supporting Christians engaged in missionary and relief work that advance the Christian faith both overseas and in the United Kingdom. Redeemer supports one missionary couple in the Gambia via a UK organisation and runs occasional overseas missionary trips. The church also has an in-house missionary from a UK organisation who does outreach in the local area.

Maintaining the Redeemer Croydon Trust website as a resource for Christian material and Biblical teaching with the aim of advancing the Christian faith free at point of use. The website continues to be updated in order to reach out to the local community.

Relief of those suffering hardship and physical distress:

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.

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 Leaders
Friendship Fridays outreach to local community

Summary of the main achievements of the charity during the year

The advancement of the Christian faith for the public benefit

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.

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. Our apprentice has introduced regular social events for those in their 20s and 30s. In addition, a new after-school group has been initiated for girls in the age group of 11 to 14 to help them healthily navigate their pre-teen lives.

A number of community events have been held over the accounting period, including a faith speaker in September who provided motivational messages for the local community. Also in September, 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 the second retreat held at Carroty Wood, Kent, and the first overnight retreat for the church. It was attended by 102 adults and children, and Redeemer was able to fund a number of places for those who could not usually afford to attend. Finally, a quiz night is held on a regular basis at Christmas and provides an opportunity for socialising and refreshment.

Missionary support

Redeemer supports one missionary couple in Gambia
8 Redeemer members visited the missionary couple in February 2018, which was a successful cross-cultural trip and enabled the church family to enjoy a full update of the work they are supporting there.

From March 2018 Redeemer took on Simon Knightly from London City Mission for one day a week as a new mission partner and in-house missionary to aid the progress of local community work. Simon works particularly with those in the more deprived areas of Croydon, building relationships and looking to improve the hardship of some individuals and their families. He is also involved in a number of interfaith initiatives.

Redeemer Croydon Trust website

In the accounting period, the Redeemer Croydon website underwent various improvements and wider use was made of it to help engage the local community. For instance, Redeemer introduced dedicated event pages as well as simpler navigation to increase usability across a wider cross section of the local community.

Links continue to provide:

- Overview of Redeemer and the Christian faith.
- A series of videos giving further background on Redeemer and its core values.

- Podcasts of Sunday talks and testimonies.
- A bookstore recommending Christian books.
- Useful web links on issues relating to the Christian faith.
- Offering the opportunity for people to meet with a staff member.

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.

Section E

Financial review

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 are 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 2018 the level of the reserves stood at the equivalent of 5 months.

Section F

Other optional information


In relation to GDPR, Redeemer Croydon Trust overhauled its data protection policy in its entirety to incorporate and implement across Redeemer. Training was given to everyone in a position of leadership and that training continues to be undertaken for new leaders.

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)	RUTH SHIN	
Position (eg Secretary, Chair, etc)	N/A	
Date	28 Aug 2019	